

AD INFINITUM

Spring 2013

Illinois Court Reporters Association

President's Message

PAST, PRESENT AND FUTURE

Nancy LaBella, ILCRA President

The Illinois Court Reporters Association, as many of us have known it, is about to change – for some drastically. ILCRA's executive director, Nancy Davis, has officially taken what I consider "early" retirement. Two years ago, Nancy told us she would retire in September 2013. (Come on now, what kind of an employee gives two years' notice? Only the most dedicated!) It turned out she needed to leave a bit sooner than that and by the time you read this, she will have moved on to her post-ILCRA life.

Nancy was the backbone of this association for nearly 20 years. Because of her incredible knowledge of all things court reporting, she was THE person members went to with all of their court reporting questions. In the rare event that she did not have an answer at her fingertips, she would do whatever it took to find one. Nancy was always available to her court reporting family, by phone, e-mail, fax or snail mail, even when she was away from her home-based office. In fact, anyone – ILCRA member or not – who came to her with a question, concern or gripe touching on our profession could count on a prompt and gracious response. Over the past two decades, Nancy has both preserved our past and ensured our future as a strong and vital association.

I would be remiss if I did not also praise the contributions of our ILCRA Worker Bee (as she has affectionately become known), Glenda Davis, Nancy's double – I mean sister. Glenda has often been by Nancy's side, manning the phones, planning our conventions and holding the ILCRA board members' hands as only the Davis sisters can do! Thank you, Glenda, for all your service to your adopted family.

Our present is a time of transition. Nancy has kindly agreed to work with ILCRA on a voluntary basis while we transition to a post-Nancy ILCRA (would you expect anything less of her?). She continues to work with the board members and our incoming association management company to make sure that "her baby" is ready to take its first steps into the future.

That future is bright, in large part because of Nancy. Nancy was actively involved in selecting Innovative AMC, the management company that helped plan and coordinate last year's convention in Springfield and will take over the executive director duties. Innovative AMC's leaders, Dave Wenhold and Melanie Dixon, and their staff, come to us with many years of experience in doing what Nancy has done for us for so long – managing the association, working to keep it fiscally sound and ensuring that we are THE resource for our profession in Illinois. Innovative AMC understands that to succeed, we must learn from our past, provide exceptional advocacy and support for today's freelancers, officials, captioners and CART providers, and strengthen and safeguard the profession for the court reporters of tomorrow.

Please join me and the entire ILCRA executive board in wishing Nancy all the best in her future endeavors. Better yet, do that in person at our convention September 19th through 22nd in Springfield (I hear there might just be a party to celebrate, but, shhhh, it's a surprise!) and welcome Innovative AMC as they take us proudly into the future!



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ILCRA Officers and Committee Members

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Award of Excellence Committee

Nancy Davis, Chair; Bonni Shuttleworth

Budget Committee

Kathleen M. Grove, Chair; Nancy Davis, Nancy LaBella, Stephanie Rennegarbe, Vernita Allen-Williams

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Freelance Committee

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(To be activated when necessary)

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Save the Date!

2013 ILCRA Annual Convention

September 19-22, 2013

Crowne Plaza Hotel, Springfield, IL

Word Ways

Bonni R. Shuttleworth

A word about where these terms originated. I have a handout from Joe Pudlo dated March, 1997 and titled "A Court Reporter's Vocabulary," in which he advised reporters to write the words stenographically and become familiar with them. So using his advice, I am going to share the terms with you. I will list them here and hope you look up the meanings before you check your [answers on page 18](#).

- | | |
|---------------------|---------------------------|
| 1. bellwether | 11. blue-sky law |
| 2. Bernoulli trial | 12. bodes ill |
| 3. beta coefficient | 13. body politic |
| 4. beyond the pale | 14. bohemian |
| 5. biennial session | 15. bolus |
| 6. Black Maria | 16. bon vivant |
| 7. blasé | 17. bourgeois |
| 8. blather | 18. Brandeis, Louis D. |
| 9. blitzkrieg | 19. Brinell hardness test |
| 10. blue law | 20. bruit |



Illinois Court Reporters Association Mission Statement

To maintain standards of excellence in verbatim shorthand reporting, to provide continuing educational opportunities and advocate technological advancements, and to promote a spirit of mutual assistance between the profession of verbatim shorthand reporting and its consumers.

Call for Nominations

Nominating Committee Chair Jill M. Layton is now accepting nominations for the following ILCRA offices, and each position is for the 2013-2015 two-year term:

President-Elect
Vice President
Secretary
Treasurer
Legislative Representative
Region One Representative (Freelance)
Region Two Representative (Freelance)

For purposes of this Association and Bylaws of this Association, Region One is defined as that region of Illinois consisting of the following counties: Boone, Bureau, Carroll, Cook, DeKalb, DuPage, Grundy, Henry, Iroquois, Jo Daviess, Kane, Kankakee, Kendall, Lake, LaSalle, Lee, McHenry, Mercer, Ogle, Rock Island, Stephenson, Whiteside, Will, and Winnebago.

