

Building Value For 60 Years

# THE Raymond Report

Spring 2014

## Naturally Warm and Cool...



*"Our new facility in Rockwall, Texas, is very unique in nature, incorporating several rustic design elements (heavy natural wood beams, multiple applications of natural stone, etc.) with state-of-the-art technology, all wrapped up in a very open, aesthetically pleasing, customer-friendly package."*

—Rick Carroll  
Market President  
Inwood National Bank

### **Featured Project**

## **Inwood National Bank**

2830 Ridge Road  
Rockwall, Texas

Owner: Inwood National Bank  
Architect: Gahl Architecture, Dallas, Texas  
Senior Project Manager: Ron Harper  
Site Manager: Curtis Reinhardt

**W**e are proud to feature Inwood National Bank's new facility in Rockwall, Texas. The bank's 15th branch, it measures 7,983 square feet under roof—a 5,555-square-foot building, 1,932-square-foot drive-thru and a 496-square-foot covered entry. Congratulations, team, on a job well done!

# Rewrite Your To-Do List

Having a to-do list is a great idea—as long as you don't let it deplete your energy and creativity because it's unrealistic. Follow these tips for revamping your to-do list so it doesn't drive you crazy:

- **Combine separate lists into one list.** If you keep one list at work and the other on the refrigerator at home, sooner or later something will fall through the cracks. Keep one notebook or calendar and nothing more. Keeping track of multiple notes or lists will wipe you out.
- **Be realistic.** Set your priorities, and be ready to let some items go. What is it that you absolutely have to accomplish? If you're never going to do something that you continually write on your list, take it off. You'll save energy and gain peace of mind by being honest with yourself.
- **Make a schedule.** A to-do list without a schedule doesn't give you much guidance. Estimate how much time each task will take, as well as how high a priority it is, and determine the best use of your time. If a three-hour task isn't vital, don't put it at No. 1.
- **Leave room for emergencies.** Don't try to cram activity into every minute of your day. Build in sufficient time to deal with the interruptions that will undoubtedly occur.



# Keep Track Of Your Priorities

In the rush and stress of life, you can easily lose sight of your personal priorities. And when that happens, you may waste a lot of time on the wrong path.

If you're worried about forgetting what's important, start paying attention to what you're really doing in life. Once a week, ask yourself these questions:

- **Did I make a difference in someone else's life this week?** Satisfaction comes from making an impact on the world, even a modest one in your own small community of friends. Will your efforts make a difference in the near future? How many other people will they benefit? Will the projects you worked on this week matter a year from now?
- **How often did I laugh?** Laughter and relaxation are important to a well-balanced life. Which of your friends, family or co-workers helped you feel happy? Have you been able to make others laugh as well?
- **Am I connected to other people?** Don't isolate yourself—keep the lines of communication and community flowing, and do your best to repay and help the people who've helped you.
- **Did I take time for myself this week?** Don't burn out on everyone else's priorities. What did you do to relax and refresh your energy? What could you ask someone else to do that would reduce the stress in your life? How effective are you at delegating tasks at work and on a personal basis?

# The Face Of News Is Changing

TV is the No. 1 source of news for Americans, according to a recent Gallup poll. Answering an open-ended question about where they get their news, 55% named the television, with 8% specifically identifying Fox News and 7% naming CNN. The Internet was first choice for 21%, print journalism was named by 9%, and radio was cited by 6%.

With all the news sources available to us, though, Americans aren't spending a lot of time consuming it. Another survey, this one by news aggregator News Republic, found that most of us spend less than 30 minutes on the news every day. 80% read newspapers less than 30 minutes a day, and 87% read news magazines for less than half an hour, followed by 63% who follow the news by radio and 48% who get it from the TV. On the other hand, 52% spend more than 30 minutes a day getting their news from their smartphones, and 42% access the news for more than half an hour via their tablet computers.

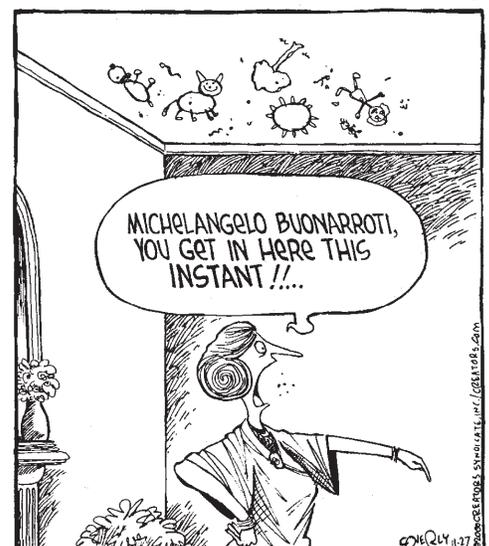
# Dealing With Inflexible Colleagues

Some people seem unable to see issues from any point of view but their own. Whether they work for you or you work for them, their inflexibility can be a roadblock to your success. Here's how to work together in harmony:

- **Listen.** Give your complete attention to the other person, and show you understand by paraphrasing what he or she says.
- **Focus on the other person's position, not your own.** Resist the urge to argue. Instead, build some goodwill by showing how you're trying to understand his or her perspective.
- **Agree when you can.** Most of the time you should be able to find common ground. Use this to build the basis for a reasonable discussion.
- **Disagree with tact.** Stand your ground when necessary, but try to disagree without creating more tension. Explain your own point of view in positive language.
- **Show some flexibility yourself.** Don't adopt an inflexible stance of your own in response to someone else's tough attitude. Remind yourself to stay open-minded at all times.

