

3 on 13

3 things from EP
to make life
better.

OCTOBER 13 • 2021

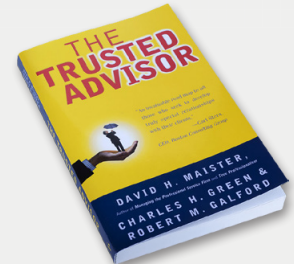
Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | The Trust Equation

We spend a lot of time talking about trust. It's one of our company values (family, service, trust) and it's at the very core of how we try to serve our clients (as trusted advisors).

Many of you have heard about [The Trusted Advisor](#) by David H. Maister, Charles H. Green, and Robert M. Galford. It's a heavy duty look at trust and gets deep into the weeds on how to become a trusted advisor. In part two of the book, the authors put forth what they call "[The Trust Equation:](#)" $T=C+R+I$ divided by S . (Where T =trustworthiness, C =credibility, R =reliability, I =intimacy, and S =self-orientation.)

While it doesn't have the depth and insight of the book, the author's [Trusted Advisor website](#) has some amazing details on each of the elements of the equation. "[Intimacy](#)" especially is of interest, as it is "the strongest piece of the equation." It requires curiosity and courage, and demands vulnerability and the ability to react to emotions. It's hard stuff, but worth it.



2 | The Big Return



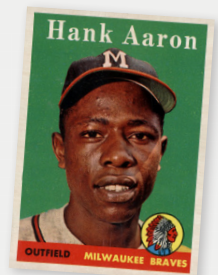
More and more good information is coming out on the complexities of bringing employees back to the office (and — once they're there — keeping them there).

[Amanda Fialk](#), PhD, is a licensed clinical social worker and chief of clinical services at [the Dorm](#), a mental health treatment center based in New York City and Washington, D.C. She notes how the human body inherently reacts poorly — with anxiety and stress — to unpredictability. The back-and-forth of when / if / how an employee might come back to the office can trigger a strong anxiety response in employees. She suggests placing an emphasis on consistency and clarity in communication with employees.

Fialk also notes that "there are creative things that employers can do in the workplace... to help employees practice self-care." Providing quiet spaces and even workout facilities are both proven to help with employee mental health. And she says employers can play a role in encouraging employees to do things like practice good sleep hygiene, unplugging from social media, exercising, and eating well. [Hear more from Fialk](#) and find other good information on "[The Big Return](#)" [here](#).

3 | Odds and Ends

- If you like baseball like we like baseball, here's all you need to know: It's October. To celebrate, you should read [I Had a Hammer: The Hank Aaron Story](#), and [The Soul of Baseball: A Road Trip Through Buck O'Neil's America](#).
- Here's [more autumn stuff you could be doing](#) when you're not watching baseball (*not watching baseball??*).
- Good MEP engineers (ahem, like us) and dedicated outside air can make you smarter. Don't believe us? [Read this](#), passed along from our friends at AIA Minnesota via their excellent publication, [ENTER](#).



emanuelson-podas
consulting engineers

952.930.0050 | epinc.com