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GO GREEN

Get Out There With These Eco-Tourism Tips

Vacations can come with great expense, and not just for your bank account. According to a 2018 study published in Nature Climate Change, travel accounts for 8 percent of global greenhouse gas emissions. Cut through the greenwashing and do your part to lessen these emissions by traveling sustainably.

Travel Green

When possible, trains, hybrid buses, and carpooling are great alternatives to larger, more environmentally intrusive travel methods. Large cruise liners are detrimental to oceans, and airplanes emit large amounts of toxins into the air. However, you can cruise and fly with the earth in mind. Some cruise lines are working to reduce their impact by installing more eco-friendly lighting and materials, and flight experts recommend using "green" airports, choosing fuel-efficient airlines, staying longer, and traveling less. If anything, it's an excuse to extend your European vacation!

Stay Green

Where you stay impacts the environment as much as how you get there. Hotels use copious amounts of water for bathing and laundry, and they struggle to reduce energy because guests leave their lights and televisions on. However, many luxury resorts, woody cabins,

and even entire countries have opted to make eco-tourism easier. If you're looking for a region of the world committed to preserving nature, look no further than Iceland, Finland, and Sweden, which are ranked the three most environmentally friendly places in the world.

Do Green

Man-made attractions like the Egyptian pyramids and Machu Picchu are some of the world's greatest wonders, but Earth itself is pretty breathtaking. Check out natural attractions while hiking or camping in preserved forests, or soak up all the Caribbean has to offer by snorkeling, scuba diving, sailing, kayaking, canoeing, and paddleboarding. When you're mindful of your surroundings and remain unobtrusive, there are endless outdoor activities you can explore. Some locations even partner with environmentally conscious organizations you can donate to or volunteer with.

Opt for a green vacation and know that while you relax, the earth is getting a little relief too.



NEWSLETTER

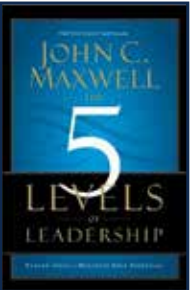
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A LESSON IN LEADERSHIP WHAT DOES IT MEAN TO BE A GOOD LEADER?



Recently, we've had to do a lot of team rebuilding. This has left us a little short-handed at times. If you've called the office a couple of months ago were not able to get through, or your call was not returned as promptly as in the past, I sincerely apologize. Please know that we have recently made some stellar hires and we are building our team bigger and better than ever. In order to be a better practice and to better serve our clients, I am also working to become a better leader.

As with anything you want to do in life, the first step is to learn. Fortunately, there's a book on just about any topic. To be a better leader, I'm getting expert advice from great leaders across industries. Since I don't have much time to read, I often listen to audiobooks in the car. Lately, I've been listening to John Maxwell's *The 5 Levels of Leadership*.

Maxwell is a speaker, pastor, and leadership expert. He wrote this book after studying leadership at tons of different organizations, as well as in places like the United States Military and the NFL. Maxwell found that, no matter how different a company or organization may be, there were specific characteristics and habits certain leaders have that determine their success. These are the Five Levels of Leadership.

Level 1: Position

This is the lowest form of leadership. On this level, people are just banging their fist on the table and saying, "I'm the boss. I have this position so you have to listen to me." I

think everyone has had this kind of boss or supervisor. When you work for someone like this, you're not eager to do more than the bare minimum. There's no mutual respect, and neither the boss or the company they are running will ever grow if they remain at this level.

Level 2: Permission

At this level, people follow their boss because they want to. Leaders at this level have been able to establish relationships with the people they're managing and earn their trust.

Level 3: Production

If I had to guess, I would say I'm at this level as a leader. This is where people follow you because of what you've done for the organization. These are leaders who are able to get results.

Level 4: People Development

At level four, leaders go beyond just improving the company. They are able to help the people who work for them improve themselves. In the book, Maxwell says that leaders at this level are successful because they remember that people are not machines. They are people, and people are not perfect. People need to be developed and sometimes this can get messy. He quotes the late Billy Graham, who once said that "Everybody has a little Watergate in them."

People are going to make mistakes. Rather than condemn someone for their weaknesses, strong leaders mentor, celebrate, and improve on each team member's strengths and look for ways to support those who are willing to

work hard and improve themselves. The goal is to develop team members so the organization can be more effective and grow.

Level 5: Pinnacle

This is the level every leader should strive for. At this level, people follow you because of who you are and what you represent. They respect you. These are the kind of leaders people from every industry can look to and learn from.

I've listened to a couple of audiobooks on leadership recently, and this one is my favorite. I plan on revisiting it again many times. The thing about each of these levels is that, if you as a leader aren't constantly working to improve yourself, you'll drop down. Even leaders who are at the pinnacle can backslide if they get complacent.

I want to be a better leader. I know I have a lot of learning and some growing to do, but listening to "The 5 Levels of Leadership" made me realize that I can get there.

In fact, one of the points John Maxwell makes is that if you think you have nothing else to learn, you are finished. It's exciting to think about seeing how my new leadership skills can translate into continued improvement on the execution of our main mission: to help those whose lives have been disrupted by serious injury restart and reshape their future.

-Joseph Miller

If you belong to a union or other labor-related group and want to schedule my presentation at your group's speaking arrangement, you can do so by calling 888-694-7994. The presentation is free of charge, offers important information for taking appropriate action in Virginia workers' compensation cases, and everyone in attendance gets a free copy of my book, "10 Traps and Lies That Can Ruin Your Virginia Workers' Compensation Case." Education is the best way to protect yourself from making a mistake. So call now, before it's too late.

