

MENTOR FINANCIAL GROUP

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TWELVE CRITICAL MANAGEMENT VARIABLES

Activities and Attitudes Necessary to Re-Engineer Your Workplace

by: Amy E. Jones

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TWELVE GOOD METHODS FOR MANAGEMENT (FROM THE GALLUP ORGANIZATION)

There are only twelve critical management variables that drive all outcomes. Either alone or in combination, the following questions for your employees address the only activities and attitudes necessary to re-engineer your workplace and customer base.

1. Do you know what is expected of you at work?
2. Do you have all the materials and equipment needed to do your work right?
3. Do you have the opportunity to do your best every day?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?

6. Is there someone at work who encourages your development?
7. Do your opinions seem to count?
8. Does the mission or purpose of your company make you feel your job is important?
9. Are your associates or fellow employees committed to doing quality work?
10. Do you have a good friend at work?
11. In the last six months, has someone at your work talked to you about your progress?
12. This last year, have you had opportunities at work to learn and grow?

GOOD PICKS

Website: Be the first to get the scoop! www.thesmokinggun.com

Movie: Seabiscuit - A feel good movie!

Happy Hour: Westgate Hotel Bar. \$5.99 Martini & Shrimp Cocktail. Sophisticated with great atmosphere!

Quotable Quote: " 'No comment' is a splendid expression. I am using it again and again."
- O.J. Simpson

New Tech Gadget: Logitech Cordless MX Duo (keyboard and rechargeable mouse combination). We really like this!
www.logitech.com

Restaurant: Saffron - Thai Food. Great prices & savory flavors! www.sumeiyu.com

WE'RE FAST MONEY

At Mentor Financial Group ("MFG"), our business is to fund investments secured by trust deeds on commercial real estate, including income producing properties (i.e. apartments, office buildings, etc.), land and development projects (i.e. construction loans, rehabs, condo conversions, etc.) and non-owner occupied residential properties.

GOT DEALS?

CHECK OUT OUR SUPERIOR SERVICES, FUNDING SOURCES AND REFERRAL FEES:

- Keep clients happy and earn referral fees.
- \$500MM available for funding San Diego deals!
- Over 100 San Diego based funding sources available.
- Your clients are yours!
- Once file is complete, 48-hour funding answer in most cases.
- Deal sizes from \$500K to \$250MM.

GOT HUMOR?

PEOPLE WHO SHOULD'VE WON THIS YEARS NOBEL PRIZE

Britney Spears & Eminem - Who, combined, have written more books than they've read.

Dr. Phil McGraw - Who has managed to convince millions of women to buy his self-help books, despite the fact that his most high-profile patient, Oprah Winfrey, is an overweight woman with serious commitment issues.

Jared - Of the Subway Sandwich fame, whose claim of losing hundreds of pounds and achieving optimum health by eating nothing but oversized, greasy heroes was questioned by no one.

Don't waste time! Call us today at **(619) 987-9477** and ask about our referral fees, or visit our website at www.mentorfg.com.