



**PACESETTER**  
OUR PEOPLE, YOUR ADVANTAGE

8.9.2016 Vol. 2 Issue 32

# YOUR **DEVELOPMENT** ADVANTAGE

OUR PEOPLE, YOUR ADVANTAGE



PACESETTER 2016

## It is THE PACESETTER WAY to Commit to Personal Development:

*Challenge yourself to be better. Never be satisfied with the status quo. Ask for feedback regularly and welcome it. Treat mistakes as learning opportunities. Assume your knowledge and skills will not always be sufficient for tomorrow's challenges. Demonstrate a commitment to lifelong learning.*

## Our People are Your Advantage because they Commit to Personal Development.

*We know that the more we learn from others, internal and external, the better an organization we will be. So, we will be integrating Your Development Advantage regularly, and sharing some non Pacesetter authored articles selected by our associates because they have found them valuable in their own growth.*

## YOUR DEVELOPMENT ADVANTAGE | 8.9.2016 - 8.15.2016



**Featured Contributor**

**Chrissy Scivicque**

**Source: [eatyourcareer.com](http://www.eatyourcareer.com)**

### How To Be Proactive at Work

#### My 5 Step System

In my experience, the most valuable employees are the ones who are proactive. By definition, this means they control situations by causing things to happen rather than waiting to respond after things happen. People who are proactive don't sit around waiting for answers to appear; they stand up, put one foot in front of the other, and find the answers. They don't wait for someone to hand them an instruction manual and a box of tools; they're resourceful.

So, are you being proactive or reactive in the workplace?

Certainly, there are times when it's appropriate to be reactive. We have plenty of decisions to make in-the-moment. There are times when we need to be flexible and adapt to a rapidly changing environment. There are times when long-term plans must be abandoned in order to meet immediate needs. And there will always be those unavoidable roadblocks that even the most proactive person in the world would not have been able to foresee or avoid.

However, the ability to be proactive provides a clear advantage in the workplace and most managers expect staff members to demonstrate a proactive mentality.

I have identified five key behaviors (The 5 P's) involved in being proactive. Below, I've outlined my system and exactly how you can develop your abilities in each area.

#### 1. Predict

In order to be proactive, you must first develop foresight. Proactive people are rarely caught by surprise. Learn to anticipate problems and events. Understand how things work; look for patterns; recognize the regular routines, daily practices and natural cycles that exist in your business. At the same time, don't allow yourself to become complacent. Use your imagination when anticipating future outcomes. Don't simply expect the past to always be an accurate predictor for the future; use your creativity and logic. Come up with multiple scenarios for how events could unfold. Proactive people are always on their toes.

#### 2. Prevent

Proactive people foresee potential obstacles and exert their power to find ways to overcome them before those obstacles turn into concrete roadblocks.

They prevent problems that others would simply look back on in hindsight and claim unavoidable. Don't allow yourself to get swept up in a feeling of powerlessness. When challenges approach, take control and confront them head on before they grow into overwhelming problems.

#### 3. Plan

Proactive people plan for the future.

Avoid one-step, "here and now" thinking and instead, look ahead and anticipate long-term consequences. Bring the future into the present; what can you do today to ensure success tomorrow? Don't make decisions in a vacuum; every decision is a link in a chain of events leading to one final conclusion. In order to make the best decision, you have to know where you came from, where you are, and where you want to end up.

#### 4. Participate

Proactive people are not idle observers, they are active participants.

In order to be proactive, you must get involved. You have to take initiative and be a part of the solution. Recognize that you are only a piece of the whole and that you influence—and are influenced by—the actions of others. Don't simply react to them. Engage with them. Exert your influence and make a contribution.

#### 5. Perform

Being proactive means taking timely, effective action.

You must be decisive and willing to do the work NOW. Procrastination is not an option. Take ownership of your performance and hold yourself accountable. Stand behind your decisions. Being proactive means you have taken careful, thoughtful steps to choose the appropriate path; you're not just reacting impulsively to your environment.

