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Riding the Waves SHORT-TERM DISORDER FUELS LONG-TERM SUCCESS

I am not a fan of constant growth. I think it is overrated. I think it makes for constant chaos.

In the last few months, we have added over 30% more manpower to our workforce. We have shifted people around and we have started AI initiatives and other software. We have revamped processes. We've done a lot. We've spent a lot of time and money on all of these undertakings.

And things still feel chaotic. With every new hire, we are looking for long-term stability and growth. But in the short term, there is an adjustment period. Roles start to change and confusion can set in. It is crazier with more people than with less. It seems counterintuitive — why did we hire people if it still seems like we are all doing more? It can make you feel like a real moron.

We took these steps for the long term. The time when everyone has ownership in their role and autonomy over their work. The time when we are humming along. The time when we are agile and can easily adjust to hiccups. That is why we endure the chaos in the short term. And there are days when it all hits, when things hum along. Those days are great. They are motivating. They show us what can be. We should hit more of those days. We will.

We have to focus on the long term in order to endure the short-term craziness. For me, that is an attitude adjustment. My faults and failures are glaringly obvious amid the short-term chaos. I am short with coworkers. I am stressed. I am reactionary. My best effort is misdirected to putting out whatever fire is immediate. None of this is helpful — not to me, not to the firm, and not to the clients. Everyone should be directing their best efforts toward their highest and best use. Mine, for example, is not getting involved in most of the



- TRIAL LAWYERS -

Alex Reflects on Going the Extra Mile for Clients

Last month, I wrote to you all about my favorite component of a personal injury case — the case investigation. The pursuit of information is an often rewarding and compelling journey. One of the difference-makers that we employ at Finney Injury Law is the Bosch Crash Data Retrieval (CDR) System. Before we take a dive into the Bosch CDR, a bit of a backstory is necessary.

It was the summer of 2020. Chris and I were both back in the office full-time. I found myself wanting more information to understand how the car crashes that our clients are involved in happen. Back in my racing days, we used very advanced computers to help tune our car's engine control unit, known to car guys as the ECU. Coupled with my passion for aviation, I knew we needed a way to understand the "black box" on an automobile. First, I started by thinking we could purchase a very intuitive and comprehensive car electronic code scanner. I quickly learned that the tool we needed was the Bosch CDR. I remember the day I asked Chris if I could buy one. I was worried about the big spend. At the time, the tool cost about \$7,000. Without hesitation, he said, "Buy it." So, I did. We have not looked back since.

On every single claim, we request to inspect and download the "black box" on every car involved in a collision. The black box is known as the ACM, or airbag control module. Almost every manufacturer supports ACM data retrieval, and the Bosch CDR system is the only way to retrieve it. With each investigation, I am glad I took the leap to purchase that valuable tool, and I am grateful to Chris for approving it. It is just one more way we make sure we provide the best possible investigative resources and support for our clients.

The

Issues

We Face

TRIALS & THEIR TALES

- NEWSLETTER -



- d day-to-day decision making. That is a time suck that should be avoided. Very capable people can handle that.
- I read insights recently from a well-known trial lawyer who said, "Make it a goal to operate just under capacity." It stuck with me. He reasoned that it allows you to jump into new things that come up and to be agile. He is right. I love that. It also takes a lot of confidence to do that.
- So, we endure the growing pains so we can be agile, so we can jump into things. Above all, we cannot give up hope. We have staked a lot on our new setup working out, and I believe that it will. But there will be bumps in the road. Nothing worthwhile was ever achieved overnight. It is the same with our firm. We will continue to slowly and steadily build. But the growth will come with some missteps. As long as we

keep our heads up, stay committed, and work together, anything is possible. As hokey as that sounds, I've seen it work.



Raise Confident Kids

4 Tips Every Parent Should Follow

Praising your child has always been a "tricky" area of parenting. You want to raise your child to be a confident human being while also embodying what it means to be humble and appreciative. So, how do you stay within the bounds of instilling selfassurance without going overboard? While every child is different, several parenting approaches allow you to praise your child's efforts without enabling arrogance.

Recognize your child's effort in addition to their accomplishment.

As parents, it's easy to praise your child's accomplishments without acknowledging all their hard work to achieve them. Suppose your child won first place in their school's spelling bee. Instead of praising them for being the best, acknowledge how all their studying paid off.

Express confidence in their ability to achieve success.

Let your child know you're not only proud of them but also that you know they can achieve their goals. This praise sets the stage for your child to share future goals – for example, making the basketball or cheerleading team.

Avoid foreshadowing praise with negativity.

This may be difficult for some parents, especially if they've had repeated obedience issues. If you're proud of your child's game-winning catch, avoid prefacing the statement with "Even though you didn't cut the grass as I asked ..." This can be considered the equivalent of a backhanded compliment, and no one responds well to those.



Align the level of praise with the accomplishment.

In other words, don't overdo it. Parents are their children's biggest cheerleaders, so it can be challenging to tame your emotions when they win or overcome a fear. This is, of course, at your discretion, but it's something to be mindful of. Does winning the season's first game warrant a big backyard party with all the bells and whistles?

Everyone's parenting styles differ, but instilling values such as believing in oneself, empathy, gratitude, and determination are qualities any parent can nurture in their children for the betterment of themselves and those around them.

