

# 2016 *Around the Table*





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# *Chapter 1*

*Three things I would  
Like to hear said  
about  
my business*

*What a great place  
to work!*



*“In every success story, you will find someone who has made a courageous decision.”*

*Peter F. Drucker*

## Three things I would like to hear said about my business

- People say they like to work at Arfsten.
- Customers prefer to ship with us.
- Vendors like to work with us because we have our ducks in a row and we do what we say we're going to do.
- I would stay at our company if offered a similar position - even at higher pay
- Our companies are changing the face of education through the power of data
- This is a company that's worth 8.5 to 9 times EBITDA.
- We exceed expectations.
- We are prompt and offer excellent communication and service.
- My reps tell me Xetex provides their highest profit margin product.
- I can always count on getting the support and service from your team.
- It's the best place I've ever worked - the best job I've ever had.
- Very reputable company with great customer service.
- I love the atmosphere in your store; you have the best selection in the world!
- InteleCONNECT is an expert in the telecom industry offering a full analysis of the best options to fit individual businesses.

## Three things I would like to hear said about my business

- They're trustworthy and keep confidential information confidential.
- Wonderfully prompt with excellent communication and service.
- They partner with us as a business, not only to record our financial information but they also analyze our financial reports and offer good business opinions. A great sounding board!
- Really a great place to work; employees give us a positive reference whenever they speak of us. They say they love working here.
- They really know the real estate market.
- Want to be known for being honest, trustworthy and respectful.
- We really care about our staff and our customers.
- They exceeded my expectations.
- TMW does great work and is very professional.
- The people at InteleCONNECT have the best interests of the customer in mind and treat our business like it was their business.
- They give back to the community through volunteering and financial support.



## Three things I would like to hear said about my business

- People say we are great employers.
- Wow!
- I love working with Harris Hardwoods; they have the BEST customer service department!
- They attract the best employees!
- We're a supplier of choice and we care about our suppliers up-line.
- We always strive to have great customer service; it's part of the entire experience of buying flowers. Their employees are treated well and enjoy working there.
- We're already planning the next video project with her.
- We're the best golf course and event center in Central Minnesota.
- We are our customers' best supplier.
- People feel we are worth the trip downtown (and finding a parking place) to come to our store.
- Structural Buildings stands behind their product.
- We're a creative and fun company to work for.
- Very reputable company with great customer service
- We like to be known for the quality of the product we send out.
- Avallo creates exceptional websites and mobile apps.

## Three things I would like to hear said about my business

- If you're looking for the best solutions in your outdoor living spaces, he's the guy to call.
- We follow through and deliver on what we promise.
- We find solutions to problems - whether it's logistics, quality, a particular application, lead time or efficiencies.
- We're professionals.
- We're a good corporate citizen, active in the local economy.
- Wow! This looks like new!
- We bring expertise from outside that isn't available locally.
- We care about our employees by being fair, friendly and accommodating.
- Rolling ridge is the best place to hold a wedding or event. It's worth every penny.
- We're considered a resource for our clients.
- I was told this was the place to come, that you guys would take care of me.
- This is such a beautiful place! I didn't even know you were here, I'm going to tell my friends.
- (Nursery side) They grown high quality stock while being sensitive to the price limitations of people.

## Three things I would like to hear said about my business

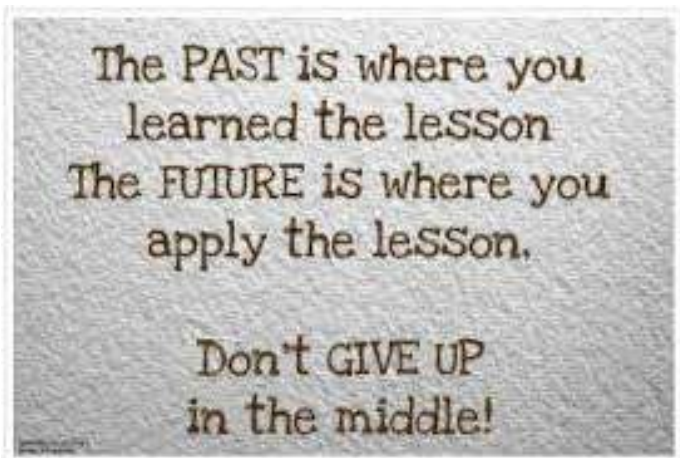
- We keep up with the times, we're not afraid to change.
- We take deals that aren't quite ready and make them investor ready.
- We do what we say we'll do.
- Stonebreaker's Designs creates freakin' awesome websites!
- Modern Woodsman has our members' best interests at heart when discussing products and sales.
- I found great value in working with the Marinaro Group.
- We're considered a valued partner with customers and vendors alike.
- Oh yeah! They're still in business!
- We're competent, we're professional and we're taking our clients where they haven't gone before.
- We appreciate all the hard work you do.
- (Landscaping side) They're happy with the work we do, whether it's trimming the rose bush or landscaping an entire area.
- Heartland Organizing is a leader in the productivity field.
- Working with you was fun.
- It's the best community newspaper I've ever seen.
- Gee, this is good cheese and great food!

## Three things I would like to hear said about my business

- Modern Woodsman is very involved in the local community by providing matching fund programs, sponsorships and youth education programs.
- I genuinely feel they are a partner with our business, not just a vendor.
- Avallo charges a fair price for their services.
- They provide excellent customer service!
- Working with you is the best thing I've ever done in my life!
- You're making a difference in my life.
- Avallo has a talented team who responds to client's needs quickly.
- We had such an amazing experience with you, I'm recommending you to my family, friends and other businesses.
- It's fun! Learning should be fun! If our kids are learning while they play, they should be able to play while they learn.
- Stonebreaker's Design really does what they say they're going to do with the utmost integrity.
- Wow! They really care about me.
- It doesn't matter who I talk to at your station, they care about the customer.

## *Chapter 2*

### *The most significant lesson I've learned as a business owner*



*“My best advice to entrepreneurs is this: Forget about making mistakes, just do it.”*

*Ajaero Tony Martins*

## The most significant lesson I've learned as a business owner

How integrated our lives become with our businesses. It's difficult to pull one away from the other.

- Every aspect of our business has evolved. It makes us better stewards and citizens.
- Keep your word; If you're going to do something, do it and everything else will come your way.
- Trust your gut. At the end of the day, follow all the rules in the world, but trust your gut.
- No matter how much you try to anticipate having a plan A, B and C, you'll get thrown a curve ball anyway.
- When it all shakes out, business is business. The most important thing is how valuable the support from my roundtable group is.
- If you have a low performing employee, most of the time you wait too long to release them. Other employees tell you they appreciate the decision you made - they saw it coming way before you did.
- Cash is king! We've learned the hard way. You can be profitable but taxes and debt can still wallop you right across the head. Suddenly you're going backwards, not forward.

## The most significant lesson I've learned as a business owner

- You have to be okay with people not liking you -strive to be respected.
- It's not just about doing a good job. Sometimes doing a good job means you have to pay more money for something! I've yet to find a good balance in this area.
- There are no shortcuts to success. It takes hard work, persistence and having the right people in the right seats.
- The responsibility level for all aspects of the businesses and the quick education you get in areas you didn't know enough about!
- I can't tell you how eye-opening these questions are!
- The value of a dollar. When you borrow a dollar, in order to pay it back, you have to earn \$1.40. (including tax).
- Decisions are reversible and there are no "right" answers. It is what I know that just ain't so that hurts me most.
- Our business is nothing without our people. We depend on them to provide additional capacity as we grow our business.
- I love Dennis' quote about always leaving the woodpile higher than you found it. So true.



## The most significant lesson I've learned as a business owner

- I would say the most significant lesson I've learned is how important it is to surround yourself with the right people. I have seen that through the eyes of the production department for many years. But when I took over Structural it became evident to me how critical that is for the growth of our company. We have had a small team for a long time. People who have made a career investment in Structural. But now as I expand the company and hire new people, I have learned quickly how important those people are to the success of my company.
- Get it in writing. Verbal agreements are great right up until the minute they aren't and then they really suck.
- Be yourself. You are your business whether you have employees or not. Be honest, you own it.
- Patience and calmness and always keeping a smile on your face, (because when you have a smile on your face they don't know what's going on "up here" -pointing to her head)
- When I thought about this question, I thought of the little things. But really what I've learned is that I'm good at this.
- Actively seek help where you have weaknesses.

## The most significant lesson I've learned as a business owner

- The answer I wish I would have known and practiced more often is simple. If used improperly can be destructive, if used properly can command respect. My most significant lesson is how to say "No!"
- The biggest lesson I've learned is how much I'm capable of.
- Business is made up of relationships. Clients/Customers have lots of options; they can go to other places to get similar services. Customer relationships, confidentiality will help you keep your clients and find new ones.
- Not being okay with where things are; always raise the bar higher.
- Accepting the value of the services I provide is a lesson with which I still struggle. Charging full price for them is hard, but my acceptance of their value has been hard fought.
- Re-evaluate everything we're doing. Things were still being run the way the first generation ran them; I am third generation. Things needed to change.
- How important it is to have a team who is on the same page and what that can mean to the organization.
- Talking about business with friends and family, everyone thinks you're rolling in cash - rich!

## The most significant lesson I've learned as a business owner

- After 35 years of managing businesses, I purchased Minpack and I realized I'd never made business decisions based on a balance sheet. You go into business and you're making some cash and it looks good on a balance sheet. You have a decision to make, do I use the cash to buy some stuff or save it. If you're going to invest your own cash, you ought to look as if it's bolted to the floor.
- When faced with hard, unpleasant choices, regardless of whether it's employee related or customer related no matter how difficult they are **you** have to make the choice.
- Less is more. Starting out, you can't take on extra services or soon you start to lose focus on what you're good at. Know your niche, and stay focused; don't try to be all things to all people. It's okay to say no.
- The most significant lesson I've learned is accepting my limitations. I was brought up to believe I could do anything I want.
- You have to make hard decisions about people. I'm a softie. I had one person with conflicts and underlying issues. It was hard to let him go. When I did, it simplified my life. (It was easier the second time.)
- Never rehire anyone that worked for you before. I've done that several times and I've always been stung.

## The most significant lesson I've learned as a business owner

- Cash. You need it. Develop a plan for when times get tough and you don't have it.
- Never, never, never give up and be ready to change.
- My biggest asset are my agents. I know if they're successful, I'll be successful. Maybe it's the teacher in me, but I'm so excited when they succeed.
- Always remembering "this too shall pass."

## ***Chapter 3***

# ***What I want to know about a customer before doing business with them***

You must fire bad customers just as you would fire a bad employee. If you do not get rid of your bad employees, the good employees will leave. If I do not fire bad customers, not only will my good customers leave but many of my good employees will leave as well.

Robert Kiyosaki

QuoteAdda

*“We see our customers as invited guests to a party, and we are the hosts. It's our job every day to make every important aspect of the customer experience a little bit better.”*

*Jeff Bezos*

## What I want to know about a customer before doing business with them

- We try to understand the gap between what the customer wants and what they are getting. If it's just a pricing exercise, we're not interested. We've had a number of issues where we were high on a job but the customer eventually came back to us because they realized price wasn't really the issue.
- When we first started our business, we used the mirror test (if they can steam a mirror when they breathe, they're a fit). Now I do a free one-hour consult; I want to know if our personalities are a fit. What kind of accounting services they're using and what they're looking for. If they want "*creative*" accounting, we walk away.
- Too often we immediately dive into telling a customer everything about ourselves. We forget to ask the customers about *their* needs. We ask more questions about needs and their situations.
- Most of our clients are Fortune 500 companies. We always ask every prospective client - "*Why do you want to work with us?*" Sometimes they say their current suppliers failed them - then we ask why. We want to know what their reasons are. It's unorthodox, but it works.
- Most of my customers are in the reactive, rather than proactive mode. I've gotten into the habit of looking at what kind of vehicle they arrive in. If it's an old clunker, I'll ask "*What's your budget?*" When they drive up in a Volvo or a high-end car, I want to help them!

## What I want to know about a customer before doing business with them

- If they're smart, have a sense of humor and if they're ethical.
- I want customers with a good attitude who are open to new ideas and not closed-off.
- I want to understand the culture of their business and if we have the opportunity to be a partner rather than a vendor.
- We sell through reps, so they're our customer. I need to know:
  - Do they handle our competitor's lines?
  - Will they sell?
  - Will they pay?
  - Will they be a team player?
- We want to know about their budget and their wish list. They almost never match. We need to manage and better understand their expectations about designs and reality.
- Do they have good credit? We take credit cards and we have house accounts; sometimes knowing the person isn't enough.
- When I look at weddings, I want to know if they're a match for the type of flower arrangements our shop specializes in. (If they ask for dyed blue or teal flowers, they're NOT a match!)
- I want to know their shipping lanes, who makes the decisions, the size of the customer so I have an idea of the amount of shipments. I also want to know their credit history. I always ask what they base their decision on.
- It's a new business so we have a lot to learn. We want to clearly understand what they want and what it will take for us to meet their expectations.



## What I want to know about a customer before doing business with them

- Does the person I'm dealing with have integrity?
- I try to do research on the company and find out as much as I can before meeting with them. When we get together, I look around their office and find areas of common ground. Then I probe for pain-points - that gives us an idea if we're a good fit and how to work with them.
- Attitude. I can figure everything else out, but if their attitude sucks, I won't succeed with them.
- If they share the same values. When we put customers on air, it's an endorsement. Integrity, value and trust are huge for us.
- What do they do? Why? What is their purpose? Are they selling something or providing a service? I want to know what's behind the obvious.
- We work with 40 or 50 customers each day. I want to make sure that each customer I call on is the one responsible for paying.
- We have a "getting to know you" process.
  - Do they pay their bills? (We check credit references).
  - Our president tries to figure out if they have the same value system. We don't want to do business with people who would drop us for a nickel or a penny.
  - Does their work fit what we do?
  - What problems have they encountered with other suppliers?