For purposes of this Association and Bylaws of this Association, Region Two is defined as that region of Illinois consisting of the following counties: Adams, Alexander, Bond, Brown, Calhoun, Cass, Champaign, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, DeWitt, Douglas, Edgar, Edwards, Effingham, Fayette, Ford, Franklin, Fulton, Gallatin, Greene, Hamilton, Hancock, Hardin, Henderson, Jackson, Jasper, Jefferson, Jersey, Johnson, Knox, Lawrence, Livingston, Logan, Macon, Macoupin, Madison, Marion, Marshall, Mason, Massac, McDonough, McLean, Menard, Monroe, Montgomery, Morgan, Moultrie, Peoria, Perry, Platt, Pike, Pope, Pulaski, Putnam, Randolph, Richland, Saline, Sangamon, Schuyler, Scott, Shelby, Stark, St. Clair, Tazewell, Union, Vermilion, Wabash, Warren, Washington, Wayne, White, Williamson, and Woodford.

The Executive Board meets approximately every six months on Saturday or Sunday in various locations throughout the state or online. We undertake a variety of projects with the work divided according to your ability and available time. All candidates must have e-mail capability.

Some characteristics of a great board member are a willingness to give of his/her time, the ability to have open discussions and to respect other's opinions even if they differ from his/her own, leadership qualities, professionalism, and business acumen. It is important that the Board is comprised of members from all areas of the court reporting profession.

You may nominate yourself or any other ILCRA member who is interested in volunteering time and talent in furtherance of the profession by filling out the form on page 5 and returning it to Jill Layton. Also required is a written acknowledgement of a willingness to serve by the nominated candidate.

This is the opportunity you've been waiting for! Do not wait to be asked – volunteer!! Give something back to the profession that has given you so much.

2012-2013 Nomination Form

THE DEADLINE TO SUBMIT NOMINATION PAPERS IS MAY 30, 2013.

Submit to: Jill M. Layton, Cumberland County Courthouse, PO Box 145, Toledo, Illinois 62468.
Fax: 217-849-2479

I recommend the following ILCRA professional member for consideration as a candidate for the office of:

Nominee's Name: _____

Nominee's Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

I support the candidacy of this individual for the following reason: _____

My Name: _____ My Signature: _____

My Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

The nominee may forward their willingness to serve in this capacity by letter, email to Jill.LaytonCSR@gmail.com, fax to 217-849-2479, or writing on the bottom of this form which is to be submitted.

Law Merit Badge Day

Vernita Allen-Williams, CSR, RMR

On Saturday, January 26th I participated in the annual Law Merit Badge Day at our courthouse. This year we had 54 scouts present. Judge Brian Hughes gathered a group of volunteers to play a part in the mock trial. We had two assistant state's attorneys, two assistant public defenders, a deputy sheriff, a tech from our IT department, a probation officer, me, and Judge Hughes.

After the scouts enter the ceremonial courtroom – it has auditorium seating – I take my place with my machine out and ready to go. A woman approaches me to get directions to the clerk's office to pay her property taxes. As I'm explaining to her how to get to the proper part of the courthouse, a man wearing sunglasses and a hooded sweatshirt grabs her purse. She screams for help. The deputy chases the man from the courtroom. I'm trying to keep the woman calm until more deputies arrive.

Judge Hughes then enters the courtroom. He announces the scouts have just witnessed a crime and he needs to choose 12 members of the community to be jurors. Any volunteers? Quickly the deputy seats 12 scouts in the jury box. The ASA and APD give their opening statements. The victim and one scout are called as witnesses by the ASA and cross-examined by the APD. The defendant chooses to testify, followed by closing arguments, and a brief jury charge. The scout jury is given approximately five minutes to deliberate in the jury room before returning with their verdict. This year they found the defendant not guilty.

After thanking the scout jurors for volunteering, Judge Hughes goes around the room and has each of us stand and give our educational backgrounds, tenure in our given profession, salary range, et cetera, then he opens the floor for questions. He saves me for last because the scouts and their parents always have more questions for the reporter. They always want to see the machine up close, touch it, have you write their name, do the alphabet. I enjoy doing it. Every year is a little different. This year several scouts wanted to leave with a clear understanding of the theory. "It's kind of like texting" didn't work with this group. You also never know what questions the adults in the audience will ask, so I always touch base with our education liaison, check out the top careers to see where court reporting is on the list – just in case.





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CHICAGO, ILLINOIS
CHAMPAIGN, ILLINOIS
OVERLAND PARK, KANSAS

2013 Legislative Boot Camp

Stephanie K. Rennegarbe and Mary A. Trezzo

On March 3, 2013, Mary Trezzo and I reported to NCRA's Legislative Boot Camp in Tyson's Corner, VA. Hill Day would soon be upon us and we had no time to spare. After receiving our information packets, we were quickly directed to our assigned tables and were introducing ourselves to our new partners for the next two days. These people soon became our good friends. After two very intense days together, we got to know a lot about each other. We all have the same issues and concerns.