Is Your Teen Watching Twitch?

WHAT PARENTS NEED TO KNOW ABOUT THIS MEDIA PLATFORM

For many parents, the idea of watching someone else play a video game sounds incredibly dull. But as the rise of the streaming site Twitch.tv has shown, young people love cheering on their favorite gaming broadcasters — to the tune of 140 million monthly viewers. Many of those tuning in are teenagers, and a survey by the Washington Post found that over half of the participants ages 14–20 watch at least some streamed video game content. If your teen is one of these viewers, here's what you need to know.

Twitch Is Live

Twitch differs from video sites like YouTube because the content is being broadcast live. This means it can't be filtered as reliably, and even the most family-friendly broadcasters might slip in the occasional swear word or make an inappropriate comment. There is also a live chat feature, meaning your teen can communicate with anyone watching the same stream. This feature can be switched off, but it's still a good idea to talk to your teen about online safety and the importance of not revealing personal information to strangers.

Twitch Broadcasters Solicit Donations

While Twitch is free to watch (with ads), the site allows viewers to donate to their favorite broadcasters directly or become paid subscribers. Many broadcasters offer subscriber-only streams, shoutouts, and other bonus content that can make it tempting for impressionable viewers to open their wallets (or those of their parents). It's best to make sure your teen's account isn't tied to any bank information.



Why Your Teen Watches Twitch

There are many reasons teens watch Twitch streams. If they are into competitive video games like "Fortnite" or "Apex Legends," they may want to watch skilled streamers to pick up tips and tricks. They could be a fan of an esports team and want to root them on during streamed tournaments, just like you would a football or basketball team. They may even just want to get a feel for what a game is like before they decide to spend their allowance on it. Talking to your teen about the kinds of streams they watch can help you better understand what they get from this new form of media.

Our Clients Say It Best



"I fell on the job in November of 2014 and suffered from a subdural hematoma 4.5 months later. Joe Miller and his team were able to argue this case for me and we won!"

-Charles

"Joe Miller is a great attorney. The law firm is nice, and the legal assistance is great. He's been my attorney since July 2015. His team has stayed in contact with me every day and did a wonderful job."

-Mark

Prom Safety

4 Tips to Keep Your Child Safe



Seeing gorgeous dresses, fancy suits, corsages, and boutonnieres pop up in advertisements can only mean one thing: Prom season is here! This time of year, teens are busy choosing the perfect dress or suit to wear, finding a date, making dinner reservations, and preparing for an evening of fun and dance. During this exciting time, give your teens a little encouragement and guidance to ensure they have a safe and memorable evening.

Create a Plan

Create a plan for prom night, and make sure everyone knows what it is. Your teen should know and communicate with you what time the dance starts, what time it ends, if they're going anywhere after, and when they'll be coming home.

Phones

Make sure your teen's phone is completely charged in case they need to reach out to you sometime during the night. Encourage your teen to check in once every few hours, and establish an emergency code to use if they find themselves in trouble.

Driving

You and your teen should also have a plan about the modes of transportation, who's driving, and how many people your teen is going with. Trusting the driver is important. If you're hesitant about letting your child be driven to prom, find another way. If your teen is driving the family car, confirm that they will be the only person driving the vehicle.

Dress Safety

Make sure your teen is dressed comfortably and appropriately to ensure they have a fun night without any accidents. Encourage them to wear comfortable shoes that they can walk and dance in without pain. High heels are fashionable, but they shouldn't wear heels so high that they may fall and hurt themselves. Whatever your teen decides to wear should be comfortable and hemmed to the appropriate length based on their height.

By keeping these safety measures in mind, your teen will have a wonderful and safe evening!

Joe's Monthly 'SOUL SNACKS'

"The primary cause of unhappiness is never the situation but your thoughts about it. Be aware of the thoughts you are thinking ... Instead of making up stories, stay with the facts."

-Eckhart Tolle

"Suffering has a noble purpose: the evolution of consciousness and the burning up of the ego."

-Eckhart Tolle

Strawberry Mango Paletas

Ingredients

- 1 1/4 cups strawberries, chopped
- 1/2 cup granulated sugar
- 3 tablespoons fresh lime juice
- 1/2 teaspoon kosher salt
- 2 medium ripe mangoes, peeled, pitted, and chopped

Directions

1. In a saucepan, toss strawberries with 1/4 cup sugar and let stand at room temperature for 15 minutes.
2. Add 1/4 cup water and bring to a simmer over moderate heat. Cook strawberries until mixture thickens, about 5 minutes.
3. Remove from heat and stir in 1 tablespoon of lime juice and 1/4 teaspoon of salt. Let cool completely, about 45 minutes.
4. Meanwhile, in a blender, purée mangoes with 1/4 cup sugar, 2 tablespoons lime juice, and 1/4 teaspoon salt until smooth. Scrape into a medium bowl and clean the blender. Then, purée strawberry mixture until smooth.
5. Into 8 3-ounce ice pop molds, spoon 2 tablespoons mango purée. Add 2 tablespoons strawberry purée to each mold, then top with remaining mango purée, leaving 1/2 inch between filling and top of mold.
6. Using a small knife, gently swirl layers together.
7. Insert ice pop sticks and freeze until solid.
8. Dip molds in hot water for a few seconds, then unmold paletas and serve immediately.

Inspired by Food & Wine Magazine