## What I want to know about a customer before doing business with them

- I want to know my customer's vision. When you have a good handle on what that vision is - before you try to lay out a contract - you have a much better chance at giving the customer exactly what they were dreaming of in a new building project.
- Are they looking for a unique service or product that we already provide? To have a strong business relationship with a new customer, it's important to we offer something they value and will benefit from. Is our solution going to be that much different than anyone else's? I don't want to spend my time making commodity products.
- I have a form that everyone fills out when they come in. It asks the important questions. We don't get it from everyone, but it's an indication of how hard we will have to work with people when they give us their cars. It asks questions like:
  - Who do you know who I've done work for before?
  - Do they want cheap stuff?
  - Good stuff?
  - What's the best way we can help them?
- How can I help you? Do my customers appreciate the product I'm making and how can it help them become more successful? Do you understand the quality of my product? (This is especially true in my wholesale business).
- (For tournaments) What date are they looking for, how many people, the reason they're holding the event.

## What I want to know about a customer before doing business with them

(For weddings) How long have they been engaged - and all the specifics, of course.

(For members) We like to know about their families and what they do for fun outside of golf.

- I'm considering my customer as a prospective agent. I look for a good work ethic, which is extremely important. If they've jumped from one job to another, I want to understand why. I want to know their connection to the community. Can they take rejection? Do they have drive and ambition?
- As a realtor, I want to know if they really want to buy or sell a home. What's their timetable? Have they been pre-qualified?
- As a trainer, I assume that people are willing to spend money for quality education and that they need or want professional development. I want to know if they are taking more classes than required. If they're taking more, they're investing in themselves and they will be more likely to be repeat customers.
- When I'm called to design a website, I want to help them discover the value of that site and what it can do for their business. As I ask questions, I'm validating whether I want to work with them. I dig deep to understand if they understand their business and appreciate that a website is an extension of their business. It's important that they value my time and what I can bring to the table. I also want to know how much money they plan to spend!



## ***Chapter 4***

***One question I always  
ask prospective  
employees & one  
question that helps me  
select the best  
employees***



"Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma - which is living with the results of other people's thinking. Don't let the noise of other's opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary."

Steve Jobs

## One question I always ask prospective employees & one question that helps me select the best employees

- We look at what questions the applicants are asking. If money is the first question, it's a sign we're done already.
- How connected are you to this community? It's an indication of whether they'll stay and return next year and how well they know possible local vendors.
- Why did you leave your last job?
- What did you hate about your job? (I put the big negative word out there and see what they do with it.)
- Tell me about a conflict you've had with a customer and how you resolved it. (Listen to what they say and how they respond.)
- Why do you want to work for IntelCONNECT? (Are they a cultural fit? Do they share our same values?)
- Are you willing to re-learn things you think you know or were taught in school? (We have a specific way of doing things in our company.)
- When was the last vacation you took and where did you go? (I want to know if they take time off to take care of themselves. How they tell the story lets me know if this is a glass half-empty or half-full person. It also lets me know their priorities - food, alcohol, parties, family, friends.  
If they get hired, this is useful information to give bonuses in their love language.)
- What is a cause you are passionate about?
- Where do you see yourself in 5 years? (I want to hear about their passions and goals)
- If you don't get this position, what's your next step?

## One question I always ask prospective employees & one question that helps me select the best employees

- Change is .... And I let them finish the sentence. (We're a technology company that does more pivots in a month than most companies do in a year; I want to know they're able to deal with change.)
- Share a significant career accomplishment.
- Share a significant career misfortune/mistake and how did you handle the situation?
- If someone is coming from a large organization, I drill them to see if they can work in an environment where they'll have to roll up their sleeves and get to work. (This is especially true for managers.)
- Tell me how you enjoyed your last job.
- What are your goals?
- What interested you enough about this job to apply for it?
- Can you share with me an accomplishment that you are proud of? It doesn't have to be job related.
- What makes you start looking for a job? (The timing for this usually happens later in the interview after I've built rapport.)
- Describe your current or last work environment. (People have a hard time holding back on the negatives, so you pick up tidbits about them.)
- Describe your ideal job.
- What didn't you like about your last job?
- Write a memo and provide a 5 to 10 slide PowerPoint about a scenario that typically occurs in a company. (This is submitted prior to the interview.)



## **One question I always ask prospective employees & one question that helps me select the best employees**

- What do you bring to our team? How will you contribute to this organization?
- Are you available to work the month of December and can you work late?
- If things get crazy on a particular day, can you work late at a moment's notice?
- What did you like about your old job?



## ***Chapter 5***

***A song I would like  
as the theme song  
of my business***

Hi Ho,Hi Ho, It's Off To Work We Go!



*“If you are not happy  
with the song, don't sing  
it. Simple as that - no-  
one forces you to do it”.*

*Rebecca Ferguson*

## A song I would like as the theme song of my business

- Happy Days Are Here Again! 82
- Lord Have Mercy on the Working Man  
(Travis Tritt) 83
- There's a hole in my bucket 88  
*(I have 5-year-old grandchildren)*
- Telephone (Beyoncé Knowles) 85
- Diamonds (Hawk Nelson) 88
- Walking on Sunshine  
(Katrina & The Waves) 90
- You Are My Sunshine 92  
*(changed to "We are Your sunshine")*
- Takin' Care of Business  
(Randy Bachman) (3) 93
- I'm an old trucking guy, I know a lot of  
trucking guy, (But to me, music died with  
Johnny Cash)
- Lose Yourself (Eminem) 95
- The Fight Song (Rachel Platten) 99
- Hall of Fame (The Script) 101
- Standing Outside the Fire (Garth Brooks) 104
- Don't Stop Believin' (Journey) 106
- Gin And Juice (Snoop Doggy Dogg) 108
- High Hopes (Frank Sinatra) 111
- The Theme Song From Cheers 112  
*(Where everybody knows your name)*

## A song I would like as the theme song of my business

- On Eagles Wings (Josh Groban) 113  
Working on a Dream (Bruce Springsteen) 114  
Celebration (Kool & Gang) 116
- I'll be There (Jackson 5)  
(Lyrics don't fit business but the theme is how  
we built our business - being there for our  
customers)
- Don't Worry About a Thing (Bob Marley) 118  
Sanford & Son Theme Song (no lyrics)  
Climb Every Mountain (Sound of Music) 119  
Working for the Weekend (Lover Boy) 120  
She Works Hard for the Money  
(Donna Summer) 160  
Chain Gang (Sam Cooke) 122  
Manic Monday (The Bangles) 124  
Work Bitch (Britney Speers) 126  
Staying Alive (Bee Gees) 128  
God is on the Move (7eventh Time Down) 130  
Gonna Fly Now (Bill Conti) 132  
(Theme from Rocky)  
What a Wonderful World  
(Louis Armstrong) 133  
I'll be there for you (The Rembrandts) 134  
(Theme song from Friends)

## *Chapter 6*

*A song that could be  
the theme song of  
my life*



*“I guess a good song is a  
good song is a good song, ya  
know? “*

*George Thorogood*



## A song that could be the theme song of my life

Driving My Life Away 162  
(Eddie Rabbitt)

It Is Well With My Soul 164

Keep Your Head Up 174  
(Andy Grammer)

I'd Rather Have Jesus

Short People  
(Randy Newman)

What a Wonderful World (2) 133  
(Louis Armstrong)

Just Breathe (2) 136  
(Johnny Diaz)

Down To The River To Pray 168  
(Alison Krauss)

Non, je ne regrette rien 158  
(Edith Piaf)

Put a Little Love in Your Heart  
Jackie DeShannon

Today Was A Good Day  
(Ice Cube)

The Highway 20 Ride 144  
(Zak Brown Band)

If You're Happy & You Know It Clap Your  
Hands

Scare Away the Dark 145  
(Passenger)

## A song that could be the theme song of my life

The Best Day of My Life 142  
(American Authors)

I Like it Heavy 140  
(Halestorm)

Roll On 18 Wheeler 138  
(Alabama)

I'll Cry You A River

Little Bitty 147  
(Alan Jackson)

Livin' On a Prayer (3) 148  
(Bon Jovi)

Remember When 150  
(Alan Jackson)

The Theme Song From Rawhide 152  
(Frankie Laine)

Life In The Fast Lane  
(The Eagles)

Long & Winding Road 170  
(Paul McCartney - The Beatles)

I've Got a Rock 'n Roll Heart 171  
(I get off on '57 Chevys)  
Eric Clapton

Hakuna Matata 172  
(From the Lion King)

# A song that could be the theme song of my life

Pick Up The Pieces  
(Average White Band)

How Can I Keep From Singing  
(Mack Wilberg)

World On Fire 157  
(Sarah McLachlen)

Life Is A Highway (2) 155  
(Tom Cochrane & Rascal Flatts)

Come Monday 154  
(Jimmy Buffett)



*It's better to hang out with  
people better than you.  
Pick out associates whose  
behavior is better than  
yours and you'll drift in  
that direction.*

*Warren Buffett*

## Describe your fellow Roundtable members in three words

Inspired - Motivated - Kind

Strategic - Energetic - Driven

Insightful - Helpful - Brutal

Remarkable - Intelligent - Encouraging

Memorable - Talented - Engaged

Humorous - Commitment - Inquiring

Thoughtful - Intelligent - Intentional

Committed - Fair - Practical

Committed - Knowledgeable - Kind

Reassuring - Supportive - Respectful

Sounding Board - Honest - Encouragers

Kind - Dedicated - In balance

Open - Trusting - Similar

Supportive - Motivational - Progressive

Understanding - Welcoming - Knowledgeable

Indefatigable - Adventurous - Optimistic

Supportive - Friends

Humorous - Commitment - Inquiring

Insightful - Synergistic - Symbiotic

Non-Strategic - Risk Takers - Tactical

Dynamic - Progressive

## Describe your fellow Roundtable members in three words

Really - Groovy - Group

Humorous - Wisdom - Inspiring

Inspirational - Knowledgeable - Accountable

Loving - Strong - Wise

Resourceful - Supportive - Caring

Driven - Selfless - Get 'er Done Attitude

Encouraging - Helpful - Forces us to learn & do things we wouldn't otherwise do.

# ***Chapter 8***

***A book every  
business owner  
should read  
at least once***





*“There are two motives for reading a book: one is that you enjoy it, the other that you can boast about it.”*

*Bertrand Russell*

## A book every business owner should read at least once

Start With Why by Simon Sinek

How to Win Friends & Influence People by  
Dale Carnegie

The Bible

The Tau of Pooh by Benjamin Hoff

Any books that build on the StrengthsFinder  
2.0 (there are many)

Abundance by Peter Diamandis

The Road to Character by David Brooks

The Little Engine That Could

Essentialism: The Disciplined Pursuit of Less  
by Greg McKeown

The Millionaire Next Door  
by Thomas Stanley & William Danko

The Daily Edge, by David Horsager

The Tortoise and The Hare

Hidden Acres The Eichten Family Story

Journey For Freedom by Peter Vodenka

Daring Greatly by Brene' Brown

The Five People You Meet In Heaven by Mitch  
Albom

The Energy Bus - 10 Rules to fuel your life rule  
& team by Johnny Gordon

## **A book every business owner should read at least once**

The Goal by Eliyahu Goldratt

One Minute Manager by Ken Blanchard

Traction by Gino Wickman (2)

Good To Great, by Jim Collins (3)

The Dancing Wu Li Masters - an overview of  
the new physics by Gary Zukav

Fierce Conversations by Susan Scott

The Compound Effect, by Darren Hardy

## *Chapter 9*

### *How I try to help my employees enrich their lives and find balance*



*“A career path is rarely a path at all. A more interesting life is usual a more crooked, winding path of missteps, luck and vigorous work. It is almost always a clumsy balance between the things you try to make happen and the things that happen to you.”*

*Tom Freston*

## How I try to help my employees enrich their lives & find balance

Keep my ear to the ground and have personal relationships with them

Have an individualized, formal growth program for each (They're often not as eager for this and I have had less success than I would like.)

I schedule a weekly one-on-one meeting with each team member. It helps me stay close to them and understand what's going on in their lives. Our office is very busy and the employees seem to appreciate being able to spend that time with me.

We have a busy season that burns people out. We established a policy that each one should take a week of vacation during this time.

Each employee ticks a little differently so I try to get to know their hobbies. One employee loves craft beer; I recently gave him time off to take a craft beer tour and a little bonus.

Celebrate their birthdays with cake!

High, high flexibility in the workplace. Home and work tend to spill over and if people need to work flexible schedules or need to be home on a workday, we work with them.

We do a "Monday Musings" that is updated on occasional Mondays. It starts with a question, then we talk about the "Harris Way". It covers current happenings as well.

## How I try to help my employees enrich their lives & find balance

I encourage professional development. When I see someone is getting “crispy”, I suggest taking time off for refreshment or learning.

We’re flexible! We let parents be with their children for important events (school, scouts, etc.)

We started a Lean in 2016 program. We eat breakfast and lunch together and the company supplies the food.

I offer coaching and support and listen to them (with more than just my ears).

Supply a dish of chocolate; it draws things out of people. It helps to know children’s names and details about their lives. It makes them feel as if they are important to you.

I develop trust relationships with employees; they can use me as a sounding board for ideas.

Employees spend more than half their day at work, so we try to build the right culture. It’s very individual in nature; we try to make the time they spend at work the best it can be.

We’re very structured, so flexibility is difficult. We learn about employees’ hobbies, passions and professions and work incredibly hard to embrace their hobbies. We encourage people to take time off and push them to take the time needed to follow their hobbies.

## How I try to help my employees enrich their lives & find balance

We have an annual picnic for employees and families. We also have a Christmas party. In between we try to sneak in little gatherings for employees. Sometimes it's spontaneous and other times we take the time to plan it. We may even invite vendors.

We offer the opportunity to grow both in design and business knowledge. In order to provide balance, I offer employees the opportunity to take days off. We flexible and small, but if an employee needs time off we try to make it happen.

We're constantly dealing with the public, when things get crazy and employees get stressed I tell them to take a step back, think about the situation and breathe.

