

# Among Men who Work with Hand or Brain

## How Woman Promoter Finds Backers.

By Miss Fox.

PEOPLE enjoy being separated from their money if it be done pleasantly. A wise man has said, "Know your trick and you'll always find an audience to admire, and applaud and to pay good money to see how you do it." In the old days, when sandbagging and begging were the only methods used in "financing," women, as a class, shunned the occupation, but recent brilliant examples show that they possess hitherto unsuspected ability in playing the revised game.

Promoting is nothing but practical psychology. Every line of work, which deals directly with human beings requires a knowledge of human nature as a fundamental principle. This knowledge, may be, and usually is, intuitive. Such people are born promoters; in temperament and habit they are enthusiastic, optimistic, and, withal, agreeable. Unconsciously they discover that certain lines of talk create a favorable impression and this ability to create a favorable impression, in the entering wedge for their schemes, they follow up attack consisting merely of a certain amount of clever argument. It is an interesting subject, the attitude of mind in which a promoter approaches his interview, and right here it is time to say that when your methods, even remotely, approach whining, it is to write failure all over yourself.

### Faith in the Idea Essential.

The first and greatest essential is belief in your own idea, not in yourself, but in your idea. No obstacle is so great as that which we create in our minds by doubting the outcome of an undertaking.

It may be a fanciful theory that occasionally the souls of unborn children select their parents, and that such offspring are destined to become great in this world. While this may not be accepted by science it seems true that in the mental world ideas have power to select their progenitors. If, therefore, an idea pursues you so constantly that you can't escape, it may be direct evidence that you are elected to foster it. Where one feels this to be true, he is imbued with so strong a conviction that what he is doing is right that he starts out upon his quest for material help, absolutely unafraid of any obstacle or difficulty being so great that he cannot overcome it.

There is a certain class of people who provide, as regular expense, an appropriation to meet demands of fakes, pure and simple charity, semi-charity, chronic borrowers, public celebrations, and institutions which require support, such as colleges, churches, galleries, and libraries. The work of investigating is delegated to a secretary or confidential man who looks up the claimant and decides for or against his demand. There is an old story. It is the person with a legitimate scheme who starts out without capital that interests modern female financiers.

**How Woman Promoter Works.**  
"How do you do it," is the question so constantly recurring that I have decided to

tell my own experience, in which, perhaps, others similarly placed, may find a practical suggestion.

To guard against self-delusion, it is well to submit your idea to the cold judgment of a practical business man. One of the commonest mistakes of women promoters is that they take counsel of their hopes and close their minds to common sense and experience based on good judgment. If the judgment rendered is adverse and you find the idea still insisting that it be carried out, sit the adverse opinion of others and find out whether their objections were prompted by indolence or fear of being called upon to help. If you feel that you are willing to bear the brunt of opposition, blaze ahead. It is true that a mind capable of creating ideas will find means for executing them, providing it has courage and endurance, and looks steadily upon the goal and not upon the waste.

Certain undertakings always appeal to a certain people, which is a demonstration of the truth that the great intelligence which dominates the universe brings together, sooner or later, all those agencies which need each other in working along similar lines. Therefore, the first practical step in planning work of this kind is to make a list of people well known for their interest in your particular kind of scheme.

### First Appeal to Prominent Persons

"Of nothing else can it be so truly said, that 'well begun is half done.'" Therefore, for your first appeal select the most prominent person in the list as a leader.

To secure the support of independent, thinking, wealthy women for an undertaking is to more than double the force of argument on the value of your idea. How to secure this first ally perhaps needs explaining. It is neither as easy nor as difficult as one thinks, but it is like opening a door through which you pass into a land of opportunity. The way to go about securing the first name is to set forth your plan in simple, self-respecting terms. The personality of the one to whom you write will give color to your style. Many wealthy women today have clear heads, clear business judgment, and are not at all susceptible to any appeal which carries a suggestion of maudlin sentiment or exploiting social prominence. People of well known wealth constantly receive appeals of every description. It has been stated with authority that Andrew Carnegie receives each day over 2,000 letters asking for money. To be able to write a letter which will identify it as genuine among so many hundreds of counterfeit is an important requisite for the woman promoter.

