

[For the Record]



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Without peeking at the following commentary – quickly pick one of the shapes above – then proceed with caution. An interesting spin on defining personality types is a “system” called psycho-geometrics. Possibly even more fun and interesting than horoscopes, this process categorizes personality traits into geometric shapes such as squares, triangles, circles, and our personal favorite, squiggles. Without knowing beforehand any traits associated with the shape you chose, you may find a remarkably accurate description unfold. Each issue of For the Record will explore another shape. Be sure to let us know if you discover any truth in the shape you chose – and no fair switching. Send comments to Bobbie@TheLegalRegistry.com.

THE SQUARE

Law firms and legal departments across the country may perhaps have an abundance of squares. If not, it is possible that they should! Squares are rational, logical thinkers who are also great with numbers. They strive to handle tasks in the most systematic way. If you give a square a task they will be the most likely to do it as specified in a very organized manner and meet any deadline given. They will do what it takes, as long as they are given fairly specific instructions. They consider all the rules and regulations before doing anything. Don't be surprised when they challenge any thought or person that is not logical, clear or obvious. They like to have a strict routine and are unhappy with change. Squares don't feel that people skills are important; to them it is a sign of weakness. They are usually not comfortable sharing personal information about themselves and would rather that others not share personal information with them. They believe that personal issues don't belong in the workplace. Squares prefer to work alone or with individuals that they have deemed trustworthy. They are easily frustrated by individuals that have a different personality than that of them self. The key to handling a square is to come at them logically. These rational individuals don't like sugar coating, they like it told like it is – in black and white. Squares are loyal and hard working. They like to be given and shown respect; although this is important for everyone it is especially important for squares.



L E G A L

★ [T. L. R. STAR PERFORMERS] ★

Listed below are the recipients of the Star Performer award for the First quarter!

JENNIE BAILEY - Clearwater

Jennie came to The Legal Registry several months ago seeking a part time position. She was soon placed as a paralegal. She is a very dependable employee and adapted quickly to her new work environment and office procedures. The temp to hire process proved to be a perfect solution for both Jennie and the client. We wish her the best in her new position.

TIFFANY TURNER - Tampa

Tiffany is a college student. She applied with The Legal Registry to gain law firm experience. Her goal is to become a paralegal. Tiffany was placed as an office assistant at an area law firm in November 2007. Tiffany has proven to be a hard worker and gives our client 100%. She loves her job and says it is the first job where she actually looks forward to going to work.

If you would like to see an exceptional TLR employee listed among our Star Performers, please submit their name via email to postmaster@thelegalregistry.com, and a representative will contact you for details.

SHARON BLYDENBURGH - St. Petersburg

Sharon originally applied with The Legal Registry in 2005 and has a proven track record. As a legal secretary she has shown the ability to work under different levels of stress. Over the past several years Sharon has demonstrated that she is a reliable and dependable employee. We look forward to a continued relationship with Sharon and the opportunity to work with her.

KRISTIE TOLLISON - Milwaukee

Kristie applied with The Legal Registry when she moved to Milwaukee. She is a flexible employee with a great attitude. She began a temporary assignment in January in an administrative slot and has since been moved to a legal secretary position. She handles stress with ease, has great people skills and commendable work ethics. Our client puts it the best - "Kristie walks the talk."

[T.L.R. SPOTLIGHT]

Supporting Roles...

The Legal Registry has been busy supporting many community and charity events over the past several months.

On February 13th TLR was one of the sponsors of the St. Petersburg Bar Young Lawyer Division Judicial Reception. The event was held at the Arts Center in downtown St. Petersburg - an outstanding venue and a great turnout.

On March 22nd team members from TLR participated in the annual Hare Racing Experience benefiting the Epilepsy Foundation. The Legal Registry has been a sponsor of this event for the past 3 years.

Special Bears for Special Kids grew to all time record over the holidays and has not only become a tradition for TLR but for all the charities and clients involved as well. A special thank you to all those clients who sent TLR notes of encouragement and appreciation regarding the program. They were very inspirational and heart warming.

The Legal Registry staff was involved in a variety of other community service organizations, completing a year of Guardian ad Litem service....raising over \$8,000 for sponsorships and prizes for a program that revitalizes the lives of people with disabilities thru sports and recreation....and volunteering at a local school library.

"And The Envelope Please..."