After first-hour introductions and warm welcomes from NCRA President, Tami Smith, and Executive Director and CEO, Jim Cudahy, we were given the goals of Boot Camp by Dave Wenhold, Adam Finkel, and Brandon Schall. This quickly was followed by a "Politics 101" seminar. We got the basics in an hour, so we had to pay close attention. After that it was "Utilizing Grassroots in Your Efforts for Maximum Success." They gave us tools that we would be using in our legislative battle that was to come.

Finally...A break! And then, real-live Capitol Hill staffers shared their thoughts and ways to be most effective with our legislative leaders. They were quite interesting, I must say. All staffers in the legislative offices look to be an average age of 15. This, of course, comes from someone who's quite a bit older, but I think the readers of this will get the point. Basically you feel as if you are dealing with your children, nieces and nephews, but they are all very, very smart and quick learners. We can learn a lot from them.

A very FUN thing during this first day was the seminar provided by Edward H. Johnson, RPR, CRR. Ed is an official reporter in the House of Representatives. Ed has a quick wit and great sense of humor, and he enlightened us about the job that he enjoys so much. I hope someday that Ed can come and speak to us at an ILCRA seminar. I was told that he came a number of years ago, but quite frankly, I could listen to him again soon. He was very forthcoming about his job and told us about the many perks he has. It's clear that he enjoys his job.

We ended Day 1 by learning about our main initiative for Hill Day. Our plan was to attend the assigned

offices of our government leaders and stress to them the importance of our meetings. "Local Courthouse Safety Act" was a bill that was being introduced as we were meeting, and we needed our legislators' support for this bill. This bill was introduced by Senator Al Franken, and we were looking for co-sponsors. The bill was previously introduced last year, 2012, but a "hold" was put on it by one of the senators, so it basically went nowhere. So, once again, we are pushing for support this year and, if all of our individual meetings were successful, the bill will be passed this year.

The Bill is requesting that excess TSA equipment currently stored in Texas be brought into our state courthouses that are currently without security measures and/or that need updating on equipment and training. This is a bill that protects all Court Reporters, Judges, Court Security, Jurors, and any and all who enter courthouses in general. It's a win-win situation for all involved. This equipment is not being used and will become obsolete within 10 years. Some of it is already two years old. We feel that this could be a great benefit to all the states in need of such equipment, and are proud to be supporters of this initiative. Again, we believe it's a win-win situation!

Day 2 was all about role-playing. This is where things got tricky and uncomfortable. Each of our teams had different role players in them. Our assignments were to practice, practice, practice at becoming knowledgeable about the bill and to do our very best to present a concise and detailed message that we need support to get this bill passed.

While participating in a fictitious judiciary committee, NCRA staff and officers played imaginary roles of senators and congressmen, all the while trying to trip us up with obstacles such as excess chatter and phones ringing. The purpose of this is to prepare us for unforeseen circumstances that may arise when we visit the Hill. The day is stressful, to say the least, but I have to admit that I had fun. Did I mention that my group and I were becoming good friends? A winner was selected from among the groups, and overall it was quite productive and we learned a lot. T-shirts were given out as a gift for [Continued on page 9](#)

Legislative Boot Camp

Continued from page 8

attending the Boot Camp. They are tokens of the hard work put in by all.

To add a little fun for campers on Day 2, all attendees were given the opportunity to visit NCRA headquarters. It was a highlight for me to get to visit the offices where I have called so many times. I wish everyone could visit this place. A reception was held for us and we had the chance to put faces with names. It seemed that all campers enjoyed it and the pain of Boot Camp subsided.

Finally...Hill Day! The day that we had been waiting for. Mary and I were assigned to Illinois Senators Richard Durbin and Mark Kirk. We met with very interesting staffers and found that they were, just like we were told, very young and bright. It just so happened that one of the staffers I got to meet lives approximately 15 minutes away from me. That certainly opened the door for a nice chat.

In Senator Durbin's office, we met with Daniel, a staffer who was very receptive to our presentation. He agreed it was a very important issue that needed the support of the Senator. Daniel said "it was a no-brainer" when it came to the protection of employees and the public. He said he would pass on our request that Senator Durbin become a co-sponsor of the Bill. Wow, this feedback certainly made the grueling two days of Boot Camp worth it. Senator Kirk's staffer had a lot more comprehensive questions that were challenging. However, we were more than prepared because of our training and role-playing at Boot Camp.

In the afternoon, Mary and I visited the Congressmen in our districts. We were on our own for these visits, so it was a little more pressure on us and we couldn't rely on each other to fill in when we hit a stumbling block. But, we made it! Mary got to have a picture taken with Congressman Quigley, of whom she is a direct constituent. Although the Congressman joined the meeting at the end, Mary got to talk serious sports with the Congressman, especially the Blackhawks since he's a huge fan.

Mary and I took the time at our break on Hill Day to go to the galleries of the Senate and House of Representatives. It was super cool!! We witnessed an actual voting take place on the Senate floor and saw many of the senators we have seen in the news.

All in all, I feel our Boot Camp experience was quite a success. There were members at Boot Camp who were not state officers, and there was even a student there who passed his 140 wpm Jury Charge very recently. So, you don't have to be an officer to attend Boot Camp, you don't have to be a veteran reporter who has been around for 25 years. All you have to be is a person who really cares about your profession and believes in it. No, it wasn't easy and, yes, it's stressful, but the rewards far outweigh the negatives. Our days were a success, and I look forward to the outcome of the "Local Courthouse Safety Act." This Act affects all of us and pushes for the safety of all of us in our courthouses.

