Baby Blues • Rick Kirkman & Jerry Scott

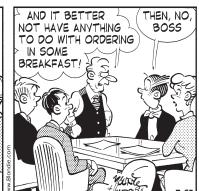




Blondie • Chic Young







Hagar the Horrible • Chris Browne





Mother Goose and Grimm • Mike Peters

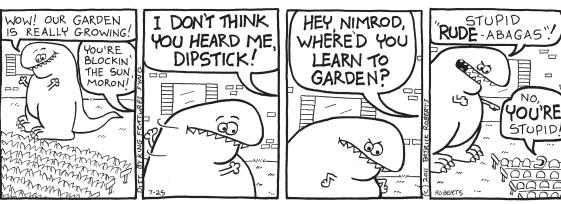


Sally Forth • Greg Howard





Todd the Dinosaur • Patrick Roberts



Zits • Jim Borgman & Jerry Scott















Dr. Joyce **Brothers**

ullet Ask Dr. Brothers

Improve skill at evaluating

Dear Dr. Brothers: I've been given the task of doing the performance reviews for employees at work, and I've always felt awkward about giving and receiving feedback. Now that it's part of my job, I feel I need to improve my skills at giving useful criticism. I don't want to alienate people, but there's no point in doing performance reviews if they don't tell you anything. What can I do to improve at giving constructive feedback? - B.G.

Dear B.G.: Both giving and receiving feedback can be difficult, especially in the workplace. In our society, we're not trained to give feedback, nor to receive it, so the entire operation can be uncomfortable. There are a lot of tips and tricks suggested, from using "I" statements to cloaking your criticisms in praise, but as you might know, none of these actually makes the person on the receiving end feel any better about hearing a negative critique. Because people are hard-wired to respond more to the bad than the good, even if there's a tinge of negativity in an overall positive performance review, employees might bristle.

At the heart of a lot of these problems is a fear of being excluded or losing social connections. With this in mind, we can frame criticism to emphasize inclusion. Starting a performance review by asking how he or she views his or her own performance - and even to comment on your performance as a boss - can give your employee joint ownership of the conversation, making him or her less likely to feel like your criticism is exclusionary. Knowing personality types also can help - someone with low self-esteem will take criticism harder than someone who's more resilient. Put yourself in your employees' place, and imagine how you'd like to receive these reviews.

Dear Dr. Brothers: I just found out I'm pregnant, which is great, except for the fact that I'm up for a promotion in a few months, and I'm afraid announcing my pregnancy will make me less competitive. I want to wait to tell my boss that I'm pregnant, but I'm nervous she'll find out and then be unhappy that I didn't tell her. What's the best way to break the news so I can still get the promotion? - C.A.

Dear C.A.: Many women like to wait until XDNC ZWTOS Z UJTOI TX they're through the first trimester of their pregnancy before announcing, since the risk of miscarriage diminishes at this stage. However, you don't want to wait until you're already showing to break the news. Basically, when you decide to tell your boss depends on how you think she'll take the news. If you think she'll react in a professional manner, it makes sense to tell her as early as possible. By breaking the news early, you can relieve the stress of morning sickness or fatigue. Also, if your job is very stressful or includes strenuous physical activity, it's important for your and your baby's health to decrease stress as much as possible.

Unfortunately, not all bosses have an enlightened view of pregnancy in the workplace, and if your boss falls into this category, you might benefit from timing your news. If you wait until 14 to 20 weeks along, you can show your boss you're capable of doing your job effectively even while carrying your baby. You also can time the AC announcement to coincide with finishing an important project. The decision on timing is up to you, but your boss will be happier if she finds out from you than from the rumor mill.

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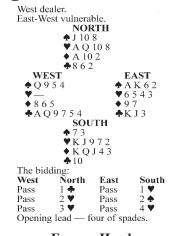
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Bridge • Steve Becker



Famous Hand

Advocates of light opening bids, who tend to live on the edge of many auctions, can point to this deal as proof of the effectiveness of their methods. The deal occurred in the semifinals of the 1999 U.S. International Team Trials.