I just keep involved and connected. We celebrate birthdays and special events by bringing in lunch. I also visit with each of them about their families and their homes. It lets them know we care for them.

When times are especially busy, we'll bring lunch in. It keeps everyone happy.

My first thought was, I don't do this at all! But the more I thought about it, we actually do. We provide a lot of autonomy within our teams and allow employees to create opportunities. Our non-time-off policy allows employees to come and go without having to check in with me. Our business is structured so it's non-reactive; we plan from one month to the next.



## How I try to help my employees enrich their lives & find balance

The issue has to do as much with family as it does with work. We meet a couple times a month and talk. I always have an agenda for the meetings, but we don't start there. There are many, many lessons to learn in dealing with people, one of the most important is learning where to draw the line.

I ask myself, what do I bring to the table that enriches my employees. I make it a point to ask for their input and visit with each personally. When their children have activities or they need to take personal time off, it's never a problem. They get it.

I have a hard time with balance myself, so helping my employees with balance is tough. That being said, I encourage them to try new things when they take time off. If they're going on vacation and have never been out of Minnesota, I urge them to explore new areas and see different things.

It's important to know what people's definition of balance is. I'm a lifelong learner and going to workshops feeds me and enriches my life. However, each person has their own sense of balance. What one person does for balance can look very skewed to another.

When employees have something special going on, even when it's busy at work, we always try to accommodate them.

## How I try to help my employees enrich their lives & find balance

One of my employees collects Fords and Model A cars. I gave him time off during a very busy time recently to go to the Little Dearborn auction.

We're a Christian radio station, we create a culture of family so family comes first. When they have demands at home, we make it work. I also try to lead by example. I work out and exercise and allow them more time during the day to do that - even if it's in the middle of the day. Also, if they want to attend church or mass in the middle of the day, we allow them to make that happen.

I don't ask people to do anything I won't do myself. I try not to impose my high expectations of myself on them. If they need to take time off for something, we accommodate them. We have one deadline a week and we do all we can to make that deadline and help our people get to where they need to go.



# ***Chapter 10***

## ***What I do to encourage my employees to be more productive***



*“Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort.”*

*Paul J. Meyer*

## What I do to encourage my employees to be more productive

We do goal setting at the beginning of every year; we're on commission, so we start with what they want to make. So often a person will just pick a number not realizing what goes into it. We're a team, so I start a dialogue that leads individuals to be open and think about what it will take to achieve their goals. I'll also make suggestions that may help them understand.

I'm really lousy at encouraging employees and that's why I work alone. No one wants to work for me and sometimes I don't want to work for me. At one time, I had 20 employees and they had a field day. I'll never do that again.

Being more productive is exactly what I do for my clients! I tell them to do what they don't want to first and the rest of the day will seem easier

We have profit sharing and distribute it quarterly. The employees see the impact of their productivity and understand why it's important.

When we're busy I give people lists of things to do and check in on them frequently as they're working. If they're accomplishing what needs to get done, they'll often be rewarded with a coffee drink. That helps them know we want them to have amazing days.

## What I do to encourage my employees to be more productive

When you have a small team, individually recognizing people is big. We like to laugh and have fun, so sometimes we'll set up a metric-for-the-day contest.

There's a generation of people who feel that giving back is important. We're getting ready to have Dinner with Santa (600 people from nursing homes have dinner at the Holiday Inn); my team is very excited to be part of it.

We have a goal up upgrade our ISO 9001 certification and we're upgrading our quality system. We realized we didn't have a lot of ways to measure improvement, so a few months ago, we decided to form four teams with nine employees each to brainstorm ideas. We let them choose the idea they wanted to focus on, but they were asked to come up with a goal. Each team posted their ideas on flip charts. The sheets were posted around the shop. All employees got to vote. There was a tremendous amount of interest by the employees in this!

In the beginning we knew nothing; we had to rely on our people. We've learned and succeeded. The people who work for you need to feel valued and it's not always about the dollar. Having a say on what goes on in their organization is important. Each manager sets up a budget and if they meet their budget and as a group create a stronger bottom line there is a reward for that.

## What I do to encourage my employees to be more productive

In our manufacturing company, we talk about waste, keeping things simple and fixing what bugs us. We took before and after pictures and videos of the improvements and will share them. The program has been huge! The program has increased both efficiency and productivity and has created greater employee engagement.

The biggest way I keep employees productive is to make To Do Lists. I ask my employees what they intend to do and keep track of the status of each project. When I'm able to check things off the list, I know things are getting done.

Drivers have one set of incentives that encompass fuel economy and safety. Key people in Operations are incentivized based on earnings and reducing deadheading (driving without a load).

Recognizing that people have different work styles is important. At my former company, we had cubicles which doesn't work for everyone or every team. I try to let people work from home one day a week if that helps them become more productive.

I own a busy floral and gift business. One of the challenges is learning to sell on the phone. We have software that shows a customer's order history (both product ordered and total sale) and have invested in training to use it effectively.



## What I do to encourage my employees to be more productive

On one of my first jobs out of school the owner of the business told me it was important to always thank employees at the end of the day. He did and I do too.

On the clerical/office side, I constantly ask employees why we do things. I've found a common answer for this is "because we've always done them that way". This is my first card to start change and make things more efficient.

I ask my high performers, "If you could change one thing about your job to make you more efficient, what would it be?" Admittedly, not all answers are good, but a few have made a big difference.

We have weekly business measurements: number of visitors, sales, new customers and more. What motivates our employees the most is the quarterly profit sharing. They share ideas on how to reduce expenses; for example, by shutting off lights and closing doors.

Our drivers help us become more efficient. We hear of planning deficiencies and customer deficiencies. We spend 80% of our time working with planning and customers to keep our driver utilization as high as possible.

I try to remind people to do the best you can do with what you have. If people are feeling overwhelmed, I let them know the company will support them. Encouragement goes a long way.

## What I do to encourage my employees to be more productive

I have consultants and clients; it gets down to knowing them and responding to them when they need it. It makes them feel valuable, heard and human.

It's making a personal connection and knowing that someone values you, that you're part of a team and you belong. It's making a personal connection. When you hear people leave jobs, it's often about environment and not being appreciated. Good leaders can do what egomaniacs don't.

Praise them when they do well and build their confidence. We're starting to work on the 5 S program (Sort, set-in-order, shine, standardize, sustain) and focusing on the big picture of why we do this.

I praise them for what they do well and show them alternative ways of doing things that could be improved.

I like the Donald Trump method: mock, belittle and scold. Just kidding!!

I focus on efficiencies. Sometimes people get bogged down by the way they've always done something. Our work is labor intensive so I'm always trying to find new ways of doing things.

I always try to thank people, even if they've made mistakes. If they've worked hard, I appreciate that and tell them.

## **What I do to encourage my employees to be more productive**

A thank you goes a long way. Acknowledging an employee's contribution to the bottom line shows them they're valuable and appreciated and that they can make a difference. Also including them in decisions that affects them is important.

I encourage staff to take on new things a little bit at a time and to take ownership of a project. My philosophy is not to give anyone something I can't do myself. It's more about leading from within rather than from above.

# ***Chapter 11***

***One way I've  
reduced costs  
without sacrificing  
customer  
satisfaction***



*“Money is better than  
poverty, if only for  
financial reasons.”*

*Woody Allen*

## One way I've reduced costs without sacrificing customer satisfaction

On the production end it's hard to cut corners because we have standards to meet. On the packaging side, we have more options. We look for sales and when things are slow, we give people time off.

We overhauled the way we do things internally. We're a franchise so our external processes are defined. We discovered people had pieces of information that weren't being shared, not intentionally, but because everyone was busy. We've started cross-sharing and running with a leaner team. I've started recognizing people more in the areas they value.

We've found a way to reduce costs on the event side of our business. After a meal is eaten, there is little need for servers, yet we kept a couple staff on hand because our client's celebration continued. We partnered with our food and beverage provider to share employee costs for the last part of the evening. This allowed us to break events into two shifts and cut costs. It's invisible to the customer which is even better.

When I first heard this question, I thought there was no way to have a win-win situation. We have been effective in not putting a person in our retail yard on very slow days. Someone is always nearby and my cell phone number is posted. Our customers are very understanding about what we need to do as a business.

## One way I've reduced costs without sacrificing customer satisfaction

We decided to grow and keep our overhead the same. We added functionally and increased revenue per employee.

I resigned from a local organization that was expensive and took a lot of time away from my business. Belonging to it did very little to increase my sales (which was the purpose in joining originally.)

I've stopped providing six or eight page handouts at meetings. Instead, we give a summary of the class and supply the handouts electronically.

All our stone comes bundled in wood. We used to take the wood and toss it in a dumpster which we paid to have hauled away. We got a permit from the city to put in a wood burning furnace and now we use that wood for fuel. It used to cost \$4,000 a month for heating - now it's zero. In addition, last year we recycled over \$750 of nails and screws.

We've reduced redundancy. We looked at our systems and found more duplication than we thought we would in a small office. When it meshes and everything is in sync, it's great!

I started selling in a new market and my costs went through the roof. I looked at the return on investment and it just wasn't worth it.

## One way I've reduced costs without sacrificing customer satisfaction

Costs are costs when you work alone, but the cost of outreach (marketing) has gotten more expensive. I've moved from a direct mail model to electronic media.

We have a culture of tracking our productivity at Minpack. Every job is broken down by process and we know the target rate for each process. Our targets are for the group - not the individual. We're a team, we work together to help everyone. At the end of every month, we graph data by shift and by day and meet with employees to share results. We've performed extremely well by being open about productivity. We tell employees, quality is first and if we do the job in a productive, safe manner the company is healthy and the customer is happy.

My first impression was, we can't cut costs and keep our customers happy, but I looked deeper at the way we do business and we're always looking for new products and tools that help us be more efficient. 3M is coming up with innovative sandpapers and ideas that have saved us money and helped us do our job better. We're actually making a better product and getting higher customer satisfaction.



## One way I've reduced costs without sacrificing customer satisfaction

We reduced inventory. We no longer order mountains of different fabric that not only is a problem to store but may eventually have to be put on sale. We still have so much material that customers happy finding exactly what they wanted.

We actually had to increase costs a little to give customers in the grill better service. In the long run though, it made us money.

The first thing I look at is operations which includes evaluating, instructing drivers about reducing idle time which is a big thing. Then we look at the office and try to reduce overtime. On a personal side, if we're facing a cash flow issue, it means we haven't been giving enough away. When you give it away, it always comes back and usually in multiples!

Mine comes back to manufacturing; the people on the floor look for ways to reduce costs and we're trying to streamline our processes. We're holding people accountable and reducing procedures we had for procedures.

I utilize subcontractors in areas I'm weak. It's more expensive for me to fumble through things I don't do well. I feel like I give my customers better service at a lower cost. And I've started riding the bus! It's something most don't even think about.

## One way I've reduced costs without sacrificing customer satisfaction

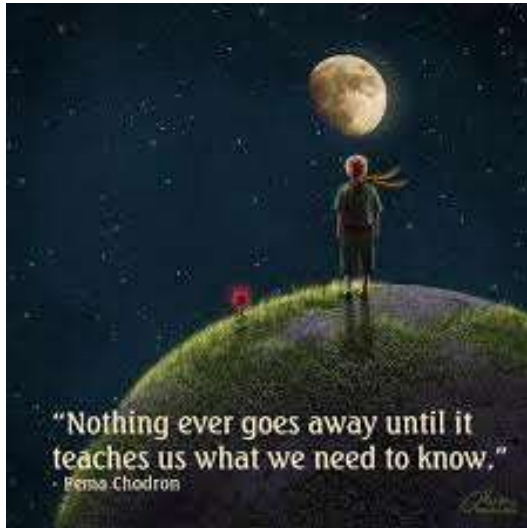
It's hard to get clients until you have someone to take care of them, but it's hard to pay someone when you don't have clients. We've gotten more conservative and focus on taking the best care of our clients with the staff we have.

Our customers want smaller orders more frequently so we've been using smaller containers. The containers came with lids, but we asked ourselves if we needed the lids. When we asked the customers about needing the lids they said, "Heck no! We throw them away." It was a no brainer.

We reduced costs and increased customer satisfaction by asking one employee each week to act as the Order Control Person. It is the responsibility of the Order Control Person to take all the orders and make sure they go on the correct ship date board. The OCP checks over each order for spelling and errors. They inform the driver what must go where and when. It's added responsibility for that person, but it keeps everyone on track and reduces discrepancies.

## ***Chapter 12***

# ***One thing I've learned from the “Around the Table” exercise***



*“It was not something you could call friendship; it was at once less and more. The sharing of experiences created a bond and set them apart from all others.*

*Anne Perry*

## One thing I've learned from the “Around the Table” exercise

As you listen to all the responses and thoughts, you build on them. It isn't a matter of addition but multiplication in learning.

I was thinking of the music one - I enjoyed those. Some questions delved into our lives and others were fun. I liked that it took some thinking.

The question that comes to my mind first is “What do you want people to say about your business?” I learned that it isn't going to just happen; people aren't going to that just because you want them to. You have to make it happen. If I want people to talk about my business in a particular way and they're not, what steps do I have to take to make that happen?

In the business that we each bring to the table; the issues are more alike than they are different. That comes up every time we get together.

How much I appreciate the power of many versus the lack of empowerment of a few. The power of community when we all came together over an idea was awesome. There are lots of possibilities and we only stand in the one we know.

It was a real lesson that when you ask a question to one person, another person heard something entirely different.

## One thing I've learned from the “Around the Table” exercise

It made you do a little soul searching and made you think about things you don't usually delve into. You had to step back and think about your answers.

We represent different businesses, but the issues and the solutions are common. There's real discovery that happens through the process.

Most entrepreneurs think others can't understand their business, but in the end, it's really about people.

None of us is as smart as all of us.

**NOTE:** There are fewer of these responses because the book had to go to press before all the Roundtables had met in December.