When I arrived home after Boot Camp, my daughters were eager to know what the three-day event was all about. I explained the details to them and they were quite intrigued. I found it interesting that my high-school junior was aware of the TSA equipment sitting in Texas, as she learned of it through her government class. She had done a report on this very same topic. This was just another reason why I was pleased to know that Mary and I participated in something that we hope will make a difference. If any of you are interested in contacting a Senator or Congressman/Congresswoman, please send us an email and we will be glad to assist.

This opportunity was an amazing experience. We both understand, appreciate, and took very seriously our role in fulfilling the goals of the task to take part in such an important seminar to educate us on becoming an advocate when participating in legislative activities that affect our profession. It was an honor and privilege to be selected as a representative of the Illinois Court Reporters Association to participate in the National Court Reporters Association's Legislative Boot Camp. To all the Members of ILCRA and NCRA, thank you for your support.

Check Out Someone Else's BRIEFS

Nancy LaBella, ILCRA President

Yes, these briefs have been “borrowed” from others whose briefing prowess is far better than mine. Enjoy!

algorithm	TKPWREUPLT	pressure	PRUR
blueprint	PWHRAOP	react	R-BGT
calculate	KHRAEUT	reaction	R-BGS
calculation	KHRAEUGS	secret	SKREUT
compliance	KPHRAOEUPBS	secrete	SKRAOET
compliant	KPHRAOEUPBT	secretion	SKRAOEGS
enforcement	TPOEFRT	sequence	SKWEPBS
experiment	SPERPLT	sequential	SKWEPBLS or SKWEPBL
extinguish	STEURB	sprinkler	SPERBG
forensic	TPREPBS	sprinkler head	SPERBGD
laboratory	HRABT	statistic	ST-BGT
latent	HRAEPBT	structure	STRUR
negative	TPHEGT	structural	STRURL
negativity	TPHEFT	suppress	SPRUS
parameter	PRAPLT	suppression	SPRUGS
patent	PAEPBT	temperature	T*EPLT
paralegal	PHREG	thermo	THO*ERPL
parallel	PHREL	violate	SRAOEULT
perimeter	PREUPLT	violation	SRAOEULGS
positive	POFT		

Marathon Seminar Recap

Nancy LaBella, ILCRA President

ILCRA’s “marathon” continuing education seminar, held on March 23rd at the Marriott Hotel in Oak Brook, was another success for court reporters looking to attain 10 continuing education units in one day – thus the “marathon” designation.

If you were unable to join us, here is some of what you missed:

“How to Write More by Writing Less” was presented by Donna Urlaub, owner of Urlaub Bowen & Associates, and Kathie Grove, owner of Grove & Associates and current ILCRA Treasurer. Donna and Kathie taught us how to “Think about what you are writing. Stop writing too many strokes. And keep it short and clean!” The feedback we heard was overwhelmingly positive!

“TRAIN: Taking Realtime Awareness and Innovation Nationwide” was conducted by Melanie Humphrey-Sonntag, freelance firm owner and past president of the National Court Reporters [Continued on page 12](#)



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Marathon Seminar Recap

Continued from page 10



Back row, left to right: Kathryn Thomas, Jim Meisser, Tony Abou Ezzi, Catherine Rajcan, LeAnn Hibler. Front row, left to right: Lizz Hupp, Joan Weisberg, Jo Gayle.

Association. Melanie's enthusiasm for writing realtime helped to empower attendees to go beyond our psychological barriers as we chug down the realtime track.

A panel discussion led by ILCRA executive board members Kathie Grove, Vernita Allen-Williams and Bonni Shuttleworth focused on how we can all become StenAdvocates. Audience members were tasked with brainstorming on how to respond to negative comments many of us hear every day, such as that there is no future in court reporting; it will be obsolete soon because tape recorders will replace us. Attendees walked away with the tools to better advocate for our profession.

Are you afraid of Facebook and your life being on the Internet for all to see? You wouldn't be if you had attended "Social Media 101." Kathryn Thomas, ILCRA executive board member, was able to guide us on how to use social media safely while still being able to cyber-spy your teenager!

While the above informative seminars were held, there were also concurrent seminars taking place which were put on by LeAnn Hibler, ILCRA'S CART committee chair, and her committee members, Jo Gayle, Cindy Jenkins, Catherine Rajcan and Kathryn Thomas, as well as Tina Dillon, a member of the Illinois Deaf and Hard of Hearing Commission Task Force. The first session was dedicated to the continuing effort to educate Illinois court reporters about the field of CART. Other sessions highlighted information on the IDHHC CART Provider Registry, question-and-answer sessions with our CART panel, and the standing-room-only session "Ready, Set, Write!" which brought CART consumers right to our attendees. The feedback from this session was among the best we have ever received!

