

High on Production,
Accuracy in Maine

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OASIS

Test your history IQ

Through some quirk of the mind, people often remember events in tandem with other events. For example, you may remember the year you got married because that was also the year you graduated from college. Or you may remember that Prohibition was repealed the year that FDR took office.

As often as not, though, we remember things that coincide with events out of America's "pop" culture. To commemorate the 48th anniversary of the signing of the Social Security Act, OASIS has prepared a test of this theory using significant dates and events in Social Security's history, coupled with hallmark songs, books, athletic events, etc. that took place at the same time.

Take the following quiz of 15 questions and see how you do.

1. In 1937, Joe Louis won the world heavyweight title and "Thanks for the Memory" (Bob Hope's theme song) was written. What important event in the history of Social Security happened the same year?
2. The first program service center opened in Philadelphia the year that "Casablanca" was released and that Bing Crosby's "White Christmas" was the country's No. 1 song. What year was it?
3. In 1974 the Miami Dolphins won their second consecutive Super Bowl and Mirabelle Morgan's "The Total Woman" topped the nonfiction bestsellers. What new program did SSA begin administering that same year?
4. The original Social Security Act was passed the same year that Bette Davis won an Oscar as best actress in "Dangerous," and the first night baseball game was played. When was it?
5. In 1965 Casey Stengel retired from baseball and the Rolling Stones had the number one song with "Satisfaction." What major social legislation was signed into law that same year?
6. In 1957, the Brooklyn Dodgers moved to LA. and "West Side Story" opened on Broadway. What kind of Social Security payment was made for the first time that year?
7. In 1936, Margaret Mitchell published "Gone with the Wind," Cole Porter wrote "I've Got You Under My Skin," and the first Social Security district office in the country opened its doors. Where was it?
8. SSA headquarters moved to Woodlawn the year that Elvis Presley received his draft notice and Arnold Palmer won both the U.S. Open and Masters golf tournaments. When was it?
9. The Social Security Administration was created, replacing the Social Security Board, the same year that "Annie Get Your Gun" premiered on Broadway and Assault won the Triple Crown of thoroughbred racing. When was it?
10. In 1956, Rocky Marciano retired undefeated as boxing's heavyweight champion and Elvis ruled the record charts with "Hound Dog," "Love Me Tender," and "Don't Be Cruel." What historic event also took place that year in the Candler Building in downtown Baltimore?
11. Automatic Social Security cost-of-living increases went into effect the same year that "Jaws" was the most popular movie and "A Chorus Line" opened on Broadway. What was the year?
12. In 1955, "Damn Yankees" became a Broadway sensation and James Dean died. What monthly publication was also started that year?
13. In 1953 "From Here to Eternity" won the Oscar as best picture and Sid Caesar ruled the TV ratings with his "Show of Shows." What new Federal government department was created that year, with SSA as its largest component, and who was the first Secretary?
14. Ida Fuller received the first Social Security benefit check the year that Ernest Hemingway published "For Whom the Bells Toll" and "The Philadelphia Story" was the top grossing picture of the year. When was it?
15. When was the Metro West Building dedicated? It was the same year that "Ordinary People" won an Oscar as best picture and the U.S. hockey team defeated the Russians in the Winter Olympics.

Answers on page 30.



The *One-Minute Manager* is # 1 on the nonfiction best-seller lists and is the most popular management text since *Up the Organization*.

The book is 111 pages short. And the first page consists of only 53 words. (If you check your in-baskets, you'll find that some office memos have sentences that long.)

The fact that it is a small book, however, does not mean that it is a lightweight. It isn't. It offers some good advice. And it is very readable.

One reason for its readability is that unlike most how-to books, it has a plot. A young man sets out on a quest to find an effective manager. After many years and miles traveled, he is told of our hero, the One-Minute Manager.

In a Confucian sort of way, the One-Minute Manager then teaches the young man his management philosophy.

What is it?

Basically, it's this: rather than focusing on either results or people, the One-Minute Manager succeeds because he is both people- and results-oriented.

The One-Minute Manager achieves results through the people who work for him, and he, therefore, does his best to motivate employees.

The authors, Kenneth Blanchard and Spencer Johnson, prescribe three simple ways of motivating employees: one-minute goal settings, one-minute praisings, and one-minute reprimands.

This excerpt from the chapter on one-minute praisings gives both a sense of the book's style and the authors' philosophy. In the excerpt the young man is hearing from one of the One-Minute Manager's employees.

"First of all, I get a praising as soon as I've done something right." He smiled and leaned towards his visitor. Then he laughed and said, "I don't have to wait for an annual performance review, if you know what I mean." Both men smiled.

"Second, since he specifies exactly what I did right, I know he's sincere and familiar with what I am doing. Third, he is consistent."

"Consistent?" echoed the young man, wanting to know more.

"Yes," insisted Levy. "He will praise me if I am performing well and deserve it even if things are not going well for him elsewhere. I know he may be annoyed about other things. But he responds to where I am, not just to where he is at the time. And I really appreciate that."

"Doesn't all this praising have to take up a lot of the manager's time?" the young man asked.

"Not really," said Levy. "Remember you don't have to praise someone for very long for them to know you noticed and you care. It usually takes less than a minute."

"And that's why it's called a One-Minute Praising," the visitor said, as he wrote down what he was learning.

"Right," Levy said.

Should this book be on your personal reading list?

Yes. The best advice is often the simplest. The book jacket is filled with words of praise from executives who have read and liked this book, including the Chairman of the Joint Chiefs of Staff, the vice-president of IBM, the Chairman of the Board for Lockheed Corporation, and the President of Holiday Inn, Inc.

The book can be borrowed from your local library or from the SSA Library, 571 Altmeyer Building, Baltimore, Md. 21235. Or you can buy it for \$15, complete with a money-back guarantee from the publisher, William Morrow and Company, New York, N.Y.

Answers to history quiz on page 20.

(1) The Supreme Court upheld the constitutionality of the Social Security Act; (2) 1942; (3) the SSI program; (4) 1935; (5) Medicare; (6) disability; (7) Austin, Tex.; (8) 1960; (9) 1946; (10) the first computer was installed; (11) 1975; (12) OASIS; (13) DHEW, Oveta Culp Hobby; (14) 1940; (15) 1980.