### Permission to Call a Good Sign.

One may consider permission to call a good sign. It is at this point that belief in the idea, a reasonable amount of intelligence, and enough tact to know when one is falling

short of the mark are all that is necessary. A well thought out scheme of facts regarding the idea, its purpose and plan, is forcible. Where the enthusiasm of the promoter overrides details, when the ultimate is so clearly outlined in the mind of the speaker, the steps to that ultimate may be leaped over without loss.

Consider that the first person has been interested and a woman or man of prominence secured as a leader. The next step is to find those whose tastes and sympathy are congenial with those of the first person. A certain fertility of mind is now necessary, for seldom is it true that the same line of approach will lead to interviews with all people. Nothing is so sensitive as the rich person who has had money long enough for the general public to be aware of the fact. It is a simple axiom that people who have not money and people who have are usually aware of each other's existence, often disagreeably so.

### Talk Gets the Money.

The reasons which people give when investing money in an undertaking which is neither quite philanthropy nor business, but which partakes of a little of both, may give a clue to "how does she do it." Out of twenty people who give money eleven declare that they give it because they like the person asking for it. The personality was agreeable and pleasant, entertaining, and therefore "the talk was worth the money." Six will give money because so and so gave it, which illustrates the truth that the majority of people are fond of a leader. Only two give because they believe in the idea, while all declare that they are willing to help because they believed that the person representing the idea would be able to carry it through.

Therefore first create confidence by having confidence in yourself. This can be done only by knowing that the idea for which you stand has value; second, having tried yourself in various ways and discovered that you have enough grit to carry the thing through, keep constantly in mind that conviction plus persistence is all that the human element is called upon to furnish; that there is a Greater Intelligence which furnishes the necessities, providing we "stick" in our course declaration that we are willing to perform the service. All personal traits or mannerisms are merely the expression of the particular belief of the individual.

### Material Means Come First.

The material means by which we convince people that our scheme is right and therefore deserving of support are first, the idea; second, the determination on our part to carry it through; third, a list of people whose tastes and means invite the appeal; fourth, the ability to write a well composed letter; fifth, a well grounded belief in the truth, that if you can entertain and interest people and discover quickly what appeals to and what offends their taste you have discovered how to make your scheme go.



## You Can Earn as Much as You Really Need. Where Shall a Boy Start?

By Jonas Howard.

In Big Packing House?

By Jonas Howard.

**A** MAN properly ambitious, industrious, and willing can make just as much money as his needs require, and seldom can he make any more. If there is the right kind of stuff in a worker, and he is sufficiently aroused by pressing necessity, he can double his salary.

If a worker making only \$1,200 a year suddenly faces a condition which tells him that he must increase his income to \$2,000 during the next year, he can do it, and without working any harder.

These statements may sound absurd, but they are based on the experiences of scores of men who work for their living, and who are real workers with brains enough to figure out the necessity. They declare that when they have been spurred on by necessity to make more money they never have found it difficult so to do, and that, furthermore, when the dire necessity has passed, they have kept right on making the increased salary, or nearly that much, and never dropped back to the low point again.

The "because" of this lies in the fact that a man, unless extraordinarily ambitious and aspiring, seldom will fight for advancement until the necessity arises and compels him to fight. Then he gets what he wants. If many sound reasons to tell 100 clerks in a store that they can double their salaries if they only will, but in fact—and some day, unless they are "quitters" who have insupportable cases of "can't," they will double their salaries.

**Small Increases Help Little.**  
A man will go along for years living on a small salary sufficient unto his needs. He will think, perhaps, that the firm should be paying him more, but as the income covers every need, with a small amount over and above that, he will not "make a kick." He may work hard and diligently, but he seldom will go to his employer and demand more salary. He may be rewarded by small but steady increases, which renew his hope and add to his income.

It is true that, under these conditions, a man gets extremely little good out of these small increases in salary. A department manager working for \$25 a week shows merit and is advanced to \$30. He figures of course (we all do), that he can save \$5 and still live as well as he ever did. But there is where figures do not work out right. At the end of six months he finds that he has not saved any more than he did from the \$25. It has gone for extras. He simply has expanded his habits to fit the larger income.