Our day was brought to a conclusion with the always entertaining Dr. Jeffrey Smith. Dr. Smith's presentation, "Court Reporters: How to Handle Stress and Stay Healthy," provided us with tips on preventing neck and back problems, as well as how to decrease pain from repetitive motion, all while keeping us laughing after a long day of seminars.

ILCRA would like to extend a special thank you to those ILCRA professional and executive board members who so freely gave of their time and talent to present many of the above seminars. And when I say "freely gave," I mean just that; many of our presenters volunteered their time and efforts, which helped to keep the cost of the seminar down so that we could pass the savings on to our members!

National Court Reporting and Captioning Week

Vernita Allen-Williams

I visited Prince Institute's Great Lakes campus on February 21st as part of their celebration of National Court Reporting and Captioning Week. I spoke to a group of about 22 students, 5 teachers and 3 staff members. The students were attentive, and I just had to field their questions. If there were quiet moments, I filled them with a personal story, some of my background, or pressed them for more questions. The hour flew by.



National Court Reporting and Captioning Week Recognition

Many thanks to Vernita Allen-Williams for these photos taken 2/28/13 at the Lake County Courthouse in Waukegan at the reception held by Chief Judge Foreman in recognition of National Court Reporting and Captioning Week.



Judge James Simonian, Judge John Scully, Deborah Cohen-Rojas, Colleen Eitermann, Vernita Allen-Williams, Mary Kay Herbst, Judge David Brodsky, Denise Mills, Judge Michael Fusz, Judge Jorge Ortiz



Lauren DeBoer, Colleen Eitermann, Vernita Allen-Williams, Deborah Cohen-Rojas, Denise Mills



Chief Judge Fred Foreman welcoming everyone to the reception.

Volunteers Needed!

Veterans History Project Event

Court reporters have volunteered their time and talent to record and transcribe the moving stories of many U.S. war Veterans, building a lasting legacy of the brave men and women who have served our nation. Many Veterans have never made any formal record of their wartime experiences but are willing to sit down and share their piece of history. American Legion Department of Illinois Commander Wayne Wagner has graciously allowed a Veterans History Project booth to be set up at the 2013 Department of Illinois American Legion convention. The convention will be at the Prairie Capital Convention Center in Springfield, and the VHP booth will be open on July 10th – July 13th. As this is the first year for this to be offered to the convention body of the American Legion, we are not sure if we will have one Veteran share his story or 100 Veterans share their stories. If you are interested in playing an important role in preserving these Veterans' stories, please contact Jill Layton at Jill.LaytonCSR@gmail.com. With your court reporting skills, you can contribute to this lasting legacy. Please consider taking part in this rewarding project and share the information with your friends and co-workers.

Market Your Service

YES! Please place my name prominently before my fellow ILCRA members to market my exceptional services while showing my support for my state association. Please display my business card in the next four issues of Ad Infinitum. Enclosed is my card and a check payable to ILCRA for \$100.

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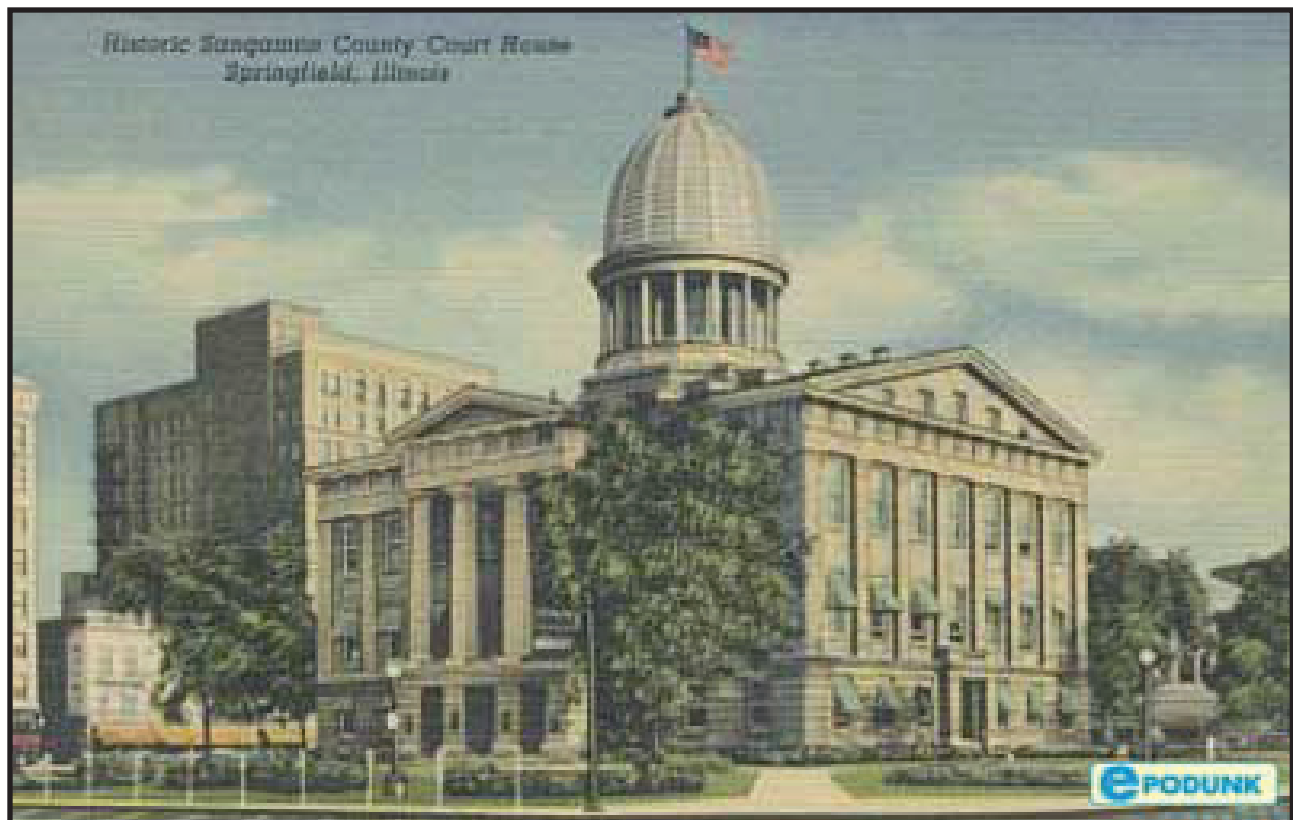
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Commonly Misspelled VHP Words