## **A big thank you to the people who so freely shared their knowledge**

### **Roundtable # 14 (First Thursday - St. Cloud)**

Dennis Arfsten, Arfsten Transfer

Linda Bueckers, TMW Partners

Brenda Eisenschenk, InteleCONNECT

Linda Fenlason, Blackberry Ridge Golf & Event  
Center

Kittie Fenlason, Blackberry Ridge Golf & Event  
Center

Eric Fink, Whirltronics

Mary Jo Harris, Harris Hardwoods

Rhoda Paurus, St. Cloud Floral

JoyGenea Schumer, JoyGenea.com

Chad Stewart, Structural Buildings

Tom Minor, Raven Performance Group

### **Roundtable # 23 (Second Wednesday - St. Cloud)**

Lisa Barnett, Micronet

Jim Janochoski, Stone Holding Co.

Kyle Kottke, Kottke Trucking

Jill Magelssen, Express Employment Pro

Cliff Robbins, Cohlab

Randy Schmitz, Scenic Specialties &  
Rolling Ridge Wedding & Event Center

### **Roundtable # 24 (Second Thursday - Anoka)**

Julie Hamilton, Avallo

Keith Hohenstein, Xetex, Inc.

Mark Northfield, All Seasons Garage Doors

Tia Ott, Bobco Systems

Mike Tikkanen, Packard Group & KARA

Bob Thompson, Minpack

### **Roundtable # 43 (Fourth Wednesday - North Branch)**

Deb Colling, Professional Learning Alternatives

Eileen Eichten Carlson - Eichten's Cheese & Buffalo

Eric Gustafson, Branch Landscaping & Nursery

Kim Johnson, Team Powder Coating

Perry Lindberg, Perry's Auto Salon

Steve Mercil, Angel Capital Group

### **Roundtable # 44 (Fourth Thursday - St. Cloud)**

Courtney Blonigen, Gruber's Quilts

Deb Huschle, Spirit 92 / Gabriel Comm.

Tamera Marinaro, Premier Real Estate

Jean Matua, Tri-County News

Sharon Sorenson, Heartland Organizing

### **Virtual Roundtable**

Lana Karstens, Modern Woodsmen

Andrew Lasher, Stonebreaker's Design



# *Appendix*

## Happy Days are Here Again

So long sad times  
Go long bad times  
We are rid of you at last  
Howdy gay times  
Cloudy gray times  
You are now a thing of the past

Happy days are here again  
The skies above are clear again  
So let's sing a song of cheer again  
Happy days are here again

Altogether shout it now  
There's no one  
Who can doubt it now  
So let's tell the world about it now  
Happy days are here again

Your cares and troubles are gone  
There'll be no more from now on  
From now on

## Lord Have Mercy on the Working Man

All around I hear the sound of money  
But I ain't got a nickel to my name  
And everywhere I look I see temptation  
She stands on every corner and calls my name

Now won't you tell me if you can  
'Cause life's so hard to understand  
Why's the rich man busy dancing  
While the poor man pays the band  
Oh they're billing me for killing me  
Lord have mercy on the working man

Uncle Sam's got his hands in my pockets  
And he helps himself each time he needs a dime  
Them politicians treat me like a mushroom  
'Cause they feed me bull and keep me in the blind

Now won't you tell me if you can  
'Cause life's so hard to understand  
Why's the rich man busy dancing  
While the poor man pays the band  
Oh they're billing me for killing me  
Lord have mercy on the working man

Hey St. Peter look down for a minute  
And see this little man about to drown  
There's quicksand all around and man I'm in it  
Please help me up Lord cause I'm going down

Now won't you tell me if you can  
'Cause life's so hard to understand  
Why's the rich man busy dancing  
While the poor man pays the band  
Oh they're billing me for killing me  
Lord have mercy on the working man

Won't you tell me if you can  
'Cause life's so hard to understand

Why's the fat man busy dancing  
While the thin man pays the band  
Oh they're billing me for killing me  
Lord have mercy on the working man

Please Lord have mercy on the working man  
Please Lord have mercy on the working man

## Telephone

Hello hello baby you called  
I can't hear a thing  
I have got no service  
In the club, you see? see?  
Wha-wha-what did you say huh?  
You're breakin' up on me  
Sorry I cannot hear you  
I'm kinda busy  
K-kinda busy  
K-kinda busy  
Sorry I cannot hear you I'm kinda busy

Just a second  
It's my favorite song they're gonna play  
And I cannot text you with a drink in my hand, eh?  
You shoulda made some plans with me  
You knew that I was free  
And now you won't stop calling me  
I'm kinda busy

Stop callin'  
Stop callin'  
I don't wanna think anymore  
I left my head and my heart on the dance floor  
Stop callin'  
Stop callin'  
I don't wanna talk anymore  
I left my head and my heart on the dance floor  
Eh, eh, eh, eh, eh, eh, eh, eh, eh, eh, eh  
Stop telephonin'  
Me eh, eh, eh, eh, eh, eh, eh, eh, eh, eh,  
I'm busy eh, eh, eh, eh, eh, eh, eh, eh, eh, eh,  
Stop telephonin'  
Me eh, eh, eh, eh, eh, eh, eh, eh, eh, eh,  
Can call all you want but theres no one home  
And you're not gonna reach my telephone

'Cuz I'm out in the club  
And I'm sippin that bubb  
And you're not gonna reach my telephone  
Call all but there's no one home

And you're not gonna reach my telephone  
Cuz I'm out in the club  
And I'm sippin' that bubb  
And you're not gonna reach my telephone

Boy the way you blown up my phone  
Won't make me leave no faster  
Put my coat on faster  
Leave my girls no faster  
I shoulda left my phone at home  
'Cuz this is a disaster  
Calling like a collector  
Sorry, I cannot answer

Not that I don't like you  
I'm just at a party  
And I am sick and tired of my phone r-ringing  
Sometimes I feel like I live in Grand Central  
Station  
Tonight I'm not takin' no calls  
'Cuz I'll be dancin'  
Cuz I'll be dancin'  
Cuz I'll be dancin'  
Tonight I'm not takin' no calls  
Cuz I'll be dancin'

Stop callin  
Stop callin  
I don't wanna think anymore  
I left my head and my heart on the dancefloor  
Stop callin  
Stop callin  
I don't wanna talk anymore  
I left my head and my heart on the dancefloor

Eh,eh,eh,eh,eh,eh,eh,eh,eh,eh, eh  
Stop telephonin  
Me eh,eh,eh,eh,eh,eh,eh,eh,eh,eh  
I'm busy eh,eh,eh,eh,eh,eh,eh,eh,eh,eh,eh  
Stop telephonin  
Me eh,eh,eh,eh,eh,eh,eh,eh,eh,eh  
Can call all you want but there's no one home  
And you're not gonna reach my telephone

'Cuz I'm out in the club  
And I'm sippin that bubb  
And you're not gonna reach my telephone  
Call all you want but there's no one home  
And you're not gonna reach my telephone  
Cuz I'm out in the club  
And I'm sippin' that bubb  
And you're not gonna reach my telephone  
My telephone  
M-m-m my telephone  
'Cuz I'm out in the club  
And I'm sippin that bubb  
And you're not gonna reach my telephone  
My telephone  
M-m-m telephone  
Cuz I'm out in the club  
And I'm sippin that bubb  
And you're not gonna reach my telephone

## There's a Hole in My Bucket

There's a hole in my bucket, dear Liza, dear Liza  
There's a hole in my bucket, dear Liza, a hole  
Then mend it, dear Goofy, dear Goofy, dear Goofy  
Then mend it, dear Goofy, dear Goofy, then mend  
it

With what shall I mend it, dear Liza, dear Liza?  
With what shall I mend it, dear Liza, with what?  
With some straw, dear Goofy, dear Goofy, dear  
Goofy

With some straw, dear Goofy, dear Goofy, some  
straw

The straw is too long, dear Liza, dear Liza

The straw is too long, dear Liza, too long

Then cut it, dear Goofy, dear Goofy, dear Goofy

Then cut it, dear Goofy, dear Goofy, then cut it

With what shall I cut it, dear Liza, dear Liza?

With what shall I cut it, dear Liza, with what?

With a knife, dear Goofy, dear Goofy, dear Goofy

With a knife, dear Goofy, dear Goofy, with a knife

The knife is too dull, dear Liza, dear Liza

The knife is too dull, dear Liza, too dull

Then sharpen it, dear Goofy, dear Goofy, dear  
Goofy

Then sharpen it, dear Goofy, dear Goofy, sharpen  
it

With what shall I sharpen it, dear Liza, dear Liza?

With what shall I sharpen it, dear Liza, with what?

With a stone, dear Goofy, dear goofy, dear Goofy

With a stone, dear Goofy, dear Goofy, with a stone

The stone is too dry, dear Liza, dear Liza

The stone is too dry, dear Liza, too dry

Then wet it, dear Goofy, dear Goofy, dear Goofy

Then wet it, dear Goofy, dear Goofy, then wet it

With what shall I wet it, dear Liza, dear Liza?

With what shall I wet it, dear Liza, with what?

With water, dear Goofy, dear Goofy, dear Goofy

With water, dear Goofy, dear Goofy, with water

In what shall I get it, dear Liza, dear Liza?

In what shall I get it, dear Liza, in what?



In a bucket dear Goofy, dear Goofy, dear Goofy  
In a bucket dear Goofy, dear Goofy, in a bucket  
There's a hole in my bucket, dear Liza, dear Liza  
There's a hole in my bucket, dear Liza, a hole

## Diamonds

Here and now I'm in the fire, in above my head  
Being held under the pressure, don't know what  
will be left  
But it's here in the ashes  
I'm finding treasure

He's making diamonds  
Making diamonds  
He's making diamonds out of dust  
He is refining  
And in his timing  
He's making diamonds out of us

I'll surrender to the power of being crushed by love  
'Til the beauty that was hidden isn't covered up  
It's not what I hoped for  
It's something much better

Oh The Joy of the Lord  
It will be my strength  
When the pressure is on  
He's making Diamonds

I won't be afraid to shine  
I won't be afraid to shine  
I won't be afraid to shine

'Cuz He's making diamonds out of dust  
Making diamonds out of us

## Walking on Sunshine

I used to think maybe you loved me now baby I'm  
sure  
And I just can't wait till the day when you knock on  
my door  
Now every time I go for the mailbox, gotta hold  
myself down  
'Cause I just can't wait 'til you write me you're  
coming around

I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
And don't it feel good

Hey, alright now  
And don't it feel good, hey

I used to think maybe you loved me, now I know  
that it's true  
And I don't want to spend my whole life, just waiting  
for you  
Now I don't want you back for the weekend  
Not back for a day, no no no  
I said baby I just want you back  
And I want you to stay (Oh yeah now!)

I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
And don't it feel good

Hey, alright now  
And don't it feel good (Yeah!)  
And don't it feel good

Walking on sunshine  
Walking on sunshine

I feel the love, I feel the love, I feel the love that's  
really real

I feel the love, I feel the love, I feel the love that's  
really real

I'm on sunshine baby (Ow! Oh yeah!)  
I'm on sunshine baby (Ow!)

I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
I'm walking on sunshine (Wow!)  
And don't it feel good (Hey! Alright now!)  
And don't it feel good (I'll say it I'll say it I'll say it  
again now)  
And don't it feel good (Hey yeah now!)  
And don't it feel good (Don't it, don't it, don't it, don't  
it, don't it, don't it)  
Feel good  
And don't it feel good  
And don't it feel good  
And don't it feel good  
And don't it feel good  
And don't it feel good  
Now don't it feel good

## You Are My Sunshine

You are my sunshine my only sunshine you make  
me happy when skies are grey  
You'll never know dear how much I love you please  
don't take my sunshine away  
The other night dear as I laid sleeping I dreamed I  
held you by my side  
When I awoke dear I was mistaken and I hung my  
head and cry

You are my sunshine...  
You told me once dear you really loved me and no  
one else could come between  
But now you've left me and you love another and  
you have shattered all my dreams  
You are my sunshine...

I'll always love you and make you happy if you will  
only say the same  
But if you leave me to love another you'll regret it  
all some day  
You are my sunshine...  
Please don't take my sunshine away

## Taking Care of Business

You get up every morning  
From your alarm clock's warning  
Take the 8:15 into the city  
There's a whistle up above  
And people pushin', people shovin'  
And the girls who try to look pretty

And if your train's on time  
You can get to work by nine  
And start your slaving job to get your pay  
If you ever get annoyed  
Look at me I'm self-employed  
I love to work at nothing all day

And I'll be...

[Chorus]  
Taking care of business every day  
Taking care of business every way  
I've been taking care of business, it's all mine  
Taking care of business and working overtime  
Work out!

If it were easy as fishin'  
You could be a musician  
If you could make sounds loud or mellow  
Get a second-hand guitar  
Chances are you'll go far  
If you get in with the right bunch of fellows

People see you having fun  
Just a-lying in the sun  
Tell them that you like it this way  
It's the work that we avoid  
And we're all self-employed  
We love to work at nothing all day

And we be...

[Chorus]

Take good care of my business  
When I'm away, every day whoo!

You get up every morning  
From your alarm clock's warning  
Take the 8:15 into the city  
There's a whistle up above  
And people pushin', people shovin'  
And the girls who try to look pretty

And if your train's on time  
You can get to work by nine  
And start your slaving job to get your pay  
If you ever get annoyed  
Look at me I'm self-employed  
I love to work at nothing all day

[Chorus]

Takin' care of business  
Takin' care of business  
Takin' care of business  
Takin' care of business

[Chorus]

Takin' care of business

## Lose Yourself

Look  
If you had  
One shot  
Or one opportunity  
To seize everything you ever wanted  
In one moment  
Would you capture it  
Or just let it slip?

