

CHATS WITH YOUNG MEN

KEEP BUSY

If you real happiness would find, Keep busy. If you would have true peace of mind, Keep busy. Don't work too hard; that doesn't pay. But have some work for ev'ry day. 'Twill be contentment lead the way. Keep busy. No matter if you've wealth untold, Keep busy. Go in for joy, if not for gold, Keep busy. The lazy man finds life is slow, For idleness brings naught but woe. (It's feeding time; I've got to go.) Keep busy.

FAULT-FINDING THE WORST POLICY

Clara Morris says that when she was trying to establish her reputation in New York, Mr. Augustin Daly, her manager, used to watch her from the audience in order to criticize her. One evening, after she had had a great many discouragements, he came up to her and said, "Good girl! You never did better than tonight." This kindness at a discouraging moment, she says, meant more to her than anything else she had ever experienced.

What miracles praise and encouragement, and real heart-felt appreciation and interest have wrought!

There is no tonic like praise. There is no remedy in the world for indifference equal to encouragement. It is a powerful stimulus which works like magic. No employee can long continue enthusiastic and interested in his employer's welfare, in the success of his business, when he gets no response in appreciation, or praise, or helpful sympathy.

The knowledge that our ability is recognized makes us think more of ourselves. It gives us hope that, after all, there may be something for us in the future as well as for others who have succeeded.

The efficiency of employees depends almost wholly upon their courage, because, without courage, enthusiasm and zeal are impossible. No one can be original, creative, and prolific in his work under fear and suppression. Spontaneity is absolutely necessary to the best results. If employees are hemmed in, watched, suspected, criticized, their work must be restricted and of an inferior quality. Courage and hope are great elements in production. They are powerful assets in employees, which many proprietors entirely overlook. Things which create antagonism and put the employee constantly on the defensive suppress individuality, and make him a mere machine. There must be freedom or a loss in the ideal service.

Fault-finding is the shortest sighted policy in the world. It does no good. It is energy wasted. There is an infinitely better way. When a person makes a mistake or does wrong, speak to him kindly. It will act like magic. And never lose an opportunity for showing your appreciation of a good piece of work.

Your employees are not going to give you their best for your worst; their admiration and devotion and loyalty in return for your suspicion and meanness. If you scold and nag them, and look down upon them, you cannot expect them to admire you, to look up to and love you.

If you sow thistles and thorns among them, do not expect a harvest of roses and the great perfume of admiration and love in return.

If you are mean and selfish, you will get stung, stingy service, as a rule. If your employees feel that you do not care anything for them, except for what you can get out of them, they will feel the same way toward you and only care for their salaries and for an easy time.

Their respect and admiration are worth everything to you. They hold your success or failure largely in their hands. They can often turn to the tide and make all the difference between good fortune and bad. It pays to keep employees contented and happy; it increases the quality of their services very materially.

It is an employer's duty as well as the best possible policy to praise his people for doing well. Yet I know business men who never express appreciation of an employee's work no matter how faithful or painstaking he may be. They say that if they show any appreciation it will not be long before the employees will think that they are as good as their employers, will get "swelled heads," and will become dissatisfied and discontented.

One large employer boasts that he has working for him, for twelve hundred dollars a year, a young man who is easily worth five thousand, and that he would pay five thousand rather than lose him. When asked why he did not pay him more, he said he "didn't have to," that the young man had a family and he did not dare to take chances of throwing up his job. He said he calculated to keep his employees in a condition where they would be afraid to ask for a raise of salary lest they should be discharged.

There are thousands of young men in this country today who are capable of doing great things, of building up large businesses of their own, but who are discouraged from starting out for themselves, kept down by their employers.

I know a man, who is at the head of a firm which employs a large number of people, who says that, no matter how able a young man may be, no matter how much executive ability or leadership he may develop

in the firm's employ, its policy is to discourage him from going into business for himself. Although his employers may really believe he is capable of conducting a larger business than their own, they keep him down just as long as possible, because it is for their interest.