Jill Layton, Immediate Past President

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P Z S K R X U B N B U X N P U D F K X T
V E O F M B R X R F W L F A J A D X G R
A E R H N V I E T N A M Z O N L D W N R
W Y W Q Y T T S N E G K N Q N C A S C L
G R K J C T X E H O H S I N F A E V U D
B L E I A R B I G C X X P F X N P M J V
I A A I F K O D R I Z J C O G A E Y A C
G V E F D N U O F X X V N O W L W I F K
X A N Z G R G W X Z J T H V R C U Y G M
W C U B X L A T K Y U E N O B P D E A C
P Q E J H I I B X B I I B W B V S C C Y
F Y J O L V N H M D Q V D X R U A O I T
Z D E V Q W V F A O V Y T T C R Z U K L
S R L O J M I U K M B F H X T X L M D Q
I B R F S W L D C A Y B M H W T Q G K H
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The Winding Path of Change

Linda-Ann Stewart

Becky spent months trying to break up with her boyfriend. Although she knew he wasn't right for her, he'd be so sweet and accommodating when she'd try to split up that she'd slip back into the relationship.

Things would be fine for a few days, then something would happen and she'd be reminded why she needed to move on. And the process would start all over again. Each time she repeated the cycle, it got more apparent why the relationship wasn't going to last long term and she discovered more about herself.

Change is like that. It rarely tracks in a straight line. Whether you're progressing in your career, or making personal changes, you'll probably take detours and side trips along the way. It may feel like you're going backwards for a while, and you could get discouraged. Fear not, you'll soon be moving forward again.

Setbacks are part of the process. In a recession, businesses have to pull back and consolidate, strengthening their financial positions. In this recent recession, stores have had fewer products, shorter hours, and less staff. They have to let go of less profitable merchandise to focus on goods that are more popular.

Businesses that are creative and innovative thrive when the economy gets better. Retreating to stabilize your financial structure means you'll be better prepared when the time comes to expand.

The same is true of personal development. Generally, when making changes, you take two steps forward, then one back. For instance, it takes a smoker an average of four attempts to quit before they succeed. Each time, they discover more about their triggers and strategies that work for them. Any kind of improvement goes through the same type of learning curve.

When you diet, your body can get stuck at a particular weight. If this happens you may lose heart and give up. It's simply getting adjusted to a new set point.

Your body is adapting to being lighter, and once it does, you'll quickly drop a few more pounds.

Even in your professional life, you probably won't have a straight path to the next level. You may move laterally for awhile, gaining more experience and developing your abilities. This gives you a better track record and stronger background for when you are promoted.

The reason for this winding path is that the subconscious doesn't like change. It figures that your old beliefs, attitudes and behaviors have served you well. For your subconscious to establish a different direction, you need to be persistent. When you're dedicated to making a change, this reassures your inner mind that you consider the new area suitable. Then, your subconscious needs to take its time getting used to the fact that you're in strange territory, and make sure that it's safe to be there. Once it's gotten comfortable, it'll allow you to cover more unknown ground.

If you change too much, too fast, without this process, you won't have a firm enough foundation when the winds of stress blow. Stress can overwhelm any new attitude or behavior, and cause you to go back to what's most familiar. The subconscious will channel its resources to deal with the crisis, rather than direct them to altering your life.

Also, too much change at any time is stressful in itself. In this case, too many adjustments would overwhelm the subconscious and it would sabotage any progress. Even though it may be frustrating, taking a step back to consolidate your gains actually helps you in the long run and supports eventual success.

Each time Becky stepped back into the relationship, she added to her knowledge and wisdom. When she'd move away from it, she integrated more of what she'd learned. Finally, when she realized that he wasn't ever going to be different, she made the final break.

