

J. Michael Locke

Musings

#157: Musing December 17, 2021

The Fed finally waking up and leaving the punch bowl. Stopping their bond purchases which push down rates and signaling they are likely to raise rates next year. I think they are late to do so and really blew it with their initial view of inflation as “transitory.” Last week’s reported CPI increase of 6.8% is the highest in forty years. Yes, the supply chain will normalize over time and the chip shortage will get fixed and meliorate car price increases but at the core is the labor issue and wages. That is not going away.

You have to like the product innovation at Tuttle Capital. They created a FOMO ETF. From MarketWatch this ETF *“offers investors exposure to meme assets, and all the trending investments that social media has to offer....investing in all the buzziest “meme stocks” and funds, from SPACs—to crypto-adjacent investments.”* Can someone create an “anti-FOMO” ETF? Sit-out when others are running in.

While it is always a good leadership practice to acknowledge good work by individuals on your team, it is especially important right now. We are in a tumultuous period as a society and positive interactions go a long way. Professionals take pride in their work and want it recognized. Better yet, they prefer leaders who appreciate them as individuals. To quote this HBR article: *“Appreciation is about acknowledging a person’s inherent value.... It’s their worth as a colleague and a human being. In simple terms, recognition is about what people do; appreciation is about who they are.”* [why-employees-need-both-recognition-and-appreciation](#) Appreciation is really about empathy. *“The reason empathy is so necessary is that people are experiencing multiple kinds of stress, and data suggests it is affected by the pandemic—and the ways our lives and our work have been turned upside down.”* [empathy-is-the-most-important-leadership-skill](#).

Being empathic and appreciative doesn’t mean you can’t still be demanding. Short the Portugal economy. I believe in work-life integration not the 40 hour work week. In Portugal, it is now illegal for your boss to email you after hours. Are you kidding me? [portugal-employer-contact-law](#)

Americans continue to become less religious. 29% of folks say they are not religious up from 16% in 2007 (WSJ), 40% say they are Protestant and 21% are Catholic. This is not a good thing as religion facilitates community not the metaverse.

Next time you are getting ready to entertain, get your ice from Sonic. That is right, Sonic – the drive – in with the milkshakes. Apparently they have awesome ice and you can buy it by the bag. Lest you think all ice is alike, I guess you need to try this. From GQ, it is *“called pellet ice or nugget ice, its shape is something like a tater tot or a beer keg, only tiny...the ice’s high surface area, as compared to traditional cubed ice, as a primary selling point: “The ice melts at an optimal speed without diluting the drink flavor too much.” The goal is to have some ice left over once you’ve finished your drink for, um, snacking.”*

We are not big believers in the “smart home” and seek to minimize the connectivity of our house and appliances to the internet. For us it is about privacy and security risk but it also creates a dependency. Last week’s AWS outage allowed folks to directly see how dependent they were in their daily lives on connectivity. It was irrelevant for us while others had their cats unable to eat b/c internet connected auto feeder didn’t release food, dirty floors because the Rumba could not be summoned from the cell phone and some loneliness without Alexa.

For many, wifi is the new first level for in Maslow’s hierarchy of needs (thanks Seth Green):



A request of the musing readership. Pick up the phone after reading this musing (no email or text) and call a team member or someone else in your world to check on them and express your appreciation. No agenda just appreciation and thanks.

jml