This is a most selfish policy. If the employee has been unusually faithful, if he has shown marked ability in your employ, and you have had all the benefits of it, you have no right to try to keep him down. On the contrary it is your duty to encourage him to start for himself, your duty to urge him to do the largest thing he is capable of.

Many employers who do not understand the effectiveness of the encouraging philosophy are continually taking the heart out of their employees, keeping them in a condition of hopeless discouragement much of the time by their constant depreciation and selfish efforts to keep them down.

I realize that there are also many who feel very kindly disposed toward their employees, and who really want to do the best thing for them, but who lead such strenuous lives, are so puffed and crowded all the time, that they do not have much opportunity to encourage those who are doing good work and who deserve to be encouraged.

But, just try the experiment of dropping a word of praise as you go about among your employees, when you see them doing especially well, even if you are very busy, and you will find that it will work wonders.

I know employers who work like Trojans when their courage is up, when they feel that their work is appreciated, and when they are praised for doing well; but just as soon as their employers find fault with them, or scold them, or they feel that their work is not appreciated, they become discouraged and lose their interest.

Now, the best investment you can ever make, Mr. Employer, is to let your employees know that you appreciate their work. Be generous with your praise, especially when your employees do unusually well.

Appreciation and encouragement make an employee think more of himself, and anything which will increase his self-respect will increase his confidence in himself, and that multiplies his efficiency.

If all employees understood the uplifting power, the tremendous stimulating influence of appreciation and praise, they would get a very much higher quality of service, while their employees would be infinitely happier. And happy employees are much more productive and resourceful than unhappy, discontented ones. Happiness is a great vitality generator, a great strength sustainer, and a powerful health tonic.—O. S. M. in Success.

OUR BOYS AND GIRLS

OUR LADY'S BIRTHDAY

A song for thy birthday, Mother— What need is there I should sing? Is it not enough that the morn'g west With the blithe birds carolling?

A song for thy birthday, Mother— There's a song in the cradling sea; There's a lullaby that the winds and trees Are crooning this morn'g for thee.

A song for thy birthday, Mother— Ah, what is my Ave worth, While the angel poets in Heaven Are hymning thy holy birth.

A song for thy birthday, Mother— When the saints are telling thy fame, And even our God Almighty Is speaking thy blessed name.

A song for thy birthday, Mother— How poor is the song I sing, The stumbling speech of a little child.

But a mother is listening.

—REV. HUGH F. BUNT

HELPFUL SERVICE

A material help for boys to prepare for future life is to serve at the altar. He who sacrifices his morning sleep, overcoming sloth, to minister to the priest at Mass, is already by a privilege fulfilling the functions of one of the minor orders. The devout server at Mass shares in its graces next to the celebrant, and more than the ordinary faithful who assist at it, and many an altar boy, as he glided about the sanctuary, mingling with the invisible angels who hovered about the Victim of Sacrifice, has felt the seeds of vocation sprouting in his soul.—The Rev. Francis Cassilly, S. J.

JENNY LIND'S SALUTE TO FLAG

Fifty years ago, when Jenny Lind was singing in New York, the American frigate St. Lawrence, returning from a cruise abroad, came into the harbor. The young midshipmen, on their first night of shore leave, went to hear the famous singer.

The next day the boys, to express the emotions that her wonderful voice had stirred in them, called on her in a body. They hardly expected that she would receive them, but she did; and she was so charmed by their youthfulness and ingeniousness that when they timidly asked her if she would like to see their ship, she accepted the invitation. Then, growing bolder, they asked her to luncheon, and she accepted that invitation, too.

When, on the appointed day, she came on board with her companion the captain saw her from his cabin and recognized her. "Tell the gentlemen of the steerage mess," he said to the orderly,

"that the captain is going ashore, and that his cabin is at their disposal if they care to use it."

The luncheon, however, was eaten in the steerage. But after the pleasant meal was over the boys proudly invited their guest into the captain's cabin, where they took their coffee.

"Ask her to sing something," whispered the paymaster's clerk. "I will thrash you if you dare!" returned one of the midshipmen, under his breath.

The wardroom officers and guests came, too. They brought up guitars and sat on the top deck above, singing "The Swanee River" and other popular songs.