Continued on page 18

The Winding Path of Change

Continued from page 17

If she'd left before she'd assimilated all that she'd discovered, she would probably have recreated the same situation in another relationship. Instead, by allowing the natural course to play out, she ascertained which characteristics to avoid in a partner, and what ones to seek.

When you feel like you're stalled, or have even taken a step back, realize that it's part of the process of change. It gives you more wisdom, strength, and understanding for when you begin moving forward again. When you retreat and regroup, integrate and consolidate, it means you ultimately advance further and faster.

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A nationally known speaker, life coach, hypnotherapist, and author, Linda-Ann Stewart empowers people to break the trance of their mindset for less stress and more success in their lives. For personal development tips and articles to inspire and motivate, sign up for her ezine, "Empowering Greater Possibilities," at www.Linda-AnnStewart.com. You can contact her at LAS@Linda-AnnStewart.com or 928-600-0452.



Word Ways

Answers according to Joe Pudlo

Continued from page 3

1. bellwether – the guide by which one measures other data
2. Bernoulli trial – a statistical term
3. beta coefficient – measure of a stock's relative volatility
4. beyond the pale – limits; bounds; "outside the pale of his jurisdiction"
5. biennial session – occurring every two years
6. Black Maria – paddy wagon
7. blasé – apathetic to pleasure or life; indifferent as a result of excessive indulgence or enjoyment
8. blather – to talk nonsensically
9. blitzkrieg – lightning war; an overwhelming, all-out attack
10. blue law – a statute regulating work, commerce, and amusements on Sundays
11. blue-sky law – law of a kind passed by various states to protect investors against securities fraud
12. bodes ill – foretelling by signs something unpleasant is going to happen
13. body politic – a group of persons politically hostile units organized under a single government authority
14. bohemian – a person with artistic or intellectual aspirations, who lives an unconventional life
15. bolus – a small round mass
16. bon vivant – man who loves good food and other pleasures of life
17. bourgeois – commoner; shopkeeper class
18. Brandeis, Louis D. – jurist
19. Brinell hardness test – test for measuring hardness of metals
20. bruit – an abnormal sound heard in auscultation

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Dear Nancy: I recently moderated a discussion among court reporters about the future of court reporting. I had anticipated a positive discussion about our future. Instead, I heard nothing but complaints: fast-talking attorneys, mumble-mouth witnesses, incessant demands, short lunch breaks, long hours, too many exhibits to lug home. And I agree: sometimes the demands seem overwhelming. But my view of our profession isn't so negative. I failed when I tried to keep the discussion positive. What would you suggest I do next time?

Signed, Upbeat in a Downbeat World

Dear Upbeat in a Downbeat World: First, don't give up! We need committed volunteers. So steady yourself and get back out there. Court reporters work alone and have little face time with fellow reporters. So when we do get together with folks who actually understand us, it's a great chance to vent. Some reporters say we go into court reporting because we don't like to be noticed. Hah! No way. All the world's a stage and reporters, like most folks, love to perform.

I get their frustration. "You want it when?" And we're supposed to smile! RPR certification speed of 225? "Oh, yeah, I talk fast, 260 wpm or better, the reporters tell me." It's not fair. Then again, life's not fair, so we have to keep perspective. Everybody's under pressure. People talk fast these days because people talk fast these days, not because they are trying to make our job difficult. And lawyers, judges, and businesspeople try to cram too much work into each workday. Once, at an NCRA convention, I reported the fast-talking keynote speaker, a futurist. Seeing me struggle, someone asked him how the court reporter was possibly supposed to keep up with him. His answer: The world won't wait for you. Alas, he's right.

Next time you're fielding a stream of negative comments, inject some perspective. You had a long day and a short lunch? How inconsiderate of them! Makes the job tougher, no doubt. But it is better than a long day and no lunch. Of course, knowing how to respectfully but firmly communicate our needs to the attorneys is part of the required skill set. What's this? You're complaining that the lawyers want the draft tonight, or expedited delivery? That's great! How many ways are there for us to enhance revenue on a day's work? If you see such a demand as an undue burden on you, perhaps you should step back and assess your realtime skills. We live in a fast-moving, realtime everything world. And that's what lawyers expect of us. NCRA and state associations offer multiple resources to help you bring your realtime skills up to snuff. Take advantage of them. Then demands for quick drafts or expedites won't look onerous; they will look like money in the bank!

When you are moderating again, let people complain. Let them give voice to their frustrations. Helps to get rid of the negativity. But we are all professionals, and we need a grown-up perspective. Meeting our clients' demands is what we are in business to do. If we stop doing that or complain about it, our clients will go elsewhere. With careful stress management, a moderator can turn the tide. And if the sea of negativity can't be calmed? Well, you have my permission to wail -- or bail!

[Continued on page 21](#)



Dear Reader: Usually I'm answering questions you ask, but this time I wanted to share a thread from Facebook that caught my eye. I feel it's worth reading to bring awareness to a sensitivity issue, so I'm reprinting some answers to an original post by Rich Germosen (with his permission).

The question: Should we wear colognes or perfumes on the job?

My answer: Think of a whisper when you wear perfume and cologne like a whisper, an intimacy saved for those folks who come within a foot of you. There's no need to "shout" out to everyone in the room. But these folks say it better.