If he had a fixed idea of saving, a set purpose, something tangible in view, he would save the extra \$5, but not one man in 500 has any such idea. He simply figures that, with \$5 additional income a week, he can save \$200 a year and put it in "bank." If he were paying on a house, or saving to buy furniture, or planning to save enough to go into some business for himself, or to pay off a debt, he would save—otherwise not.

**When He Makes a Spurt.**  
Then suddenly into this man's life comes something that calls for a sudden expansion of his income. There are two courses, either to say "damn it," and surrender, or to throw his whole being, his mind, body, and hands into the task. If he follows the last course he will get what he needs. He will summon up his nerve and demand just as much more salary as he figures he will need, and, if he does not get it, he will go to some firm that will pay the increased salary.

The chances are that during the years of hesitancy in asking for an increase the man really has added that much to his value as an employe, and when the pressing demand

arises and he makes a plain, straightforward statement of the case to his employer he will get that for which he asks.

There is one convincing proof that men can get what they want when the necessity arises, and that is that practically every man who gets married at once gets a better salary. His salary is not increased because he has taken a wife, but because he finds it necessary to have an increase in salary, demands it, and either gets it of that employer or of some other.

### Married Men Less Valuable.

There is a tradition that employers would rather have married men working for them, but in most occupations this is not true. Absences from business, lateness, and such kindred evils increase when a man gets married and tend to make him a less valuable employe. If he is sick he stays at home and his wife nurses him. If he loses three days a year from sickness while single, he will lose seven as a married man. Those figures are averages taken from the records of one big employe of labor.

True, married men are "steadier" and more liable to remain steadfastly in the employ of one firm, hesitating to "take a chance" by changing occupations, but they will be late oftener and away from the office

offener than a single man, and they will watch the clock more closely.

So it cannot be that firms offer a premium to employes who get married, yet they raise their salaries. The reason for this is that a man who is planning to get married sees at once that he will be forced to increase his income, and by demanding an increase, or by diligently seeing a better position, he gets that increase.

### When He Has a Family.

Scarcely any one will claim that a married man with one child is more valuable to a firm than a married man without children, even though the coming of children may steady down a man still further. The number of times he will be late or absent on account of sickness increases with the arrival of a baby, and no one will claim that the man who is absent or late frequently is more valuable than one who is on time more often. Yet, in the pay rolls of a big downtown store it is discovered that the married men in the house who have one or more children draw an average of \$10 a week more than the married men who have no children.

From these figures it would seem that the married men, seeing their expenses increased suddenly by the arrival of a child, demand and receive better pay.

As a matter of fact it all resolves itself into a question of an increase in energy and "get up." There are few who like to demand even that to which they are entitled. Few like to ask for a raise in salary until some emergency arises that necessitates it. They stand ready to throw increased energy, increased vim into their work, and, although circumstances may keep them from their work offener than before, they will—if made of the right kind of stuff—work harder to earn the increased salary and bear their increased burdens.

### Raise the Money When Needed.

Have you ever faced a financial crisis in which it seemed impossible to raise the money? Have you ever scouted desperately around to "raise the wind" when you could not see any chance? If you have the chances are 100 to 1 that you raised the money and without much trouble. You had to have it and you got it. You were forced by circumstances to do things that, under ordinary easy going circumstances you would not have done. You have collected from some one who had owed you for years, perhaps. Would you have done it if the necessity had not arisen?

It is the same way with getting an increase in income. The emergency arises and you arise to meet it. It is all simple enough. You can double your income if you are forced to do so.

## Woo Success, Then Your Sweetheart.

By John Ellington.

**I**N the worker's lexicon, if he is really a worker, there is no such word as sweetheart. He has no time to write.

The modern sweetheart demands all a young man's time. And a young man nowadays, when to succeed means every nerve stretched to the utmost tension, every muscle ready to perform its function, every opportunity to be grasped and advantage taken, cannot afford to waste his time, his thought, his vitality, seeking to enter to the wishes of the modern sweetheart.