"How pretty!" cried Jenny Lind, with enthusiasm, clapping. When at last she was leaving, she paused on the step between the carved sides of the gangway. Looking up at the floating Stars and Stripes, she said: "I wish to salute your flag!"

Uncovering her head and holding her hat in her hand, she began to sing "The Star Spangled Banner." As she sang the first verse every officer and every man came silently to deck. When she had sung the song to the end, deafening cheers rang out from the St. Lawrence, and were taken up by every ship near by for all had been listening.

Steamers blew their whistles, and every man within reach of that thrilling voice knew that he had heard one of the most inspiring songs in the world, sung as he would probably never hear it sung again.—Catholic News.

ROSALIE'S PRESCRIPTION

Rosalie sat very straight on the extreme edge of her chair. There was a dash in her eyes and a flush on her cheeks which told that her usual sunny temper was considerably overcast.

She was a quiet girl. Only at very infrequent intervals did these inner fires flame dangerously high. When, to use her own phrase, she was "just ready to blaze," she always liked to slip away to Dr. Dell's office. Dr. Dell, otherwise Adair Nesbit, M. D., was never too busy to watch the fire, works until they burned out completely. Then, with some bit of fan or quaint philosophy, she would scatter the debris to the winds of common sense, and Rosalie would go away restored to cheerfulness and good humor.

Dr. Dell often said that Rosalie was one of her most interesting cases—hardly chronic, but of a pronounced intermittent type.

Today Rosalie was fuming over a new variation of an old difficulty. "I'm so slow, Dr. Dell!" she cried. "So absolutely stupid! My ideas are always forty minutes late! I never think of what I want to say until the time to say it has gone by." Dr. Dell laughed. It was after office hours and she could relax a little while attending to Rosalie's "case."

"Meaning just what?" she asked. Then it all came out—the story of a glitch in which Rosalie felt herself worsted because her report had arrived "forty minutes late." "And I'm always like that!" she wailed. "I never think of anything cutting to say until it's all over. Or if I do happen to think of something real sharp and clever I'm so slow about saying it that it never amounts to anything."

"Things which cut," observed Dr. Dell in her very best professional manner, "are sure to hurt. And the sharper a thing is the worse it stings."

"Yes," agreed Rosalie. "Then," said Dr. Dell, leaning back in her office chair and looking keenly over her glasses at her "patient," "if I understand you correctly, you are all worked up because you haven't hurt Anabel. And you are out of patience with yourself because you are not able to go around prodding people with sharp speeches."

"Why?" gasped Rosalie. "I'm not! I never said any such thing." "Didn't you?" asked Dr. Dell with a quizzical smile.

"Well, if it sounded that way I didn't mean it," protested the girl after a moment's thought. "How did you mean it?"

And Dr. Dell's patients are familiar with her method of hunting a symptom to its lair.

"Why—why—I means—" began Rosalie lamely, and went no farther. "I know," nodded Dr. Dell wisely, "you wanted me to sympathize with you because when you have been hurt you can't turn around and hurt some one else in return. Sympathize? I'll do more than that! I'll congratulate you."

Turning to her desk Dr. Dell drew up a prescription pad and wrote busily for a moment or two.

"There," she said briskly as she handed it to Rosalie, "take this when you feel another attack coming on. Repeat the dose as often as necessary until relief is obtained."

"And this is what Rosalie read: 'Full many a time a thought has come That had a bitter meaning to it, And in the conversation's hum I lost it ere I could begin it.'

"A lot of bitter thoughts I've had To silence people and to flay 'em, But next day always I've been glad I wasn't quick enough to say 'em.'

Look out to God, love His glory, hate yourself and be simple, and you will shine fortunately without knowing it or thinking of it, with a Christ-like splendor, wherever you go and whatever you do.—Father Faber.

It is packed to please and serves its mission

"SALADA" TEA

is used in millions of teapots daily. Send us a postal for a free sample. Please state the price you now pay and whether Black, Green or Mixed Address Salada, Toronto.