Silent Threat Hidden Obstacles to **Treating Brain Injuries**

If you have ever questioned the seriousness of a blow to the head, consider the shocking 2022 experience of comedian Bob Saget. The popular TV personality died in his sleep from bleeding in his brain caused by a traumatic brain injury (TBI).

Every day in the United States, 190 Americans die from TBIs, and 586 are hospitalized with TBI-related injuries, according to the Centers for Disease Control and Prevention. But many more victims go undiagnosed. In recognition of March as Traumatic Brain Injury Awareness Month, it's a good time to examine the factors that often prevent TBI victims from getting the treatment they need. Some groups are at higher risk than others because of cultural and financial obstacles. Here are a few examples.

Distrust of Doctors: Suspicion of medical professionals runs high in some minority communities, partly because of past betrayals of patients' trust by unscrupulous medical

researchers. This can lead to delays in seeking treatment or failure to see a doctor at all. The longer a TBI goes undiagnosed, the more likely it is to do serious and lasting damage to an individual's cognitive function and quality of life.

Financial Strain: The high cost of medical care can weigh against seeking treatment for TBIs in particular because the symptoms can vary widely and be difficult to diagnose. For many patients and their families, seeking the multiple tests and appointments with specialists sometimes required for an accurate diagnosis is a bridge too far.

The Stigma on Mental Health Issues: Some symptoms of a TBI, including mood changes, personality shifts, and confusion, can be mistaken for mental illness. In some cultures. stigmatizing people with mental health issues is common. Therefore, the mood changes and personality shifts that TBIs can cause are more likely to be hidden by victims or brushed off as unimportant by family members.

Recovering compensation for a TBI injury can be essential in easing the potentially tragic impact on victims. If you or someone you love has sustained a hard blow to the head or is exhibiting symptoms of a TBI, don't hesitate to contact a personal injury attorney. The knowledgeable lawyers at our firm have long experience in helping victims, and we would be glad to assist you.

Wood You Be-Leaf It?!

GETTING OUTSIDE CAN HELP YOU FEEL BETTER

Many of us neglect our mental health because we've desensitized ourselves to stress, instead teaching ourselves to "white knuckle" through the day. However, if you knew a better way to manage your stress, you could loosen the reigns more, right? Well, when was the last time you spent

some time outside? Whether it's going on a hike, tending to your garden, or riding a bike, research reveals the positive effects on your mental health of spending time outdoors.

Improved Overall Mood

Everyone occasionally falls into a "funk." And while it's normal to experience that mood at times, it shouldn't be a constant feeling. A 2010 study revealed that exercising in nature for just five minutes improved self-esteem and overall mood. Experiencing nature often makes people feel grounded and more connected to the

Creamy Tortellini Vegetable Soup

INGREDIENTS

- 2 tbsp extra virgin olive oil
- 1 cup peeled and chopped carrots
- 1 cup chopped yellow onion
- 1 tbsp finely chopped garlic
- 3 cups reduced-sodium
- vegetable broth • 1 (15-oz) can (no salt added) diced tomatoes with basil, garlic, and oregano
- 2 tbsp fresh basil, chopped
- 1/2 tsp ground pepper
- 1/4 tsp plus 1/8 tsp salt
- 1(9-oz) package refrigerated cheese tortellini
- 1 (5-oz) package baby spinach
- 1 cup heavy cream

oil over medium-high heat. Add carrots and onions and cook for minute or until fragrant.

DIRECTIONS

- 2. Add broth, tomatoes, fresh basil, pepper, and salt. Bring to a boil, slightly tender.
- 4. Add baby spinach and cream.
 - if desired.

Earth, leading to feelings of happiness and a sense of purpose. A separate study revealed that participants who went on nature walks had increased positive emotions after the walk.

Positive Brain Stimulation

When you spend time outdoors, taking in the sunlight and fresh air, your body releases the feel-good hormone serotonin in return. Many antidepressant medications work by inhibiting reabsorption of this key neurotransmitter. Additionally, sunlight activates melatonin release, which helps regulate our internal clock. The more sunlight we get each day, the more our bodies know when it's time to go to bed.

Enhanced Focus and Attention

Whether at home or in the office, our brains can go a mile a minute, focusing on everything except the task at hand. While you're supposed to be working on a PowerPoint presentation, your brain thinks about the new tire you need and the pile of dirty dishes in the sink. A 2020 study found that spending time in nature can calm the mind, allowing for enhanced focus. Further studies on outdoor play settings stated that children with ADHD were calmer after playing in green spaces than in other settings.



Inspired by EasyDessertRecipes.com

1. In a large Dutch oven, heat olive about 5 minutes or until onions are softened. Add garlic and cook for 1

stirring occasionally. Reduce heat to medium, cover, and let simmer for about 5 minutes or until carrots are

3. Stir in tortellini. Cook until pasta is tender. Reduce heat to medium-low. Cook until spinach is wilted. Serve and garnish with additional basil

YOUR REFERRALS **MEAN THE** WORLD TO US

There is no greater compliment we can receive than a client telling a friend or loved one about us. If you know somebody who has been injured and needs an attorney who will fight on their behalf and give their case the attention it deserves, please pass along this newsletter and have them call us at 314-293-4222. Thank you for spreading the word about Finney Injury Law.