SPEED BUMP

Dave Coverly



# Can You Be A Good Mentor?

You know how important mentoring can be to younger or inexperienced employees. But how do you know if you're cut out to be a good mentor? Here are four key characteristics of an effective mentor:

- **Commitment.** Are you willing to dedicate the time and effort necessary to a mentoring relationship? You should already be involved in helping employees learn new skills and develop professionally.
- **Courage.** Do you have the courage to take risks, admit mistakes, and let others do the same? You'll have to tolerate the occasional error and use it as a learning experience, and at the same time teach your salespeople how to tell the difference between a reasonable risk and an unacceptable one.
- **Curiosity.** Are you hungry for knowledge? Don't limit your answer to professional areas. If you're always asking questions, trying to find out how things work and why, you'll be a good mentor.
- **Compassion.** Are you patient with others when they make mistakes? Do you try to understand situations from the other person's point of view? You can't be wedded to "right" answers and one-size-fits-all solutions. As a mentor, your job isn't to pass judgment but to create opportunities for insight and growth in other people.

## More People Going Online For Play, Not Work

The Internet is a serious tool for work, communication and research. Right? In fact, these days it's mostly a place for people of all ages to have fun. Research by the Pew Research Center's Internet & American Life Project found that 81% of adults ages 18-29 go online for fun, along with 66% of adults 30-49, and half of the 50-64 age group. And all of these groups have doubled in size over the past 11 years.

Even among adults 65 years and older, with only 23% using the Internet as a diversion, the percentage has quadrupled in the past decade. The Pew researchers attribute the upsurge to the availability of broadband connections and the growth of social networking.

## Creative Thinking Worldwide

Fifty-two percent of Americans consider themselves creative, but only 39% of Americans feel they're living up to their creative potential. That's one finding from a survey of 5,000 adults in the U.S., the U.K., France, Germany and Japan (1,000 participants each), conducted by the research firm Strategy One. Other findings include:

- 85% of Americans feel that creativity is the key to driving economic growth.
- 82% feel that the United States isn't living up to its creative potential.
- 62% believe that our nation's creativity is being stifled by our education system.
- 88% agree that everyone has the potential to be creative.

Time and money are the biggest obstacles, say Americans: 54% say lack of money prevents them from being creative, and 52% cite a lack of time.

Overall, Japan is seen as the most creative country (according to 36% of the survey's participants), with the U.S. in second place, named by 26%.

## Interesting Weather Facts

- The fastest speed a falling raindrop can hit you is 18 mph.
- The coldest temperature ever recorded was -126.9 degrees F in Vostok Station, Antarctica.
- The typical lifespan of a small cumulus cloud is between 10 and 15 minutes.
- A molecule of water will stay in the Earth's atmosphere for an average duration of 10-to-12 days.
- Snowflakes falling at 2-to-4 mph can take about one hour to reach the ground.



Which of the following is actual legislation enacted by Congress?

## Trivial Pursuits

- 1) Which outfit sold Teddy Roosevelt snake-proof sleeping bags for a 1908 safari?  
a) L.L. Bean  
b) Abercrombie & Fitch  
c) Eddie Bauer  
d) Lands' End
- 2) Ayn Rand thought which habit symbolized man's control over nature?  
a) Smoking  
b) Whistling  
c) Whittling  
d) Drinking
- 3) Which professional sports league records a forfeit as a score of 9-0?  
a) NFL  
b) NBA  
c) MLB  
d) NHL
- 4) It's not too surprising that Dr. Seuss was an avid collector of whimsical what?  
a) Belts  
b) Hats  
c) Sunglasses  
d) Watches
- 5) Which of the following is actual legislation enacted by Congress?  
a) Committee Reduction Act  
b) Meeting Reduction Act  
c) Paperwork Reduction Act  
d) Speeches Reduction Act

—from *mental\_floss*

Answers: 1) b 2) a 3) c 4) b 5) c

*"Raymond Construction, Inc. was clearly the best choice for the job...we couldn't be more pleased."*

—Rick Carroll  
Market President  
Inwood National Bank



## Owners' Corner

It's been a busy winter! Charles and David have recently attended the Jack Miller Network meeting in Orlando, Florida, where they attended construction focus groups. And, Rusty has been busy moving the Austin office to a new location:

505 E. Huntland Drive, Suite 295  
Austin, TX 78752



Charles Raymond



Rusty Burnett



David Schlimme

Are you considering new construction or renovation? Give us a call. We can help you navigate the process.

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We're doing our part. This newsletter is printed on environmentally-friendly paper.



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