When a man has his life's work to be done, women, except his mother, and perhaps his sister, must be thrust back.

When some one declared that all the world loved the lover it did not include the modern business world. This world plies him. It takes advantage of his dreams and snatches a fine goal from him. His fragility disappears. Economy is being made. His salary goes for theater tickets, dinners, and the world of things that can be bought for a woman. And when the time for the inevitable proposal of marriage is at hand, like as not she will take into account the young lover's extravagance which will inculcate a fear that he would not be a "good provider," and give her hand to some fellow who has been too busy making a name for himself to pay much attention to her.

### Money Does Not Win Love.

Women are won not by being made the object of extravagant attention by a man. They are won by a glance sometimes; by a word; by a deed; or by the combination of the three, or by the number of different ways as there are women. But the woman you want to wed is not won by the lavish expenditure of money.

The young man of today must strive to win success. And every working hour spent upon a sweetheart, whether actually in her company or thinking about her, is that much time wasted.

Recently, in one of the classes that graduated from a large western coeducational university were two men who took no part in the men's doing of the class because these two were always attached to some girl.

There came a time when every able bodied man in the class was needed in a contest of strength, upon which the honor of the class was staked. Things were going badly for the class. And all the while those two men stood by their sweethearts and raised never a finger for the class honor. From that hour every man in the class and every girl, too, despised those two men.

Not long ago a man and two women were boating. One girl was the fiancée of the man. A boy who had swum out some distance took a cramp and was about to drown. The man began to take off his garments. The sweetheart ordered him to stop and declared that if he disobeyed further she would have nothing to do with him. The man realized that if he were handicapped with clothes he could do nothing in the water. He promptly told her to do as she liked, finished his disrobing act, plunged in, and, after a fearful struggle, which left him completely exhausted, he succeeded in saving the boy's life. Had he worn his clothes both would have been drowned. The engagement was terminated at once. He wanted no woman like that for his wife.

### Love Dreaming Causes Failures.

On a western newspaper was a youth who had shown great promise as a sporting editor. He had been given a place that carried responsibility. He did his work well, but he fell in love. In his lexicon he wrote the word sweetheart. From that day he began to show signs of falling. He began to neglect his work to spend time with her. His

stole time for which his paper had paid him. He became the pitiful and the laughing stock of his fellows. His competitors "scoped" him time and again, while he was basking in smiles. Eventually he was "fired" both by the paper and the girl.

Once there came to Chicago a young fellow who showed promise in a literary way. He could write "stuff" that would catch the public and hold its attention. He knew it. He had a sweetheart. She knew it also. She urged him to write. He said he would. But in her company his ambitions slipped away. He wrote her most beautiful letters. He died until his ambition died. With it died her love. A man who had succeeded came along. This man had had no time for women. He had been busy winning victories, making achievements. He pressed his suit—and won.

### No Time for Mere Lovers.

The world has no time for mere lovers. It wants men who can do things. "Love making," says one, "is the idleness of the busy and the business of the idle." When a youth forgets and takes his eyes from the goal, to become merely a man in love, penning dainty poems to his mistress's eyebrows, soon you will behold him among the idlers and among the failures.

Furthermore, women do not want lovers. They want men first, and when a man has proved his right to the title by laying aside all thought of pleasure in woman's smiles, casting from him all issues except those that bear upon his success, then women—the right sort—will be ready to be won. But not until the youth of today has planted himself modestly well up on the ladder, and holds a firm grasp on the actualities of life and its problems, has worked out a few of the answers to its more important questions, and shown folks that he is on the highway to success, is he worthy to become a lover and try to persuade some woman to share with him the life that he has mapped out.

**W**HILE it is obviously impossible to take up in these articles separately the different lines of business wherein the larger scope of opportunity prevails there are a few lines that are so separate and distinct from all others that a different article for each is entirely justifiable. The packing house office is one of these. The development of the packing industry in this country, the consolidation of such great enterprises under one general head has brought about the necessity of such large office forces that it is almost possible to say that this is a new profession—created within the last fifteen years.

