

Among Men who Work with Hand or Brain

Woman Is Only Honest Man; Tale of the Paying Teller.

By Walter J. Lyons.

FOR four years in Chicago I have stood inside a brass cage, looked upon by 1,000,000 people of all ages, sexes, and conditions...

Ten thousand people called back to my window to get an aggregate of \$10,000 left behind them in four years! And only one lone woman to return on the strength of her own conscience...

Few Are Primarily Honest. Do you wonder that I always have had an idea that most people need watching? That the old possibility of getting "something for nothing" is one of the most seductive influences that assails mankind?

Errors Run in Groups. These errors of the people are made outside the cage every day. Inside I have discovered that my errors are likely to run in groups.

I have been asked that question. Always it has prompted another question on the spot: "What do you mean by honesty?" For four years prior to Dec. 18 last it had been my deduction from experience that most people would take any excess of change paid them at a cashier's window and satisfy their consciences with the remark, "Well, he's paid to look out for himself; I didn't do it"; that other thousands might have taken money unwittingly...

In the same way counterfeits and mutilated coins come in procession for a day, a week, a month—then they are gone, perhaps not to bob up again noticeably for six months or a year. Handling \$250,000 a year at my cage, my shortages may run from \$50 to \$100 a year.

Three Dollars Returned Out of \$350. This particular woman that has materialized in my brass barred horizon evidently was of the class to which a \$3 bill looks the part. She was comfortably dressed and she had been having enough to eat. I should say she was the mother of several good children. She could smile, and her voice was of the kind described as "an excellent thing in woman."

Strain Often Overwhelms Men. Always the man who handles another man's money as cashier or teller is in a trying position. To be over careful is to be worse for him than to be at his ease in every way.

Succeed in Spite of Riches; Millionaires Who Won Ways.

By G. R. Clarke.

THE young Benjamin Winchell, who is starting out to learn the railroad business in just the same position that his father did 22 years ago, makes a career for himself, he will do a greater thing than his father, who started in absolute poverty.

Mathieson Success from Start. Conrad Mathieson is one of the most conspicuous of the latter class, and like all such men he has shown himself constitutionally different from the ordinary type from the start.

Where did he learn it? His father had made millions in the sugar business, but the business experience of the younger man before he came west had been limited to two years which he had spent in his father's factories.

where the line waited. There was not a hitch anywhere to all appearances, but that paying teller's window was short a \$10 bill that night. Who got the money is a problem still, though it was carried to the end of the accounting period as a loss for the teller.

What he has not had is that mysterious combination of circumstances and incentive which comes from actual need and poverty. So far this experiment has been kept up longer than any others of the same kind.

Not so long ago the attempt of another young millionaire in the same line turned out a fiasco. Others, like that of Winchell, are still in their infancy.

Success Problem Can Be Solved in Figures.

By H. F. C. Kramer.

MY position is sales manager for a large publishing house, and my duty is to employ men for salesmanship positions, and each insertion of an advertisement brings from 20 to 100 applicants, and from this amount not over 20 per cent can qualify for the position they seek.

The great trouble with most men is that they lack will power; they have to have some one driving them all the time. Success in Mathematical Problems. In my opinion success is a mathematical problem, and if every man will follow this advice his success will be according to his ability and not to chance or luck.

When I started in this business six years ago it was as a salesman, just as I start men to work today, and at that time there were twenty-five men in the crew I was working in. Today there are twenty of these men still working at odd jobs and not making over \$15 a week, while my earnings for the last year amounted to \$1,000, and prospects look brighter to me today than ever before.

more interested in chemistry than he was in football. But he did not give any hint of his future plans or that he was pursuing his favorite studies with an eye to the future.

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Mediocrity Due to System; Turn Workers into Numbers.

By James M. Edwards.

Men who work to carry on a great business which has been built and mapped out for them are common, but those who have passed what has been done before, or have carried an old business into new territory, or have started in an independent business career of their own, or have worked up to a position paying large perquisites, on their own account, are extremely rare.

Why the Other Twenty Failed. The explanation for the non-success of the other twenty men is simple enough, in the morning when we started out to work we had seven blocks to walk to get to the business section of the city, and we all started out together, but by the time I got to my territory and began work the remainder of the crew would stop in at a convenient saloon where there were many soft cushioned seats provided, and they would then have a drink around and talk over the business and possibly curse the manager for refusing to advance them all the money they wanted.

It applies in every line of industry in the same way, and if every man desirous of making a success will cut out the accompanying character and carry it with him and consult it at least once each day, and practice the principles, he will be just as great a success as his ability will permit.

When in 1870 reports came to Europe of diamond mines that were found in Kimberley, Alfred Beit was a well educated young German, the son of a rich Hamburg merchant, who was destined to go into the office and inherit a comfortable income.

of their offices and the entire character of their employes. At times there comes a worker who rises in spite of these obstacles, fighting his way upward and forcing himself to be recognized, but his way is hard, and, when he finally does reach a position where he can command the firm to some extent, he is likely to give less loyal service than he would have given had he received the full and free recognition to which he was entitled.

Others who "arrive" are likely to take revenge on the unfortunates under them.

Insane Desire to Spend Money. I have one man in particular working that never earns less than \$100 per week, when he works and have tried many times to get him to put his surplus earnings in a savings bank and finally succeeded, and when he had saved up some \$500 I thought I had at last got him on the right road.

If I had my way I would have a law passed which would not allow saloons to have a chair or any other convenience to sit on, making every one who goes into a saloon stand up, and people not having a place to sit would not stay long.

- Chart of Qualities. Positive: Love, Temperance, Diligence, Will Power, Cleanliness, Truthfulness, Reasonment, Promptness, Obedience, Honesty, Industry, Energy, Confidence. Negative: Hatred, Intoxication, Indiscretion, Impurity, Negligence, Untruthfulness, Vulgarism, Avarice, Jealousy, Disobedience, Recalcitrance, Deceit, Unpleasantness, Idleness, Lack of confidence.

Belit Scores in South Africa. When in 1870 reports came to Europe of diamond mines that were found in Kimberley, Alfred Beit was a well educated young German, the son of a rich Hamburg merchant, who was destined to go into the office and inherit a comfortable income.

They have ignored honor, branded tacitly each person as a mere numeral and placed him or her under surveillance, bred a spirit of animosity, and then expected good service and honesty of those same employes.

They throw the blame upon the workers. They admit that the time checks are degrading and an insult to most workers, but necessary. They cannot deny that the fault was with the few, and that because a few loafed, arrived late, and left early, relying upon the crowd to hide their shortcomings, the many were punished.

Beit was naturally methodical, orderly, and cool headed, and then there he undertook the work usually attributed to Cecil Rhodes. He did the first combining and systematizing of the diamond buying industry.

By this system the great firms have stifled ambition in the really good workers, caused resentment, and put a premium on "worthlessness." They have lowered the entire tone

of the time clock breeds dishonesty everywhere. It becomes a matter of petty pride with some clerks "to beat the clock," and the device by which they register themselves as at work long before they reach the shop are numerous.