Yo  
His palms are sweaty, knees weak, arms are heavy  
There's vomit on his sweater already, mom's spaghetti  
He's nervous, but on the surface he looks calm and ready  
To drop bombs, but he keeps on forgettin'  
What he wrote down, the whole crowd goes so loud  
He opens his mouth, but the words won't come out  
He's chokin', how, everybody's jokin' now  
The clocks run out, times up, over, blaow!  
Snap back to reality, oh there goes gravity  
Oh, there goes Rabbit, he choked  
He's so mad, but he won't give up that easy? No  
He won't have it, he knows his whole back city's ropes  
It don't matter, he's dope, he knows that, but he's broke  
He's so stacked that he knows, when he goes back  
to his mobile home, that's when its  
Back to the lab again yo, this whole rhapsody  
He better go capture this moment and hope it  
don't pass him

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow  
This opportunity comes once in a lifetime you  
better

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow  
This opportunity comes once in a lifetime you  
better

The souls escaping, through this hole that its  
gaping  
This world is mine for the taking  
Make me king, as we move toward a, new world  
order  
A normal life is borin', but super stardom's close to  
post mortem  
It only grows harder, only grows hotter  
He blows us all over these hoes is all on him  
Coast to coast shows, he's known as the  
globetrotter  
Lonely roads, God only knows, he's grown farther  
from home, he's no father  
He goes home and barely knows his own daughter  
But hold your nose 'cause here goes the cold water  
His hoes don't want him no mo, he's cold product  
They moved on to the next schmo who flows, he  
nose dove and sold nada  
So the soap opera is told and unfolds, I suppose it's  
old partna, but the beat goes on  
Da da dumb da dumb da da

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow  
This opportunity comes once in a lifetime you  
better

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow  
This opportunity comes once in a lifetime you  
better



No more games, I'm a change what you call rage  
Tear this motherfuckin' roof off like two dogs  
caged  
I was playin' in the beginnin', the mood all changed  
I been chewed up and spit out and booed off stage  
But I kept rhymin' and stepwritin' the next cipher  
Best believe somebody's payin' the pied piper  
All the pain inside amplified by the  
Fact that I can't get by with my nine to  
Five and I can't provide the right type of  
Life for my family 'cause man, these God damn  
food stamps don't buy diapers  
And its no movie, there's no Mekhi Phifer  
This is my life and these times are so hard  
And it's getting even harder tryin' to feed and  
water my seed, plus  
See dishonor caught up between bein' a father and  
a prima-donna  
Baby mama drama screamin' on and too much  
For me to want to say in one spot, another jam or  
not  
Has gotten me to the point, I'm like a snail I've got  
To formulate a plot fore I end up in jail or shot  
Success is my only motherfuckin' option, failures  
not  
Mom, I love you, but this trail has got to go, I  
cannot grow old in Salem's lot  
So here I go is my shot  
Feet fail me not 'cause maybe the only opportunity  
that I got

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow  
This opportunity comes once in a lifetime you  
better

You better lose yourself in the music, the moment  
You own it, you better never let it go  
You only get one shot, do not miss your chance to  
blow

This opportunity comes once in a lifetime you  
better

You can do anything you set your mind to, man

## The Fight Song

Like a small boat  
On the ocean  
Sending big waves  
Into motion  
Like how a single word  
Can make a heart open  
I might only have one match  
But I can make an explosion

And all those things I didn't say  
Wrecking balls inside my brain  
I will scream them loud tonight  
Can you hear my voice this time?

This is my fight song  
Take back my life song  
Prove I'm alright song  
My power's turned on  
Starting right now I'll be strong  
I'll play my fight song  
And I don't really care if nobody else believes  
'Cause I've still got a lot of fight left in me

Losing friends and I'm chasing sleep  
Everybody's worried about me  
In too deep  
Say I'm in too deep (in too deep)  
And it's been two years I miss my home  
But there's a fire burning in my bones  
Still believe  
Yeah, I still believe

And all those things I didn't say  
Wrecking balls inside my brain  
I will scream them loud tonight  
Can you hear my voice this time?

This is my fight song  
Take back my life song  
Prove I'm alright song

My power's turned on  
Starting right now I'll be strong  
I'll play my fight song  
And I don't really care if nobody else believes  
'Cause I've still got a lot of fight left in me

A lot of fight left in me

Like a small boat  
On the ocean  
Sending big waves  
Into motion  
Like how a single word  
Can make a heart open  
I might only have one match  
But I can make an explosion

This is my fight song  
Take back my life song  
Prove I'm alright song  
My power's turned on  
Starting right now I'll be strong (I'll be strong)  
I'll play my fight song  
And I don't really care if nobody else believes  
'Cause I've still got a lot of fight left in me

Know I've still got a lot of fight left in me

## Hall of Fame

Yeah, You could be the greatest  
You can be the best  
You can be the King Kong banging on your chest

You could beat the world  
You could beat the war  
You could talk to God, go banging on his door

You can throw your hands up  
You can beat the clock  
You can move a mountain  
You can break rocks  
You can be a master  
Don't wait for luck  
Dedicate yourself and you can find yourself

Standing in the hall of fame  
And the world's gonna know your name  
'Cause you burn with the brightest flame  
And the world's gonna know your name  
And you'll be on the walls of the hall of fame

You could go the distance  
You could run the mile  
You could walk straight through hell with a smile

You could be the hero  
You could get the gold  
breaking all the record that thought, never could  
be broke  
Do it for your people  
Do it for your pride  
How you ever gonna know if you never even try?

Do it for your country  
Do it for you name  
'Cause there's gonna be a day

When your, standing in the hall of fame  
And the world's gonna know your name

'Cause you burn with the brightest flame  
And the world's gonna know your name  
And you'll be on the walls of the hall of fame

Be a champion, be a champion, be a champion, be  
a champion

On the walls of the hall of fame

Be students, be teachers  
Be politicians, be preachers

Be believers, be leaders  
Be astronauts Be champions  
Be truth seekers

Be students, be teachers  
Be politicians, be preachers

Be believers, be leaders  
Be astronauts, be champions

Standing in the hall of fame  
And the world's gonna know your name  
'Cause you burn with the brightest flame  
And the world's gonna know your name  
And you'll be on the walls of the hall of fame

(You can be a champion) You could be the  
greatest, you can be the best  
(You can be a champion) You can be the King Kong  
banging on your chest  
You could beat the world (you can be a champion)  
You could beat the war (you can be a champion)  
You could talk to God, go banging on his door (you  
can be a champion)

You can throw your hands up (you can be a  
champion)  
You can beat the clock (you can be a champion)  
You can move a mountain (you can be a champion)  
You can break rocks (you can be a champion)

You can be a master (you can be a champion)  
Don't wait for luck (you can be a champion)  
Dedicate yourself and you can find yourself (you  
can be a champion)  
Standing in the hall of fame (you can be a  
champion)

## Standing Outside the Fire

We call them cool  
Those hearts that have no scars to show  
The ones that never do let go  
And risk it the tables being turned

We call them fools  
Who have to dance within the flame  
Who chance the sorrow and the shame  
That always come with getting burned

But you got to be tough when consumed by desire  
'Cause it's not enough just to stand outside the fire  
We call them strong  
Those who can face this world alone  
Who seem to get by on their own  
Those who will never take the fall

We call them weak  
Who are unable to resist  
The slightest chance love might exist  
And for that forsake it all

They're so hell bent on giving, walking a wire  
Convinced it's not living if you stand outside the  
fire

Standing outside the fire  
Standing outside the fire  
Life is not tried it is merely survived  
If you're standing outside the fire

There's this love that is burning  
Deep in my soul  
Constantly yearning to get out of control  
Wanting to fly higher and higher  
I can't abide standing outside the fire

Standing outside the fire  
Standing outside the fire



Life is not tried it is merely survived  
If you're standing outside the fire

Standing outside the fire  
Standing outside the fire  
Life is not tried it is merely survived  
If you're standing outside the fire

## Don't Stop Believin'

Just a small town girl  
Livin' in a lonely world  
She took the midnight train goin' anywhere  
Just a city boy  
Born and raised in south Detroit  
He took the midnight train goin' anywhere

A singer in a smoky room  
A smell of wine and cheap perfume  
For a smile they can share the night  
It goes on and on, and on, and on

[Chorus]  
Strangers waitin'  
Up and down the boulevard  
Their shadows searching in the night  
Streetlights, people  
Livin' just to find emotion  
Hidin' somewhere in the night

Workin' hard to get my fill  
Everybody wants a thrill  
Payin' anythin' to roll the dice  
Just one more time  
Some will win, some will lose  
Some were born to sing the blues  
Oh, the movie never ends  
It goes on and on, and on, and on

Strangers waitin'  
Up and down the boulevard  
Their shadows searchin' in the night  
Streetlights, people  
Livin' just to find emotion  
Hidin' somewhere in the night

[Chorus]  
Don't Stop Believin'  
Hold on to the feelin'

Streetlight, people  
Ohh-Ohhh-Ohhhhhhhh

Don't Stop Believin'  
Hold on to the feelin'  
Streetlight, people  
Ohh-Ohhh-Ohhhhhhhh

Don't stop believin'  
Hold on  
Streetlight, people  
Ohh-Ohhh-Ohhhhhhhh

Don't stop believin' (Fading)  
Hold on...???

Streetlight, people  
Ohh-Ohhh-Ohhhhhhhh

Don't Stop..(Fading)

## Gin and Juice

Heah hah hah!  
I'm serious nigga one of y'all niggaz got this ass  
motherfuckin up  
Aiy baby, aiy baby... aiy baby get some bubblegum  
in this motherfucker  
Steady long, steady long nigga

With so much drama in the L-B-C  
It's kinda hard bein Snoop D-O-double-G  
But I, somehow, some way  
Keep comin up with funky ass shit like every single  
day  
May I, kick a little something for the G's (yeah)  
and, make a few ends as (yeah!) I breeze, through  
Two in the mornin and the party's still jumpin  
cause my momma ain't home  
I got bitches in the living room gettin it on  
and, they ain't leavin til six in the mornin (six in  
the mornin)  
So what you wanna do, sheeeit  
I got a pocket full of rubbers and my homeboys do  
too  
So turn off the lights and close the doors  
But (but what) we don't love them hoes, yeah!  
So we gonna smoke a ounce to this  
G's up, hoes down, while you motherfuckers  
bounce to this

Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]  
Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]

Now, that, I got me some Seagram's gin  
Everybody got they cups, but they ain't chipped in  
Now this types of shit, happens all the time  
You got to get yours but fool I gotta get mine

Everything is fine when you listenin to the D-O-G  
I got the cultivating music that be captivating he  
who listens, to the words that I speak  
As I take me a drink to the middle of the street  
and get to mackin to this bitch named Sadie  
(Sadie?)  
She used to be the homeboy's lady (Oh, that bitch)  
Eighty degrees, when I tell that bitch please  
Raise up off these N-U-T's, cause you gets none of  
these  
At ease, as I mob with the Dogg Pound, feel the  
breeze  
beeeitch, I'm just

Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]  
Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]

Later on that day  
My homey Dr. Dre came through with a gang of  
Tanqueray  
And a fat ass J, of some bubonic chronic that  
made me choke  
Shit, this ain't no joke  
I had to back up off of it and sit my cup down  
Tanqueray and chronic, yeah I'm fucked up now  
But it ain't no stoppin, I'm still poppin  
Dre got some bitches from the city of Compton  
To serve me, not with a cherry on top  
Cause when I bust my nut, I'm raisin up off the cot  
Don't get upset girl, that's just how it goes  
I don't love you hoes, I'm out the do'  
And I'll be

Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]

Rollin down the street, smokin indo, sippin on gin  
and juice  
Laid back [with my mind on my money and my  
money on my mind]

Rollin down the street, smokin indo, sippin on gin  
and juice (beeotch!!)  
Laid back [with my mind on my money and my  
money on my mind]  
Rollin down the street, smokin indo, sippin on gin  
and juice (beeotch!!)  
Laid back [with my mind on my money and my  
money on my mind]

## High Hopes

Next time your found, with your chin on the  
ground  
There a lot to be learned, so look around

Just what makes that little old ant  
Think he'll move that rubber tree plant  
Anyone knows an ant, can't  
Move a rubber tree plant

But he's got high hopes, he's got high hopes  
He's got high apple pie, in the sky hopes

So any time your gettin' low  
'Stead of lettin' go  
Just remember that ant  
Oops there goes another rubber tree plant

When troubles call, and your back's to the wall  
There a lot to be learned, that wall could fall

Once there was a silly old ram  
Thought he'd punch a hole in a dam  
No one could make that ram, scram  
He kept buttin' that dam

'Cause he had high hopes, he had high hopes  
He had high apple pie, in the sky hopes

So any time your feelin' bad  
'stead of feelin' sad  
Just remember that ram  
Oops there goes a billion kilowatt dam

All problems just a toy balloon  
They'll be bursted soon  
They're just bound to go pop  
Oops there goes another problem kerplow

## Where Everybody Knows Your Name (The Theme Song From Cheers)

(Better have a good night)  
(Better have a good night)

Making your way in the world today  
Takes everything you got  
Taking a break from all your worries  
It sure would help a lot  
Wouldn't you like to get away?

Sometimes you want to go  
Where everybody knows your name  
And they're always glad you came  
You want to be where you can see  
The troubles are all the same  
You want to be where everybody knows your name

(Better have a good night)  
You want to go where people know  
The people are all the same  
You want to go where everybody knows your name



## On Eagles Wings

You who dwell in the shelter of the Lord,  
Who abide in His shadow for life,  
Say to the Lord, "My Refuge,  
My Rock in Whom I trust."

And He will raise you up on eagle's wings,  
Bear you on the breath of dawn,  
Make you to shine like the sun,  
And hold you in the palm of His Hand.  
The snare of the fowler will never capture you,  
And famine will bring you no fear;  
Under His Wings your refuge,  
His faithfulness your shield.

And He will raise you up on eagle's wings,  
Bear you on the breath of dawn,  
Make you to shine like the sun,  
And hold you in the palm of His Hand.  
You need not fear the terror of the night,  
Nor the arrow that flies by day,  
Though thousands fall about you,  
Near you it shall not come.

And He will raise you up on eagle's wings,  
Bear you on the breath of dawn,  
Make you to shine like the sun,  
And hold you in the palm of His Hand.  
For to His angels He's given a command,  
To guard you in all of your ways,  
Upon their hands they will bear you up,  
Lest you dash your foot against a stone.