FAITH AND SCIENCE

One of the practical results of sending young people to non-Catholic institutions of higher learning is to allow them to imbibe false principles and views of life. Human science is presented before them entirely divorced from its necessary relations to the Author of all knowledge and science. They are led through the mazes of human relations and told that the material world spans all things knowable. The idea of a creative Power, of a God, is gently but firmly removed from their minds through the force of ridicule and an appeal to their intellect. Like Eye, they stand before the tree of knowledge and believe that one bite of its fruit will open their eyes to all possible science.

It seems incredible that men of learning, professors, will really limit their mental horizon to such an extent as to shut out all view of the very font and source of knowledge. They study the secrets of Nature, and ignore the Author of Nature, thus falling into the most illogical pass; for even their own philosophy teaches them to study the real cause of things through an understanding of effects. Looking into those effects, they rise to the nearest material cause and then pause, as if afraid to look up to the First Cause and thereby gain an insight into the whole scheme of creation and the universe.

Not infrequently do we meet a young person whose mind has been poisoned and whose faith has been shattered beyond repair simply through a one-sided development of the soul; a study of material things without an appreciation of their origin. Science and faith live in beautiful harmony; defective science cannot see the wonders of faith, the light is too strong, and science denies that these wonders exist at all. It is the argument of the blind man who refuses to believe in the light.

True science is not content with a partial unfolding of the secrets and truths of Nature; it desires to rise and rise until the very First Cause has been uncovered, until the very last Why has been successfully and triumphantly answered. The shallow-pated wisecracker, the mental parvenu, the "scientific" upstart, the materialistic "professor," is so saturated with the pride of intellect that he refuses to admit a higher Cause lest his myopic vision be impaired unto him as blindness. He fears that the discovery might cause his heart to lead captive his much-vaunted intellect and he prides himself on the utterly detached nature of that faculty: detached even from his God.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

It is an axiom of the ages that true knowledge leads directly to God. Wherefore so many men today know not God because they follow the track of material effects alone and refuse to look aloft, lest perchance they might perceive the God of Nature resplendent above the horizon.—Catholic Bulletin.

THE LADIES' COLLEGE AND RESIDENCE OF THE WESTERN UNIVERSITY, LONDON, ONTARIO

Under the patronage of His Lordship The Right Rev. M. F. Fallon, D.D. Bishop of London.

Ursuline College of Arts

All Courses Leading to Degrees in Arts

For information, apply to the Ursuline College "The Pines", Chatham, Ont.

BOYS! REAL RIFLE GIVEN & \$5.00 IN CASH PRIZES

Boys! Go hunting! Plenty of small game in field and wood. Rabbits, ground hogs, partridge, prairie chickens, quail, etc. Finest sport in the world. This gun is a beauty, like you always want, with safety hammer, lever action, automatic shell starter, regulation open sights, polished hardwood stock. Easily carried by selling only \$12 worth of our Magnificent Holy Catholic Pictures. (Beautiful inspired religious subjects including Guardian Angel, Madonna, Sacred Heart of Mary and many others. Splendidly printed on fine art paper in rich, gorgeous colors. Size 11 x 14 inches at 15c, and 16 x 20 inches at 25c, each. You can sell these exquisite pictures in every good Catholic home. SEND NO MONEY—WE TRUST YOU! Just write saying you want to earn Boys' Rifle and will send the pictures, postpaid. Don't wait, do it now! The Gold Medal Co., 22nd year in business, Catholic Picture Dept. C.R. 20 C.—31 Jarvis St., Toronto.

Do You Want a Lovely Rosary Free of Cost?

If you want one yourself or if you want to give one to a friend or relative, send us your name and address. We will then send you Three Dollars worth of lovely embossed Birthdays, Hallowe'en and Xmas Post Cards to sell at four for ten cents. When they are sold send us your money and we will immediately send you this beautiful gold-filled Rosary with Amethyst colored beads.

Write us today so you can get your Rosary quickly.

HOMER-WARREN CO. Dept. 37 TORONTO, ONT.

The Emergency Hospital of the Sisters of Charity, Buffalo, N. Y.