- I LOVE wearing cologne...but in the work environment it is definitely frowned upon.
- I had an experience one time where an elderly lady complained about my perfume. (I did not have a lot on.) And she sat at the opposite end of a very long conference table while I took her dep. Since then I am very careful never to apply too much.
- I'm very sensitive to colognes and perfumes. This is a new development within the past ten years. Before that, I could wear anything. Better to just be clean and smell like nothing than potentially give someone a migraine. I wish perfumes and colognes would be outlawed completely!
- I have a very hard time with colognes and perfumes. I get an instant headache from them. It's tough at conferences, plays, concerts, when I end up sitting next to someone with fragrances. My office is a fragrance-free office, and we all seem to like it better. I say no to fragrances on the job!
- I also have a tough time with colognes and perfumes. I can actually get an asthma attack from some of them. I really suffer when someone who wears strong perfume is near me. Years ago, we had a reporter who was actually sent home because so many people at the courthouse had been complaining about his cologne. He was told to come back scent-free. I say no to fragrances as well!
- Big allergy/asthma trigger for many. And in general, you don't want to create a distraction for anyone.
- I have met a few folks with chemical allergies, so sometimes even shaking hands with a person who has lotion on can trigger a big allergy attack. I always refrain from fragrance as much as possible.

Rich had the final comment on the post: Wow...who knew? This is VERY interesting to hear how others feel about cologne/perfume in general. I'll definitely keep it to just "one" spray from now on in a social setting. As I mentioned before...I don't know where I learned it...but I never wear it in the work environment.

Nancy Varallo, FAPR, RDR, CRR, owner of The Varallo Group, offers customized business development and administrative services to court reporters and reporting agencies. Nancy has been a court reporter since 1979, has trained hundreds of court reporters, and has fielded thousands of questions from reporters. Please ask your question at www.dearnancy.com.

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Court Reporting Firms Need Leaders

Jim DeCrescenzo, FAPR, RDR, DRR, CLVS



Anyone who has lived through it knows that 2009 brought the most significant and dramatic changes to what had been, to that point, the very stable profession of freelance court reporting.

In any sizable community there were enough plaintiffs and defense firms with reporting needs to support healthy competition among the local reporting firms. There was abundant work, and managing a court reporting office, as does managing any firm, requires significant management skills. The firm owner who wanted to grow a business had to keep a staff of reporters busy - but not too busy; hire administrative staff; develop employee policies and procedures that were fair, within the bounds of the law, but remained affordable; enter into leasing agreements for office space and equipment; as well as innumerable other day-to-day management issues to handle. With all that was needed to run and grow a successful firm, there were ample opportunities to make a mistake. To have your firm thrive, it was important to keep the mistakes to a minimum. Many firm owners throughout the country were up to the task and did thrive in this environment.

Then came the Great Recession of 2009. In 41 years of reporting, 2009 brought the first significant effects of a recession on the reporting industry. The recession was added to the growing effects of gift giving and the increasing competition from national firms, along with pressures from carriers and clients for lower and lower rates. The recession seemed to open the floodgates for client demands for lower rates. These combined circumstances have led to struggles for many reporting firms. No doubt, the good old days are gone.

Since 2009 it seems we've entered the realm of constant uncertainty. Accepting that reality and developing a plan for stability is critical. The pre-2009 days of good management skills simply won't be sufficient any longer. Leadership is the quality that is indispensable today. A leader will embrace the challenges and find innovative solutions to new threats; he will set goals and achieve them, innovate to save precious resources and innovate to expand business. One thing a leader will not do is bemoan his fate and pine for the "Good old days." Staff and reporters pick up on any negativity in the leader's approach, or to the leader's feeling overwhelmed by circumstances. Stay positive. If you think you're in a no-win situation, you are. Don't let the negativity seep into your thoughts.

A leader will accept the changed environment and work his way out of it. Administrative staff and reporters need to know there is a plan to deal with the slowdown in business and the lower rates demanded by clients or offered by competitors. Develop a plan and share the generalities of the plan. Everyone understands it's a changed world. Presented with a well thought-out plan to develop new business, a staff that respects the leadership will be willing to help make it happen. It's a new world. We need to accept it, adapt and move on.

To every problem there is a solution.

I'd like to hear how you've handled the post-recession pressures. Send a comment or e-mail me at Jim@jdreporting.com.

Fitness-Themed Terms

Provided by Dictionary Jumpstart

10-Minute Trainer	insanity	Rogue Rings	TurboFire
Aikido	Jazzercise	Rollersizer	Weider
Beachbody	Judo	Shake Weight	yoga
BioForce	Kettlebell	skimboard	Ananda
bodyboard	KettleWorx	skimboards	Anusara
bodyboards	kickboxing	Slim in 6	Ashtanga
Bodylastics	Kobudo	Snowga	Bikram
boogie	Koga	SpinGym	Hatha
board	meditation	Star Trac	ISHTA
Bowflex	Nautilus	Strollercize	Iyengar
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dumbbell	paddleboards	Taekwondo	Sivananda
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