## Working on a Dream

Out here the nights are long, the days are lonely  
I think of you and I'm working on a dream  
I'm working on a dream

Now the cards I've drawn's a rough hand, darling  
I straighten the back and I'm working on a dream  
I'm working on a dream

Come on!

I'm working on a dream  
Though sometimes it feels so far away  
I'm working on a dream  
And I know it will be mine someday

Rain pourin' down, I swing my hammer  
My hands are rough from working on a dream  
I'm working on a dream

Let's go!

I'm working on a dream  
Though trouble can feel like it's here to stay  
I'm working on a dream  
Well our love will chase trouble away

Alright!

That's professional whistling right there!

I'm working on a dream  
Though it can feel so far away  
I'm working on a dream  
Our love will make it real someday

The sun rise up, I climb the ladder  
The new day breaks and I'm working on a dream  
I'm working on a dream [Repeat: x3]

Hey!

I'm working on a dream  
Though it can feel so far away  
I'm working on a dream  
Our love will make it real someday  
I'm working on a dream  
Though it can feel so far away  
I'm working on a dream  
And our love will make it real someday

## Celebration

Yahoo! This is your celebration  
Yahoo! This is your celebration

Celebrate good times, come on! (Let's celebrate)  
Celebrate good times, come on! (Let's celebrate)

There's a party goin' on right here  
A celebration to last throughout the years  
So bring your good times, and your laughter too  
We gonna celebrate your party with you

Come on now

Celebration  
Let's all celebrate and have a good time  
Celebration  
We gonna celebrate and have a good time

It's time to come together  
It's up to you, what's your pleasure

Everyone around the world  
Come on!

Yahoo! It's a celebration  
Yahoo!

Celebrate good times, come on!  
It's a celebration  
Celebrate good times, come on!  
Let's celebrate

We're gonna have a good time tonight  
Let's celebrate, it's all right  
We're gonna have a good time tonight  
Let's celebrate, it's all right

Baby

We're gonna have a good time tonight  
(Celebration)  
Let's celebrate, it's all right  
We're gonna have a good time tonight  
(Celebration)  
Let's celebrate, it's all right

Yahoo!  
Yahoo!

Celebrate good times, come on! (Let's celebrate)  
Celebrate good times, come on!  
It's a celebration!  
Celebrate good times, come on! (Let's celebrate)

Come on and celebrate, good times, tonight  
(Celebrate good times, come on!)  
'Cause everything's gonna be all right  
Let's celebrate (Celebrate good times, come on)  
(Let's celebrate)

## Don't Worry About a Thing

"Don't worry about a thing,  
'Cause every little thing gonna be all right.  
Singin': "Don't worry about a thing,  
'Cause every little thing gonna be all right!"

Rise up this mornin',  
Smiled with the risin' sun,  
Three little birds  
Perch by my doorstep  
Singin' sweet songs  
Of melodies pure and true,  
Sayin', ("This is my message to you-ou-ou:")

Singin': "Don't worry 'bout a thing,  
'Cause every little thing gonna be all right."  
Singin': "Don't worry (don't worry) 'bout a thing,  
'Cause every little thing gonna be all right!"

Rise up this mornin',  
Smiled with the risin' sun,  
Three little birds  
Perch by my doorstep  
Singin' sweet songs  
Of melodies pure and true,  
Sayin', "This is my message to you-ou-ou:"

Singin': "Don't worry about a thing, worry about a  
thing, oh!  
Every little thing gonna be all right. Don't worry!"  
Singin': "Don't worry about a thing" - I won't worry!  
"Cause every little thing gonna be all right."

Singin': "Don't worry about a thing,  
'Cause every little thing gonna be all right" - I  
won't worry!  
Singin': "Don't worry about a thing,  
'Cause every little thing gonna be all right."  
Singin': "Don't worry about a thing, oh no!  
'Cause every little thing gonna be all right!  
/fadeout/

## Climb Every Mountain

Climb every mountain,  
Search high and low,  
Follow every byway,  
Every path you know.

Climb every mountain,  
Ford every stream,  
Follow every rainbow,  
Till you find your dream.

A dream that will need  
All the love you can give,  
Every day of your life  
For as long as you live.

Climb every mountain,  
Ford every stream,  
Follow every rainbow,  
Till you find your dream

A dream that will need  
All the love you can give,  
Every day of your life,  
For as long as you live.

Climb every mountain,  
Ford every stream,  
Follow every rainbow,  
Till you find your dream.

## Working for the Weekend

Everyone's watching to see what you will do  
Everyone's looking at you, oh  
Everyone's wondering will you come out  
tonight  
Everyone's trying to get it right, get it right

Everybody's working for the weekend  
Everybody wants a new romance  
Everybody's going off the deep end  
Everybody needs a second chance, oh

You want a piece of my heart?  
You better start from the start  
You want to be in the show?  
C'mon baby, let's go

Everyone's looking to see if it was you  
Everyone wants you to come through  
Everyone's hoping it'll all work out  
Everyone's waiting to hold you out

Everybody's working for the weekend  
Everybody wants a new romance, hey yeah  
Everybody's going off the deep end  
Everybody needs a second chance, oh

You want a piece of my heart?  
You better start from the start  
You want to be in the show?  
C'mon baby, let's go

You want a piece of my heart?  
You better start from the start  
You want to be in the show?  
C'mon baby, let's go

You want a piece of my heart?  
You better start from the start



You want to be in the show?  
C'mon baby, let's go

## Chain Gang

(Hooh aah) (hooh aah)  
I hear somethin' sayin'

(Hooh aah) (hooh aah)  
(Hooh aah) (hooh aah)

(Well, don't you know)  
That's the sound of the men working on the chain  
ga-a-ang  
That's the sound of the men working on the chain  
gang

All day long they're singin'  
(Hooh aah) (hooh aah)  
(Hooh aah) (hooh aah)

(Well, don't you know)  
That's the sound of the men working on the chain  
ga-a-ang  
That's the sound of the men working on the chain  
gang

All day long they work so hard  
Till the sun is goin' down  
Working on the highways and byways  
And wearing, wearing a frown  
You hear them moanin' their lives away  
Then you hear somebody sa-ay

That's the sound of the men working on the chain  
ga-a-ang  
That's the sound of the men working on the chain  
gang

Can't ya hear them singin'  
Mm, I'm goin' home one of these days  
I'm goin' home see my woman  
Whom I love so dear  
But meanwhile I got to work right he-ere

(Well, don't you know)  
That's the sound of the men working on the chain  
ga-a-ang  
That's the sound of the men working on the chain  
gang

All day long they're singin', mm  
My, my, my, my, my, my, my, my work is so  
hard  
Give me water, I'm thirsty

My, my work is so hard  
Oh my, my, my, my, my, my work is so hard

## Manic Monday

Six o'clock already  
I was just in the middle of a dream  
I was kissin' Valentino  
By a crystal blue Italian stream  
But I can't be late  
'Cause then I guess I just won't get paid  
These are the days  
When you wish your bed was already made

It's just another manic Monday  
I wish it were Sunday  
'Cause that's my fun day  
My I don't have to run day  
It's just another manic Monday

Have to catch an early train  
Got to be to work by nine  
And if I had an aeroplane  
I still couldn't make it on time  
'Cause it takes me so long just to figure out  
what I'm gonna wear  
Blame it on the train  
But the boss is already there

It's just another manic Monday  
Wish it were Sunday  
'Cause that's my fun day  
My I don't have to run day  
It's just another manic Monday

All of the nights  
Why did my lover have to pick last night  
To get down?  
(Last night, last night)  
Doesn't it matter  
That I have to feed the both of us  
Employment's down  
He tells me in his bedroom voice  
"C'mon honey, let's go make some noise"

Time it goes so fast  
(When you're having fun)

It's just another manic Monday  
I wish it were Sunday  
'Cause that's my fun day  
I don't have to run day

It's just another manic Monday  
I wish it was Sunday  
'Cause that's my fun day  
It's just a manic Monday

## Work Bitch

You wanna, you wanna

You want a hot body? You want a Bugatti?  
You want a Maserati? You better work bitch  
You want a Lamborghini? Sippin' martinis?  
Look hot in a bikini? You better work bitch  
You wanna live fancy? Live in a big mansion?  
Party in France?  
You better work bitch, you better work bitch  
You better work bitch, you better work bitch  
Now get to work bitch!  
Now get to work bitch!

Bring it on, ring the alarm  
Don't stop now, just be the champion  
Work it hard, like it's your profession  
Watch out now, cause here it comes  
Here comes the smasher, here comes the master  
Here comes the big beat, big beat disaster  
No time to quit now, just time to get it now  
Pick up what I'm putting down  
Pick up what I'm putting down

You want a hot body? You want a Bugatti?  
You want a Maserati? You better work bitch  
You want a Lamborghini? Sippin' martinis?  
Look hot in a bikini? You better work bitch  
You wanna live fancy? Live in a big mansion?  
Party in France?  
You better work bitch, you better work bitch  
You better work bitch, you better work bitch  
Now get to work bitch!  
Now get to work bitch!

Break it off, break it down  
See me come and you can hear my sound  
Tell somebody in your town  
Spread the word, spread the word  
Go call the police, go call the governor  
I bring the treble, don't mean to trouble ya'

I make the governor, call me the governor  
I am the bad bitch, the bitch that you'll never  
know

Hold your head high, fingers to the sky  
They gonna try to try ya', but they can't deny ya'  
Keep it moving higher, and higher  
Keep it building higher, and higher  
So hold your head high, fingers to the sky  
Now they don't believe ya', but they gonna meet  
ya'  
Keep it moving higher and higher  
Keep it moving higher and higher and higher

Work, work, work, work  
Work, work, work, work  
Work, work, work, work  
Work, work, work  
Work it out, work it out, work it out, work it out  
Work it out, work it out, work it out, work it out  
Work it out, work it out, work it out, work it out  
Work it out, work it out  
You better work bitch  
You better work bitch

## Stayin' Alive

Well, you can tell by the way I use my walk  
I'm a woman's man: no time to talk  
Music loud and women warm, I've been kicked  
around  
Since I was born  
And now it's all right, I don't care  
And you may look the other way  
We can try to understand  
The new york times' effect on man

Whether you're a brother or whether you're a  
mother  
You're stayin' alive, stayin' alive  
Feel the city breakin' and everybody shakin'  
And we're stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive

Well now, I get low and I get high  
And if I can't get either, I really try  
Got the wings of heaven on my shoes  
I'm a dancin' man and I just can't lose  
You know it's all right, it's ok  
I'll live to see another day  
We can try to understand  
The new york times' effect on man

Whether you're a brother or whether you're a  
mother  
You're stayin' alive, stayin' alive  
Feel the city breakin' and everybody shakin'  
And we're stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive

Life goin' nowhere, somebody help me  
Somebody help me, yeah  
Life goin' nowhere, somebody help me, yeah

Well, you can tell by the way I use my walk  
I'm a woman's man: no time to talk



Music loud and women warm  
I've been kicked around since I was born  
And now it's all right, it's ok  
And you may look the other way  
We can try to understand  
The new york times' effect on man

Whether you're a brother or whether you're a  
mother

You're stayin' alive, stayin' alive  
Feel the city breakin' and everybody shakin'  
And we're stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive, stayin' alive  
Ah, ha, ha, ha, stayin' alive

Life goin' nowhere, somebody help me  
Somebody help me, yeah  
Life goin' nowhere, somebody help me, yeah  
I'm stayin' alive

## God is On the Move

Anytime a heart turns from darkness to light  
Anytime temptation comes and someone  
stands to fight  
Anytime somebody lives to serve and not be  
served  
I know, I know, I know, I know

God is on the move, on the move  
Hallelujah  
God is on the move  
In many mighty ways

God is on the move, on the move  
Hallelujah  
God is on the move  
On the move today

Anytime in weakness someone falls upon  
their knees  
Or dares to speak the truth that sets men  
free  
Anytime the choice is made to stand upon  
the Word  
I know, I know, I know, I know

God is on the move, on the move  
Hallelujah  
God is on the move  
In many mighty ways

God is on the move, on the move  
Hallelujah  
God is on the move  
On the move today

Yea

I see a generation  
Standing on the truth

In each and every nation  
God is on the move

Anytime the gospel stirs a searching soul  
And someone says, "Send me, here I go"  
I know, I know, I know, I know

God is on the move, on the move  
Hallelujah  
God is on the move  
In many mighty ways

God is on the move, on the move  
Hallelujah  
God is on the move  
On the move today

God is on the move, on the move  
Hallelujah  
God is on the move  
In many mighty ways

God is on the move, on the move  
Hallelujah  
God is on the move  
On the move today

I see a generation  
Standing on the truth  
In each and every nation  
God is on the move

## **Gonna Fly Now** (Theme from “Rocky”)

Gonna fly now, flying high now  
Gonna fly, fly, fly  
Rocky's ready to make a move, yeah  
Rocky's ready he just can't lose, yeah  
Every nerve a wire sweatin' blood, like fire  
Body's achin' from the hurt it's takin'  
muscles screamin' like a burnin' demon  
Every nerve a wire sweatin' blood, like fire

Tryin' hard now, it's so hard now  
Tryin' hard now, Rocky power by the hour  
Pumpin' iron God ya know he's tryin'  
Every nerve a wire sweatin' blood, like fire  
Gonna fly now, flyin' high now  
Gonna fly, fly, fly

Feelin' strong now, won't be long now  
Gettin' strong now, fists like thunder gonna  
put you under  
Pumpin' iron God ya know he's tryin'  
Every nerve a wire sweatin' blood, like fire  
Gonna fly now, flyin' high now

## What A Wonderful World

I see trees of green, red roses too  
I see them bloom for me and you  
And I think to myself what a wonderful world

I see skies of blue and clouds of white  
The bright blessed day, the dark sacred night  
And I think to myself what a wonderful world

The colors of the rainbow so pretty in the sky  
Are also on the faces of people going by  
I see friends shaking hands saying how do you do  
They're really saying I love you

I hear babies crying, I watch them grow  
They'll learn much more than I'll never know  
And I think to myself what a wonderful world  
Yes I think to myself what a wonderful world