Registered Training School for Nurses, 8-year course, 8-hour service. Allowance from the beginning: 1st year \$6 per month, 2nd year \$8 per month, 3rd year \$10 per month. Separate home for nurses. Requirements, one year High School or its equivalent. The Student graduating from this school is ready to go into any kind of nursing.

APPLY SISTER SUPERINTENDENT.

Why Not Make Your Will?

It is a business arrangement which we should not neglect, and it is a simple matter. If you should accidentally be killed without making your will, your estate might be distributed contrary to your wishes. Endless sorrow and litigation is often caused by the failure to make a will.

Your wishes will be faithfully carried out and your heirs properly protected if you appoint this Company your Executor. See your Solicitor or arrange for an interview with us. Correspondence invited.

CAPITAL TRUST CORPORATION

10 Metcalf Street OTTAWA Temple Building TORONTO

of a massiveness of character, a proud sense of responsibility, a clear foresight, sobriety and breadth of judgment; and these are the virtues of a race that is dowered with self-government.—Martin J. Les, B. A., in Catholic World.

Be silent and safe—silence never betrays you.

You Save Middlemen's Profits

when you order Hallam's Guaranteed Furs

By Mail "Direct from Trapper to Wearer"

Because we buy the Raw Furs direct from the trappers for cash. Then we select the best and make them up into beautiful Hallam Guaranteed Fur Garments, which we sell direct by mail to you.

This does away with all middlemen's profits and expenses, so that Hallam's prices are very low.

No matter where you live in Canada you can take advantage of our mail order service, the prices are the same to everybody—everywhere. You are sure of satisfaction, for Hallam's guarantee is to satisfy or refund the money. No questions are asked. You are the only judge.

FREE Hallam's 1921 Book of Fur Fashions. In this beautifully illustrated book you will find what leading people will be wearing this season. The articles are illustrated from genuine photographs of Hallam Furs, Coats and Sets as they really appear on live people. The book contains 38 pages and is crammed full with bargains from cover to cover. Send for your copy to-day. It will be gladly mailed free on request.

Address in full as below John Hallam Limited (Department No. 652) TORONTO

The Largest in our Line in Canada

COMPLETE SCHOOL OUTFIT GIVEN

20 PRIZES IN ONE—OUR BANNER PRIZE

Just what you want, a big, complete school outfit that won't cost you a cent. It contains: 3 Scribblers; 2 Orange Mono Pens; Fountain Pen, Filler and Clips; 6 Pencils with Clip; Ink and Pencil Rubber; 12-inch Ruler; 6 Ink Tablets; 6 Blotters; 3 Reservoir Pen-nibs and Penholders; 12 Colored Pencils; Drawing Pins; Painting Book; 5-nines Drawing Set; a handsome Pencil Box; 12 Rubber Bands; 100 Colored Transfers; 28 Popular Songs, words and music; Big Bang Cardboard Gun; 4 Indoor Games; and a big, brass-trimmed fire School Case. 20 DIFFERENT PRIZES—the whole outfit given for selling only \$3.00 worth of our magnificent colored and embossed Christmas and other post cards at 4 for 10c, splendid assortments of Xmas Tags, Stamps and Seals at 10c a packet, and big, beautiful, interesting colored pictures at only 10c and 15c each. Get busy right now. Be first to call on your neighbors with these fast-selling goods. SEND NO MONEY—WE TRUST YOU. Don't delay. Write TO-DAY. The Gold Medal Co., Dept. C. R. 21 X—31 Jarvis St., Toronto.

MODERN FIRE-PROOF ALL OUTSIDE ROOMS

When You Visit Buffalo

Add to your pleasure and comfort by stopping at the Lenox. Quietly situated, yet very convenient to business, theatre, and shopping districts, and Niagara Falls Boulevard.

The service, and the surroundings are of the sort that will make you want to come again.

European plan. Fireproof, modern. Exceptional cuisine. Every room an outside room. From \$2.50 per day. On Empire Tours. Road map and running directions free.

C. A. MINER, MANAGING DIRECTOR NORTH ST. AT DELAWARE AVE. BUFFALO, N. Y.

HOTEL BUFFALO LENOX N.Y.