The extent of this new profession is shown in the number—between 2,500 and 4,000—that is employed in the Chicago offices of the large packing firms alone. When it is remembered that there is at least one branch office in every city of any consequence in the country and in the larger places three or four it will be seen that there are possibilities in this line for the young man who is just beginning.

### Advantages Outnumber Drawbacks

There are advantages and disadvantages in plenty in this business. Yet it is undoubtedly true that the advantages far outnumber the drawbacks. The disadvantages are the disadvantages that any large office holds for the beginner. That opportunities are of such nature as are seldom found in other lines.

To begin with, the pay is better in the packing house office than in most large offices. Fifty dollars a month is the average pay at which the beginner is started. This is practically \$10 per month higher than prevails in most places. To offset this the work is harder, but the man who is really anxious to succeed is hardly of the type to let this stand in his way for a minute when the selection of a place is under consideration. So, at the start, this office must be admitted to lead the average large office.

But, to offset the higher salary that is paid, it is harder for the extremely young man to secure work in "the packing line." The standard of clerks is necessarily kept higher, so 21 years of age is about the youngest that a man can hope to secure employment as a clerk. Younger than this and he may be given a minor position, but it is for the clerk of some experience that there is an active demand in the large stockyards offices. It may be safely said that there is always room for the man of experience who is able to show a clean record. In some of the offices the number of employes of all kinds runs close to 1,000, and there is "always room for one more."

### No Standing Still Permitted.

In the variety of departments, the number of good positions to be had, the wide awake spirit that prevails, and the lack of "dead corners," the packing company excels. Few businesses are so exempt from the modern stultification as this line. There is no slowness, no standing still and treading water. There is progress always, for there is not a packing company of any consequence in the country that is not expanding its business every year, and this expansion means the creation of so many more new positions of all grades and salaries. Thus an employe is kept aware all the time that it is only a question of showing ability out of the

ordinary as to whether he will "get a chance." If he has the ability and shows it he will get his chance. "Push" is the motto of the packing company. The young man who can help along in the pushing is the kind who finds instant favor. But he must show this, and in no ordinary degree, if he is to gain promotion.

### Year Test Generally Decisive.

The usual rule in these offices is to leave a man at the salary he begins on for a year. Then he is either let know that he is not wanted, or is given an increase of \$2 a week. Two dollars more than this is the highest that he may hope to go as a mere clerk, and to get more he must show that he has the ability to fill an executive position of even the smallest sort. If he has he will be given such a position within two or three years of his start. There are more positions of this sort, corporalships in the business world, and worth between \$20 and \$25 a week, in the large packing firm's office than in any other kind of business. A man displaying any unusual degree of aptitude for the business should be able to land in one of them within three years. If he does not he may count himself a failure in this line.

But if he does get into one of these minor chiefships he is in a better position to work right on up to the top than most men are. There is always room at the top in the big packing firm, and the custom of taking men from the minor positions when a big promotion is to be made is religiously adhered to in most instances. This means that it is, at the worst, only a question of time before the good man will be advanced. But he must be good in his line, for efficiency is a prime requisite here. He will have charge of several clerks, possibly as many as a dozen, and he will have ample opportunity to show that he has the gift of handling men besides being a good worker. Also it will be quickly apparent if he has not this valuable quality.

### Work Hard but Opportunities Good.

His promotion may come into a different line from that which he has so far worked up in. There is absolutely no line in which the office force is so intimately connected with the outside forces—the selling, manufacturing, and buying departments—as is the case here. Fully half of the men who are running departments in the big plants of the country began their careers as clerks in the main office. Practically every branch house manager—and there are thousands of them in the country—began in the same fashion. They showed that there was the right material in them and were given opportunities for exercising it to the utmost. The pay in these positions compares favorably with that of the general offices of a railroad. It is emphatically a well paying line.

But the impression must not be taken that the young man who falls into a good job in the packing industry is fixed for life. The large offices also have their quota of men who have fallen into the rut and who will never get out. The young man who enters the employ of a packing company must be prepared to work harder and longer hours than he would in other offices. His rewards for this are the opportunities. So summed up, the packing office is more exciting than other lines, but the employe's chances are proportionately greater.