## I'll Be There For You

(Theme song from Friends)

So no one told you life was gonna be this way  
Your job's a joke, you're broke, your love life's  
D.O.A

It's like you're always stuck in second gear  
When it hasn't been your day, your week, your  
month, or even your year , but

I'll be there for you  
(When the rain starts to pour)  
I'll be there for you  
(Like I've been there before)  
I'll be there for you  
(Cause you're there for me too)

You're still in bed at ten and work began at eight  
You've burned your breakfast, so far things are  
going great  
Your mother warned you there'd be days like these  
But she didn't tell you when the world has brought  
you down to your knees and

I'll be there for you  
(When the rain starts to pour)  
I'll be there for you  
(Like I've been there before)  
I'll be there for you  
(Cause you're there for me too)

No one could ever know me  
No one could ever see me  
Seems you're the only one who knows what it's like  
to be me  
Someone to face the day with  
Make it through all the rest with  
Someone I'll always laugh with  
Even at my worst, I'm best with you, yeah

[It's like you're always stuck in second gear  
When it hasn't been your day, your week, your  
month, or even your year

I'll be there for you  
(When the rain starts to pour)  
I'll be there for you  
(Like I've been there before)  
I'll be there for you  
(Cause you're there for me too)

I'll be there for you  
I'll be there for you  
I'll be there for you  
(Cause you're there for me too)

## Just Breathe

Alarm clock screaming bare feet hit the floor  
It's off to the races everybody out the door  
I'm feeling like I'm falling behind, it's a crazy life  
Ninety miles an hour going fast as I can  
Trying to push a little harder trying to get the  
upper hand  
So much to do in so little time, it's a crazy life  
It's ready, set, go it's another wild day  
When the stress is on the rise in my heart I feel  
You say just

Breathe, just breathe  
Come and rest at My feet  
And be, just be  
Chaos calls but all you really need  
Is to just breathe

Third cup of joe just to get me through the day  
Wanna make the most of time but I feel it slip  
away  
I wonder if there's something more to this crazy  
life  
I'm busy, busy, busy, and it's no surprise to see  
That I only have time for me, me, me  
There's gotta be something more to this crazy life  
I'm hanging on tight to another wild day  
When it starts to fall apart in my heart I hear You  
say just

Breathe, just breathe  
Come and rest at My feet  
And be, just be  
Chaos calls but all you really need

Is to take it in fill your lungs  
The Peace of God that overcomes  
Just breathe  
Let your weary spirit rest  
Lay down what's good and find what's best  
Just breathe



Just breathe, just breathe  
Come and rest at My feet  
And be, just be  
Chaos calls but all you really need  
Is to just breathe  
Just breathe

## Roll On 18-Wheeler

Roll on highway, roll on along  
Roll on daddy till you get back home  
Roll on family, roll on crew  
Roll on momma like I asked you to do  
And roll on eighteen-wheeler, roll on. (roll on.)

Well, it's Monday morning, he's kissing momma  
goodbye  
He's up and gone with the sun  
Daddy drives an eighteen-wheeler  
And he's off on a Midwest run  
As three sad faces gather round momma  
They ask her when daddy's coming home  
Daddy drives an eighteen-wheeler  
And they sure miss him when he's gone (yeah they  
do)  
Ah, but he calls them every night  
And he tells them that he loves them  
And he taught them this song to sing

Well, it's Wednesday evening, momma's waitin' by  
the phone  
It rings but it's not his voice  
Seems the highway patrol has found a jackknifed  
rig  
In a snow bank in Illinois  
But the driver was missing  
And the search had been abandoned  
Because the weather had everything stalled  
And they had checked all the houses and the local  
motels  
When they had some more news they'd call  
And she told them when they found him  
To tell him that she loved him  
And she hung up the phone singing

Momma and the children will be waiting up all  
night long  
Thinking nothing but the worst is coming  
With the ringing of the telephone  
Oh, but the man upstairs was listening

When momma asked him to bring daddy home  
And when the call came in it was daddy on the  
other end  
Asking her if she had been singing the song, singing

## I Like it Heavy

Some like beautiful, perfect, and pretty  
I see the good in the bad and the ugly  
I need the volume one louder than ten  
Put the pedal to the metal, needle into the red  
If the windows ain't shaking  
Making my heart race  
If I can't feel it in my chest  
I'm in the wrong damn place

Got a demon in my soul  
And a voice in my head  
Saying go, go, go  
I can sleep when I'm dead  
There's a sonic revelation bringing me to my knees  
And there's a man down below that needs my  
sympathy  
I got a ringing in my ears getting ready to burst  
Screaming hallelujah mother fucker take me to  
church

I like it louder than the boom of a big bass drum  
I need it harder than the sound of guitar grunge  
I like to crank it up, make it thump, all needles to  
the core  
Head banging in the pit and throwing my horns  
And just like old school Sabbath, Zeppelin, and  
Lemmy  
I need to drop it down low and make it heavy  
I like it heavy  
Whoa  
I like it heavy  
Whoa

I ride the lightning, roll with the thunder  
Going down, down, down with my sisters and  
brothers  
I fell in love with the darkest parts  
Standing on the side of the wild at heart  
I plucked a feather off a crow  
So I could fly  
Since I was 13 years old

I've had my horns to the sky

I like it, it like it, I like it heavy [x4]

Some like beautiful perfect and pretty

I see the good in the bad and the ugly

I like it heavy

Whoa

I like it heavy

Whoa

I like it, I like it, I like it heavy [x4]

## Best Day of My Life

I had a dream so big and loud  
I jumped so high I touched the clouds  
Wo-o-o-o-o-oh, wo-o-o-o-o-oh  
I stretched my hands out to the sky  
We danced with monsters through the night  
Wo-o-o-o-o-oh, wo-o-o-o-o-oh

I'm never gonna look back  
Woah, never gonna give it up  
No, please don't wake me now

This is gonna be the best day of my life  
My li-i-i-i-i-ife  
This is gonna be the best day of my life  
My li-i-i-i-i-ife

I howled at the moon with friends  
And then the sun came crashing in  
Wo-o-o-o-o-oh, wo-o-o-o-o-oh  
But all the possibilities  
No limits just epiphanies  
Wo-o-o-o-o-oh, wo-o-o-o-o-oh

I'm never gonna look back  
Woah, never gonna give it up  
No, just don't wake me now

This is gonna be the best day of my life  
My li-i-i-i-i-ife  
This is gonna be the best day of my life  
My li-i-i-i-i-ife

I hear it calling outside my window  
I feel it in my soul (soul)  
The stars were burning so bright  
The sun was out 'til midnight  
I say we lose control (control)

This is gonna be the best day of my life  
My li-i-i-i-i-ife

This is gonna be the best day of my life  
My li-i-i-i-i-ife  
This is gonna be, this is gonna be, this is gonna be  
The best day of my life  
Everything is looking up, everybody up now  
This is gonna be the best day of my life  
My li-i-i-i-i-ife

## Highway 20 Ride

I ride east every other Friday but if I had it my way  
Days would not be wasted on this drive  
And I want so bad to hold you  
Some of the things I haven't told you  
Your mom and me just couldn't get along

So I'll drive  
And I'll think about my life  
And wonder why, I'll slowly die inside  
Every time I turn that truck around, right at the  
Georgia line  
And I count the days and the miles back home to  
you on that Highway 20 ride

A day might come and you'll realize that if you  
could see through my eyes  
There was no other way to work it out  
And a part of you might hate me  
But son please don't mistake me For a man that  
didn't care at all.



## Scare Away The Dark

Well, sing, sing at the top of your voice  
Love without fear in your heart  
Feel, feel like you still have a choice  
If we all light up we can scare away the dark

We wish our weekdays away  
Spend our weekends in bed  
Drink ourselves stupid  
And work ourselves dead  
And all just because that's what mom and dad said  
we should do

We should run through the forests  
We should swim in the streams  
We should laugh, we should cry  
We should love, we should dream  
We should stare at the stars and not just the  
screens  
You should hear what I'm saying and know what it  
means

To sing, sing at the top of your voice  
Love without fear in your heart  
Feel, feel like you still have a choice  
If we all light up we can scare away the dark

Well, we wish we were happier, thinner and fitter  
We wish we weren't losers and liars and quitters  
We want something more not just nasty and bitter  
We want something real not just hashtags and  
Twitter

It's the meaning of life and it's streamed live on  
YouTube  
But I bet Gangnam Style will still get more views  
We're scared of drowning, flying and shooters  
But we're all slowly dying in front of fucking  
computers

So sing, sing at the top of your voice  
Oh, love without fear in your heart  
Can you feel, feel like you still have a choice  
If we all light up we can scare away the dark

And oh, oh, oh oh, oh, oh no  
Oh, oh, oh oh, oh, oh no  
Oh, oh, oh oh, oh, oh no  
Sing it out now  
Oh, oh, oh oh, oh, oh no  
Sing it out now  
Oh, oh, oh oh, oh, oh no  
Sing it out now  
Oh, oh, oh oh, oh, oh no

Well sing, sing at the top of your voice  
Love without fear in your heart  
Feel, feel like you still have a choice  
If we all light up we can scare away the dark

## Little Bitty

Have a little love on a little honeymoon  
You got a little dish and you got a little spoon  
A little bitty house and a little bitty yard  
A little bitty dog and a little bitty car.

Well, it's alright to be little bitty  
A little hometown or a big old city  
Might as well share, might as well smile  
Life goes on for a little bitty while.

A little bitty baby in a little bitty gown  
It'll grow up in a little bitty town  
A big yellow bus and little bitty books  
It all started with a little bitty look.

Well, it's alright to be little bitty  
A little hometown or a big old city  
Might as well share, might as well smile  
Life goes on for a little bitty while.  
(Yeaahh)

You know you got a job and a little bitty check  
A six pack of beer and television set  
Little bitty world goes around and around  
Little bit of silence and a little bit of sound.

A good ole boy and a pretty little girl  
Start all over in a little bitty world  
Little bitty plan and a little bitty dream  
It's all part of a little bitty scheme.

It's alright to be little bitty  
A little hometown or a big old city  
Might as well share, might as well smile  
Life goes on for a little bitty while.

It's alright to be little bitty  
A little hometown or a big old city  
Might as well share, might as well smile  
Life goes on for a little bitty while.  
(Whoooo)...

## Livin' On a Prayer

Once upon a time not so long ago  
Tommy used to work on the docks, union's been on  
strike  
He's down on his luck, it's tough, so tough  
Gina works the diner all day working for her man  
She brings home her pay, for love, for love

She says, we've got to hold on to what we've got  
It doesn't make a difference if we make it or not  
We've got each other and that's a lot for love  
We'll give it a shot

Woah, we're half way there  
Woah, livin' on a prayer  
Take my hand, we'll make it I swear  
Woah, livin' on a prayer

Tommy's got his six-string in hock  
Now he's holding in what he used to make it talk  
So tough, it's tough  
Gina dreams of running away  
When she cries in the night, Tommy whispers  
Baby, it's okay, someday

We've got to hold on to what we've got  
It doesn't make a difference if we make it or not  
We've got each other and that's a lot for love  
We'll give it a shot

Woah, we're half way there  
Woah, livin' on a prayer  
Take my hand, we'll make it I swear  
Woah, livin' on a prayer  
Livin' on a prayer

Oh, we've got to hold on, ready or not  
You live for the fight when it's all that you've got  
Woah, we're half way there  
Woah, livin' on a prayer

Take my hand, we'll make it I swear  
Woah, livin' on a prayer

Woah, we're half way there  
Woah, livin' on a prayer  
Take my hand, we'll make it I swear  
Woah, livin' on a prayer

Woah, we're half way there  
Woah, livin' on a prayer  
Take my hand, we'll make it I swear  
Woah, livin' on a prayer

## Remember When

Remember when, I was young and so were you  
And time stood still, and love was all we knew  
You were the first, so was I  
We made love and then you cried, remember when  
Remember when, we vowed the vows, and walked  
the walk  
Gave our hearts, made the start, and it was hard  
We lived and learned, life threw curves  
There was joy, there was hurt, remember when  
Remember when, old ones died and new were  
born  
And life was changed, disassembled, rearranged  
We came together, fell apart  
And broke each other's hearts, remember when  
Remember when, the sound of little feet  
Was the music, we danced to week to week  
Brought back the love, we found trust  
Vowed we never give it up, remember when  
Remember when, thirty seemed so old  
Now lookin' back, it's just a steppin' stone  
To where we are, where we've been  
Said we do it all again, remember when  
Remember when, we said when we turn gray  
When the children, grow up and move away  
We won't be sad, we'll be glad  
For all the life we've had  
And we'll remember when

Remember when  
Remember when

## The Theme From Rawhide

Rollin', rollin', rollin'.  
Rollin', rollin', rollin'.  
Rollin', rollin', rollin'.  
Rollin', rollin', rollin'.  
Rawhide!  
Hah! Hah!

Keep rollin', rollin', rollin',  
Though the streams are swollen,  
Keep them dogies rollin', rawhide.  
Through rain and wind and weather,  
Hell bent for leather,  
Wishin' my gal was by my side.  
All the things I'm missin',  
Good vittles, love, and kissin',  
Are waiting at the end of my ride.

Move 'em out, head 'em up,  
Head 'em up, move 'em on.  
Move 'em out, head 'em up:  
Rawhide.  
Cut 'em out, ride 'em in,  
Ride 'em in, cut 'em out,  
Cut 'em out, ride 'em in:  
Rawhide!  
Hah! Hah!

Keep Movin', movin', movin',  
Though they're disapprovin',  
Keep them dogies movin', rawhide.  
Don't try to understand 'em,  
Just rope an' throw an' brand 'em.  
Soon we'll be living high and wide.  
My heart's calculatin',  
My true love will be waitin':  
Waitin' at the end of my ride.

Move 'em out, head 'em up,  
Head 'em up, move 'em on.  
Move 'em out, head 'em up:  
Rawhide.



Cut 'em out, ride 'em in,  
Ride 'em in, cut 'em out,  
Cut 'em out, ride 'em in:  
Rawhide!

