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## Busy Season Kick-Off BBQ

The Encore Team kicked off the fall busy season with some delicious backyard barbeque, fun pool games, and great company. Our host, Betty, opened up her beautiful estate to celebrate the festivity!



## LOOKING BACK

- ⇒ Yi's 2-Year Anniversary with Encore
- ⇒ Hyeon & Ivy—CPA exams
- ⇒ Happy Birthdays to Mike, Ivy and Susan!
- ⇒ Busy Season Kick-Off BBQ

## Manage Your Energy, Not Your Time

The core problem with working longer hours is that time is a finite resource. Energy is a different story. Defined in physics as the capacity to work, energy comes from four main wellsprings in human beings: the body, emotions, mind, and spirit. To effectively recharge, we need to recognize the costs of energy-depleting behaviors and then take responsibility for changing them, regardless of the circumstances they're facing.

### The Body: Physical Energy

Intermittent breaks for renewal result in higher and more sustainable performance. The length of renewal is less important than the quality. It is possible to get a great deal of recovery in a short time—as little as several minutes—if it involves a ritual that allows you to disengage from work and truly change channels.

### The Emotions: Quality of Energy

A powerful ritual that fuels positive emotions is expressing appreciation to others, a practice that seems to be as beneficial to the giver as to the receiver. It can take the form of a handwritten note, an e-mail, a call, or a conversation—and the more detailed and specific, the higher the impact. As with all rituals, setting aside a particular time to do it vastly increases the chances of success.

### The Mind: Focus of Energy

Many view multitasking as a necessity in the face of all the demands they juggle, but it actually undermines productivity. Distractions are costly: A temporary shift in attention from one task to another—stopping to answer an e-mail or take a phone call, for instance—increases the amount of time necessary to finish the primary task by as much as 25%, a phenomenon known as “switching time.” It's far more efficient to fully focus for 90 to 120 minutes, take a true break, and then fully focus on the next activity.

### The Human Spirit: Energy of Meaning and Purpose

People tap into the energy of the human spirit when their everyday work and activities are consistent with what they value most and with what gives them a sense of meaning and purpose. If the work they're doing really matters to them, they typically feel more positive energy, focus better, and demonstrate greater perseverance.

## Welcome to the team, Kristal!

Kristal has worked in various fields such as IT, admin, marketing, sales and customer service with some well known companies such as SDCCU, Wells Fargo and Kaiser, among others.

With her versatile experience, exceptional interpersonal skills and detail-oriented, organizational skills, we strongly believe that she will be a great asset to the Encore team!

Please give Kristal a warm welcome!



*"We cannot become what we need by remaining what we are."*

My family enjoyed this trip so much and this was actually one of the best vacations I ever had. I could tell why Betty and Mike keep going back there every year. The beauty and charm of Yosemite in every fall, mountain, stream and rock we visited was simply breathtaking. Yosemite was a place of rest, serenity and peace. What a soul-cleansing, empowering trip it was! I am now deeply refreshed and recharged. I already miss Yosemite!

- Susan



YOSEMITE  
Summer, 2017

OF ALL THE PATHS YOU TAKE IN LIFE, MAKE SURE A FEW OF THEM ARE DIRT. - JOHN MUIR

*"It is not stressful working hard and long hours, but it is stressful not knowing what you're doing." - Bella Du*

## Looking Ahead

- Sep 15 **CORPORATION/PARTNERSHIP DEADLINES** Is everything filed?
- Sep 15 **END OF BUSY SEASON HAPPY HOUR** Celebrating the end!
- Sep 21 **USD MEET THE FIRM** Recruiting event for all staff
- Sep 22 **ENCORE BEACH DAY** Does anyone have any sunblock?
- Sep 27 **KRISTAL'S BIRTHDAY** Happy birthday Kristal!
- Sep 28 **HYEYON'S BIRTHDAY** Happy birthday Hyeyon!

## INSIDER INSIGHT

What was your favorite part of the internship program?



*"The team. Encore family is filled with diligent, helpful and interesting individuals. Going to work is much enjoyable when surrounded by them. Being immersed with the team and getting to know everyone around me is the one of the top highlights from my internship with Encore."*

- Yilin Liu, Tax Staff