When the deal was first played, Ralph Katz and Roger Bates reached four hearts on the bidding shown. Katz's one-club opening on a balanced 11-point hand effectively kept East-West out of the bidding, allowing Bates and Katz to reach their laydown four-heart game unimpeded. Along the way, Bates threw in a psychic twospade call for good measure, and the duo wound up plus 420. At the other table, the opposing North, Chuck

Burger, passed in second seat, enabling East, Peter Weichsel, to open one diamond (Weichsel and Alan Sontag, his partner, were playing Precision Club) on his 11-point hand. This led to the following competitive sequence that ended with Weichsel-Sontag reaching four spades: North East

11000	1 101 11	11000	000
Pass	Pass	1 •	1 ♥
2 💠	2 ♦	Pass	2 ♥
2 🏚	3 ♥	4 💠	
Vith trump	s breaking	normall	v, 11 tri

icks were there for the taking, giving Sontag-Weichsel a score of 650 points. Combined with the 420 points gained by their teammates at the other table, this gave them a pickup of 14 IMPs in a match they eventually won by 29.

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Family Circus • Bil Keane



"Now let's go someplace and have a Boston SODA party!"

Conceptis Sudoku • Dave Green

9		2	5					6
	7						1	
			3	6	9			4
		6		2		8		1
		1		2 3 9		6 4		
5		7		9		4		
7			9	8	3			
	1						2	
3					7	9		8
7 3 6 9 4 6 2 8 1 1 3 6 5 7 9 4 4 7 9 8 3 1 2 2 3 7 9 8								

This is a logic-based number placement puzzle.

The goal is to enter a number, 1-9, in each cell in which each row, column and 3x3 region must contain only one instance of each numeral.

The solution to the last Sudoku puzzle is at right.

							11.	23
	_		_	_				
6	1	3	9	8	2	5	7	4
2	7	9	5	4	1	8	6	3
5	8	4	7	3	6	2	9	1
9	2	5	8	6	4	3	1	7
3	4	1	2	5	7	6	8	9
8	6	7	1	9	3	4	5	2
4	9	6	3	1	8	7	2	5
1	3	2	6	7	5	9	4	8
7	5	8	4	2	9	1	3	6
Difficu	lty Lev	el **	**					7/2

Cryptoquip

EDCINP VTONR XBRE LAT

KTS NBZJK ZKPSADKU KBL:

S A B OKSBZVAZWNBE."

Yesterday's Cryptoquip: WHEN ARIZONA CHILDREN GET TAUGHT TO READ AND WRITE, I EXPECT TEACHERS UTILIZE PHOENIX PHONICS.

Today's Cryptoquip Clue: L equals W

17 Biblical

verb

suffix

19 Snare

22 Jaunty

24 Light touch

25 ld coun-

27 Stones quitarist

Keith

29 Payable

mistake

the jungle

massive

38 Attractive

40 Energy

42 Leading

man?

hubby

instru-

ment

Sorvino

can -

auish

tree

43 Lucy's

44 Reed

30 Make a

33 King of

36 Most

terpart 26 Russian

horsemen

chapeau

effer

rossw	70	rd • E	lug	ene She
CROSS	41	Norse	DC	OWN
Study		thunder	1	Chowder
hard		god		ingredient
And so	42	Slowly,	2	Hindu
on (Abbr.)		in		princess
Halt		music	3	Shake-
Volcanic	45	Low		speare's
outflow		in hemo-		river
Ultra-		globin	4	Hand-
modern	49	Last		book
(Pref.)		page,	5	Ingrati-
Sulk		maybe		ated
In due	51	Ocean	6	Golf ball
time		motion		prop
Liar, e.g.	52	Requests	7	Comical
60	53	Anti-		Imogene
seconds		quated	8	Hits,
Assault	54	Walked		old-style
Bedouin		(on)	9	Russian
That	55	Atomizer		comrade
woman		output	10	Oil cartel
Bridge	56	Type		acronym
player		squares	11	Fringe
who calls	57	Harvard		benefit,
trump		rival		for short
Faction				
Past	_			

Solution time: 27 mins. 32 Jeopardy 34 Mangy mutt **35** Nonsense 37 Translate a cryptogram 39 Ford Explorer or Isuzu Rodeo

46 Actress 47 "Ameri-48 Relin-50 Shade Saturday's answer 7-25