(Rollin', rollin', rollin'.)  
(Rollin', rollin', rollin'.)  
Hah!  
(Rollin', rollin', rollin'.)  
Hah!  
(Rollin', rollin', rollin'.)  
Rawhide.  
Hah!  
Rawhide!

## Come Monday

Headin' up to San Francisco  
For the Labor Day weekend show,  
I've got my hush-puppies on,  
I guess I never was meant for  
Glitter rock and roll.  
And honey I didn't know  
That I'd be missin' you so.

Come Monday It'll be all right,  
Come Monday I'll be holding you tight.  
I spent four lonely days in a brown L.A. haze  
And I just want you back by my side.

Yes it's been quite a summer,  
Rent-a-cars and west bound trains.  
And now you're off on vacation,  
Somethin' you tried to explain.  
And darlin' I love you so that's  
The reason I just let you go.

Come Monday It'll be all right,  
Come Monday I'll be holding you tight.  
I spent four lonely days in a brown L.A. haze  
And I just want you back by my side.

I can't help it honey,  
You're that much a part of me now.  
Remember the night in Montana when  
We said there'd be no room for doubt.

I hope you're enjoyin' the scenery,  
I know that it's pretty up there.  
We can go hikin on Tuesday,  
With you I'd walk anywhere.  
California has worn me quite thin,  
I just can't wait to see you again.

Come Monday It'll be all right,  
Come Monday I'll be holding you tight.  
I spent four lonely days in a brown L.A. haze  
And I just want you back by my side.

## Life Is A Highway

Life's like a road that you travel on  
When there's one day here and the next day gone  
Sometimes you bend sometimes you stand  
Sometimes you turn your back to the wind  
There's a world outside every darkened door  
Where blues won't haunt you anymore  
Where the brave are free and lovers soar  
Come ride with me to the distant shore  
We won't hesitate break down the garden gate  
There's not much time left today

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

Through all these cities and all these towns  
It's in my blood and it's all around  
I love you now like I loved you then  
This is the road and these are the hands  
From Mozambique to those Memphis nights  
The Khyber pass to Vancouver's lights  
Knock me down get back up again  
You're in my blood I'm not a lonely man

There's no load I can't hold  
Road so rough this I know  
I'll be there when the light comes in  
Just tell 'em we're survivors

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

There was a distance between you and I  
A misunderstanding once but now  
We look it in the eye

There ain't no load I can't hold  
Road so rough this I know  
I'll be there when the light comes in  
Just tell 'em we're survivors

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

Life is a highway  
I want to ride it all night long  
If you're going my way  
I want to drive it all night long

## World On Fire

Hearts are worn in these dark ages  
You're not alone in this story's pages  
Night has fallen amongst the living and the dying  
And I try to hold it in, yeah I try to hold it in

[Chorus]

The world's on fire and  
It's more than I can handle  
I dive into the water  
(I try to bring my share)  
I try to bring more  
More than I can handle  
(Bring it to the table)  
Bring what I am able

I watch the heavens and I find a calling  
Something I can do to change what's coming  
Stay close to me while the sky is falling  
Don't wanna be left alone, don't wanna be alone

[Chorus]

Hearts break, hearts mend  
Love still hurts  
Visions clash, planes crash  
Still there's talk of  
Saving souls, still the cold  
Is closing in on us

We part the veil on Archille's sun  
Stray from the straight line on this short run  
The more we take, the less we become  
A fortune of one that means less for some

## Non, je ne regrette rien

In French

Non, rien de rien, non, je ne regrette rien  
Ni le bien qu'on m'a fait, ni le mal  
Tout ça m'est bien égal  
Non, rien de rien, non, je ne regrette rien  
C'est payé, balayé, oublié, je me fous du passé

Avec mes souvenirs j'ai allumé le feu  
Mes chagrins, mes plaisirs  
Je n'ai plus besoin d'eux  
Balayé les amours avec leurs trémolos  
Balayé pour toujours  
Je reparts a zéro

Non, rien de rien, non, je ne regrette rien  
Ni le bien qu'on m'a fait, ni le mal  
Tout ça m'est bien égal  
Non, rien de rien, non, je ne regrette rien  
Car ma vie, car mes joies  
Aujourd'hui ça commence avec toi

English Translation #

## No, I Don't Regret None

Not even one  
No, I don't regret none  
Nor the good, I've had some  
Nor the bad, all the same I might add

Not even one  
No, I don't regret none  
They're paid out, all wiped out and crossed out  
All the passed I tossed out

With all my souvenirs  
I light up a fire  
My sour tears and my cheers  
I no longer require

I wiped out my affairs  
and all of their wakes still  
Pushed for good down the stairs  
I restart from a nil

Not even one  
No, I don't regret none  
Nor the good, I've had some  
Nor the bad, all the same I might add

Not even one  
No, I don't regret none  
Cause my life, my delight  
from this night, with just you will take flight

## She works hard for the money

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

Onetta there in the corner stands  
And she wonders where she is.  
And the rain still hurts,  
Some people seem to have everything.  
Nine a.m. on the hour hand  
And she's waiting for the bell.  
And she's looking real pretty.  
She's waiting for her clientele.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

Twenty-eight years have come and gone.  
And she's seen a lot of tears  
Of the ones who come in.  
They really seem to need her there.  
It's a sacrifice working day to day.  
For little money just tips for pay.  
But it's worth it all just to hear them say that they care.

She works hard for the money.  
So hard for it, honey.



She works hard for the money.  
So you better treat her right.

Already knows she's seen her bad times.  
Already knows these are the good times.  
She'll never sell out, she never will, not for a  
dollar bill.  
She works hard

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

Works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

She works hard for the money.  
So hard for it, honey.  
She works hard for the money.  
So you better treat her right.

## Driving My Life Away

Well the midnight headlights blind you on a rainy  
night  
Steep grade up ahead, slow me down, makin' no  
time,  
But I got to keep rollin'  
Those windshield wipers slappin' out a tempo,  
Keepin' perfect rhythm with the song on the radio,  
But I got to keep rollin'

Ooh, I'm drivin' my life away, lookin' for a better  
way for me  
Ooh, I'm drivin' my life away, lookin' for a sunny  
day

Well the truck stop cutie comin' on to me,  
Tried to talk me into a ride  
Said I wouldn't be sorry  
But she was just a baby  
Hey, waitress, pour me another cup of coffee,  
Pop it down, jack me up, shoot me out, flyin' down  
the highway,  
Lookin' for the mornin'

Ooh, I'm drivin' my life away, lookin' for a better  
way for me  
Ooh, I'm drivin' my life away, lookin' for a sunny  
day

Well the midnight headlights blind you on a rainy  
night  
Steep grade up ahead, slow me down, makin' no  
time,  
But I got to keep rollin'  
Those windshield wipers slappin' out a tempo,  
Keepin' perfect rhythm with the song on the radio,  
But I got to keep rollin'

Ooh, I'm drivin' my life away, lookin' for a better  
way for me

Ooh, I'm drivin' my life away, lookin' for a sunny  
day

Ooh, I'm drivin' my life away, lookin' for a better  
way for me

Ooh, I'm drivin' my life away, lookin' for a sunny  
day, yeah

Ooh, I'm drivin' my life away, lookin' for a better  
way for me

## It Is Well With My Soul

### Verse 1

Our scars are a sign of grace in our lives,  
And Father how you brought us through  
When deep were the wounds and dark was the  
Night the promise of Your love You proved.  
Now every battle still to come let this be our song.

### Chorus

It is well, (it is well)  
with my soul, (with my soul)  
It is well, it is well with my soul

### Verse 2

Weeping may come, remain for a night  
but joy will paint the morning sky  
You're there in the fast, You're there in the Feast  
Your faithfulness will always shine  
Now every blessing still to come let this be our  
song.

### Chorus

It is well, (it is well)  
with my soul, (with my soul)  
It is well, it is well with my soul

I trust your ways (trust your ways)  
I trust your name (trust your name)  
It is well, it is well with my soul

### Bridge

You lead us through battles, (You lead us through  
battles)  
You lead us to blessing, (You lead us to blessing)  
And You make us fruitful, (And You make us

fruitful)  
In the land of our suffering God  
And it is well, it is well  
With my soul, with my soul

Chorus

It is well, (it is well)  
with my soul, (with my soul)  
It is well, it is well with my soul  
It is well, it is well with my soul

## Keep Your Head Up

I've been waiting on the sunset  
Bills on my mindset  
I can get deny they're getting high  
Higher than my income  
Income's breadcrumbs  
I've been trying to survive

The glow that the sun gives  
Right around sunset  
Helps me realize  
This is just a journey  
Drop your worries  
You are gonna turn out fine  
Oh, you'll turn out fine  
Fine, oh, you'll turn out fine

But you gotta keep your head up, oh  
And you can let your hair down, eh  
You gotta keep your head up, oh,  
And you can let your hair down, eh

I know it's hard, know its hard  
To remember sometimes,  
But you gotta keep your head up, oh  
And you can let your hair down, eh

I've got my hands in my pockets,  
Kickin' these rocks  
Its kinda hard to watch this life go by  
I'm buyin' in the skeptics,  
Skeptics mess with, the confidence in my eyes

I'm seeing all the angles, starts to get tangled  
I start to compromise  
My life and the purpose  
Is it all worth it,  
Am I gonna turn out fine?  
Oh, you'll turn out fine  
Fine, oh, you'll turn out fine

But you gotta keep your head up, oh  
And you can let your hair down, eh  
You gotta keep your head up, oh,  
And you can let your hair down, eh

I know it's hard, know its hard  
To remember sometimes,  
But you gotta keep your head up, oh  
And you can let your hair down, eh

Only rainbows after rain  
The sun will always come again  
Its a circle, circling,  
Around again, it comes around again

I said only rainbows after rain  
The sun will always come again  
Its a circle, circling,  
Around again, it comes around,

But you gotta keep your head up, oh  
And you can let your hair down, eh  
You gotta keep your head up, oh,  
And you can let your hair down, eh

I know it's hard, know its hard  
To remember sometimes,  
But you gotta keep your head up, oh  
And you can let your hair down, eh

Keep your head up, oh,  
And you can let your hair down, eh  
Keep your head up, oh,  
And you can let your hair down, eh  
Keep your head up, oh,  
And you can let your hair down  
I said oh, no no no no no no no

## Down To The River to Pray

As I went down in the river to pray  
Studying about that good old way  
And who shall wear the starry crown  
Good Lord, show me the way!

O sisters, let's go down,  
Let's go down, come on down  
O sisters, let's go down  
Down in the river to pray

As I went down in the river to pray  
Studying about that good old way  
And who shall wear the robe and crown  
Good Lord, show me the way!

O brothers, let's go down  
Let's go down, come on down  
Come on, brothers, let's go down  
Down in the river to pray

As I went down in the river to pray  
Studying about that good old way  
And who shall wear the starry crown  
Good Lord, show me the way!

O fathers, let's go down  
Let's go down, come on down  
O fathers, let's go down  
Down in the river to pray

As I went down in the river to pray  
Studying about that good old way  
And who shall wear the robe and crown  
Good Lord, show me the way!

O mothers, let's go down  
Let's go down; don't you want to go down?  
Come on, mothers, let's go down  
Down in the river to pray



As I went down in the river to pray  
Studying about that good old way  
And who shall wear the starry crown  
Good Lord, show me the way!

O sinners, let's go down  
Let's go down, come on down  
O sinners, let's go down  
Down in the river to pray

As I went down in the river to pray  
Studying about that good old way  
And who shall wear the robe and crown  
Good Lord, show me the way!

## Long and Winding Road

The long and winding road  
That leads to your door  
Will never disappear  
I've seen that road before  
It always leads me here  
Lead me to you door

The wild and windy night  
That the rain washed away  
Has left a pool of tears  
Crying for the day  
Why leave me standing here  
Let me know the way

Many times I've been alone  
And many times I've cried  
Any way you'll never know  
The many ways I've tried

But still they lead me back  
To the long winding road  
You left me waiting here  
A long long time ago  
Don't leave me standing here  
Lead me to your door

## I've Got a Rock & Roll Heart

I've got a feeling we could be serious, girl;  
Right at this moment, I could promise you the  
world.

Before we go crazy, before we explode,  
There's something 'bout me, baby, you got to  
know,  
You got to know.

[Chorus:]

I get off on '57 Chevy's  
I get off on screaming guitar.  
Like the way it gets me every time it hits me.  
I've got a rock and roll, I've got a rock and roll  
heart.

Feels like we're falling into the arms of the night,  
So if you're not ready, don't be holdin' me so tight.  
I guess there's nothing left for me to explain  
Here's what you're gettin' and I don't want to  
change,  
I don't want to change.

[Chorus]

I don't need to glitter, no Hollywood,  
All you got to do is lay it down and you lay it down  
good.

[Chorus]

## Hakuna Matata

Hakuna Matata!  
What a wonderful phrase  
Hakuna Matata!  
Ain't no passing craze

It means no worries  
For the rest of your days  
It's our problem-free philosophy  
Hakuna Matata!

Why, when he was a young warthog  
When I was a young wart-hooooog!  
Very nice!  
Thanks!  
He found his aroma lacked a certain appeal  
He could clear the Savannah after every meal  
I'm a sensitive soul, though I seem thick-skinned  
And it hurt that my friends never stood downwind  
And oh, the shame  
(He was ashamed!)  
Thought of changin' my name  
(Oh, what's in a name?)  
And I got downhearted  
(How did you feel?)  
Every time that I-  
Pumbaa! Not in front of the kids!  
Oh... sorry

Hakuna Matata!  
What a wonderful phrase  
Hakuna Matata!  
Ain't no passing craze  
It means no worries  
For the rest of your days  
Yeah, sing it, kid!  
It's our problem-free philosophy  
Hakuna Matata!

Hakuna Matata  
Hakuna Matata

Hakuna Matata  
Hakuna

*“Appreciation is a wonderful thing: It makes what is excellent in others belong to us as well.”*

*Voltaire*