During the first quarter of the year, The Legal Registry conducted an Award Winning Performances campaign highlighting the talents of our many Star Performers that assist our clients with temporary projects each and every day. The campaign concluded on the evening of the Oscar Awards with a drawing. Four lucky winners received an "award winning" night at the movies.

Previews & Upcoming Events

Select clients will receive an email survey regarding The Benefits Game (see article on page 3). The survey is brief, concise, and easy to navigate. The questions can be answered in a matter of minutes. If you would like to be included but do not receive a survey, simply notify any TLR staff member to add your name to the list. We will share the results with participants.

Recruiting for Top Talent

Top Talent is hard to recruit and even more difficult to retain. With the philosophy that good health and productivity go hand in hand, TLR has begun a program promoting wellness in the workplace through a monthly newsletter distributed to each of our temporary employees. If you would like information on how your firm can receive this valuable tool, contact any of our branch offices.

THE BENEFITS GAME

Recruiting top talent is a challenge that goes beyond competitive wages and staying ahead of the salary curve. In fact companies that consistently attract top talent are not always at the top of the salary ladder, but rather have built a desirable reputation for positive employee relationships.

Effectively highlighting what a company has to offer goes well beyond traditional benefits and salary. An excellent tool is a "plus values" list. Plus values are simply those things that are not customarily thought of as "perks" or benefits in the formal sense. Taking time to uncover "what is unique" about your particular workplace can be an invaluable recruiting tool – one that is very cost effective, often times not costing a penny. For a small company or firm, it can level the recruitment playing field tremendously.

If you read page one and are already curious about squiggles, circles and triangles, this is where you want to organize a brainstorming session with the squiggles in your firm!

THINK life/work balances. **THINK** about those things that help employees deal with the day to day demands of both their work life and their home life.

- Not too many firms provide onsite day care, but is there a highly reputable one nearby? Can you negotiate a discount for employees? Simply providing a list of nearby day care services can raise "the company cares" factor immensely and could be of great assistance to a new employee – especially one unfamiliar with the area.
- Basic errands are difficult to juggle – the grocery, the dry cleaners, the car wash, the list is endless. Would it be helpful to arrange a weekly dry cleaning pickup/delivery service at your office – or a mobile detailing car wash service to assist employees?

THINK about office environment. **THINK** about those things that separate your environment from another.

- Does your firm offer flex time or job sharing? If not, could it be a consideration to attract the right person? Are there other viable work schedule options that are win-win for both the employee and the firm?
- What training opportunities does the firm offer? Is continued education encouraged? Is there a company mentor program to help insure an employee's professional success?
- How is the firm perceived in the community? Is it involved in fundraising events and community service? Are there company or department functions for employees?
- Does the firm acknowledge employee accomplishments? How frequent are reviews?
- What is the firm dress code? Casual Fridays just once per month are much appreciated. Gourmet coffee in the break room goes a long way toward building a productive and happy team – we not only stand in line for it, we pay \$4 for a cup of the pleasure.

WARNING

Once all the squiggles in your firm have all the ideas flowing, be sure they hand off the next phase to the squares.

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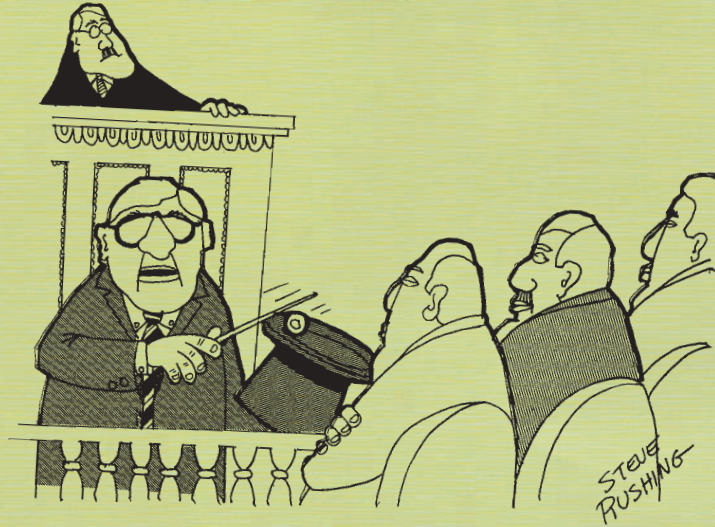
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"I BET YOU WERE WONDERING WHAT I COULD POSSIBLY DO IN MY CLOSING TO PULL THIS ONE OUT. RIGHT?"

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by Judge Steve Rushing



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