**View the Original Article Here: <http://www.eatyourcareer.com/2010/08/how-be-proactive-at-work-step-system/>**

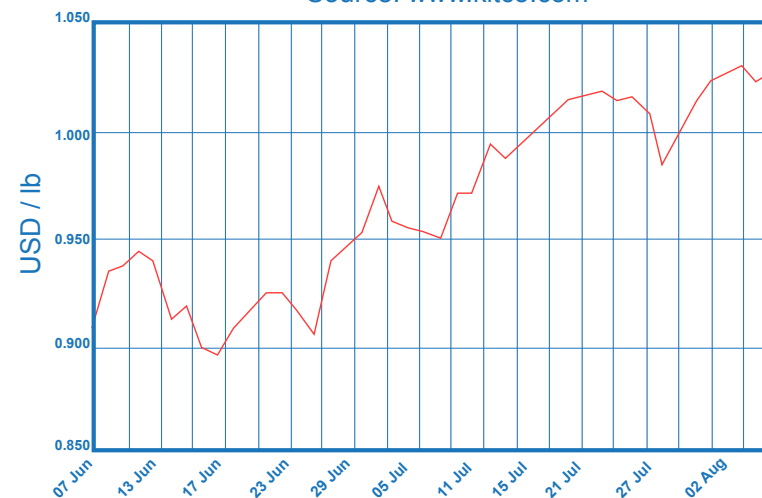


## STEEL | 8.9.2016 - 8.15.2016

- #1 heavy melt scrap is steady at \$206 per ton and #1 busheling scrap is the same at \$274 per ton.
- Raw steel production fell to 71.9% of capacity.
- + Domestic mill lead times for galvanized products averaged 6.8 weeks. It looks like order books are getting caught up.
- Iron ore FOB Chinese ports is up to \$60 per dry metric ton.
- Zinc prices continue to trend up.

### 60 Day Zinc Spot

Source: [www.kitco.com](http://www.kitco.com)

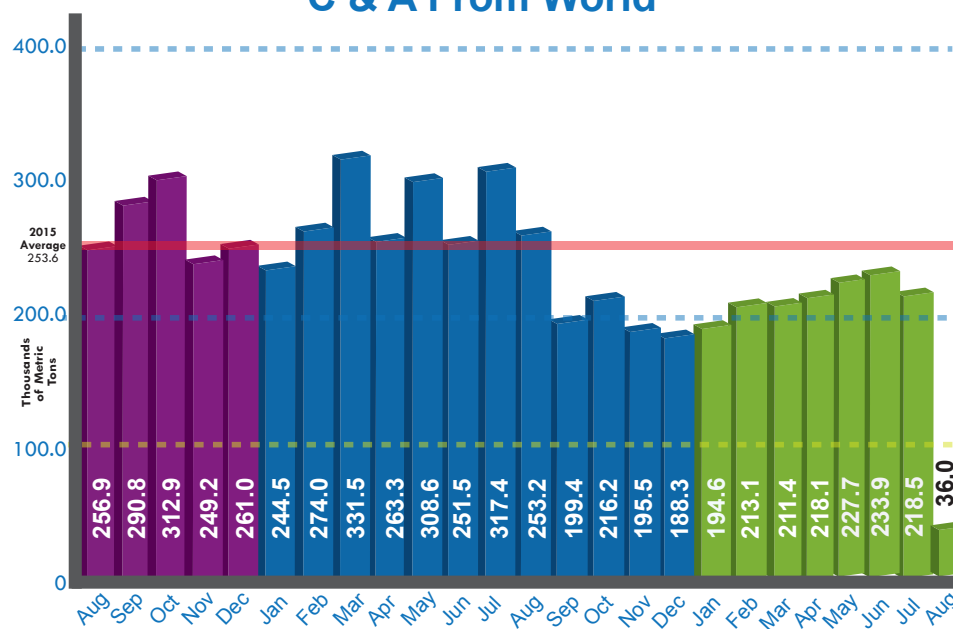




## STEEL | 8.9.2016 - 8.15.2016

+ Galvanized imports in July didn't quite catch June.

### U.S. Imports of Sheets & Strip Galv Hot Dipped C & A From World



Source: US Department of Commerce, Enforcement and Compliance | Graph last modified on: August 5, 2016  
with Licensing Data collected through August 5, 2016. Commerce license data use for the last month appears in a different color  
Data extracted from the import licenses are not official Census data

+ Ternium posted a Q2 profit of \$174 million, over triple the profit from a year ago. Q2 sales fell 7% to \$1.86 billion. Steel shipments were up 8.75% to 2.61 million tons.



## AUTOMOTIVE | 8.9.2016 - 8.15.2016

- Automakers reported flat U.S. auto sales for July, amid rising incentives and sustained demand for trucks, as the industry kicked off the second half of the year with its winning streak at risk. Nissan Motor Co.'s deliveries rose 1.2%. FCA US gained less than a percent and General Motors' sales slipped just under 2%. At Ford Motor Co., which warned last week of a rough third quarter, volume fell 3%. Sales rose 4.4% at Honda but slipped 1.4% at Toyota.

- The seasonally adjusted annual selling rate for July is projected to come in at 17.6 million cars and light trucks, little changed from July 2015's 17.55 million rate. The SAAR has averaged 17.2 million a month since topping 18 million in September, October and November of 2015.

- Japan's automakers wiped \$5 billion off their profit margins in Q1 due to a stronger yen. Toyota has warned stock holders they expect a 37% drop in earnings.







## GENERAL | 8.9.2016 - 8.15.2016

+ The ISM Manufacturing Index slipped to a reading of 52.6 in July versus 53.2 in the previous month, but any reading above 50 shows growth. The new orders and production components are propping up the index.

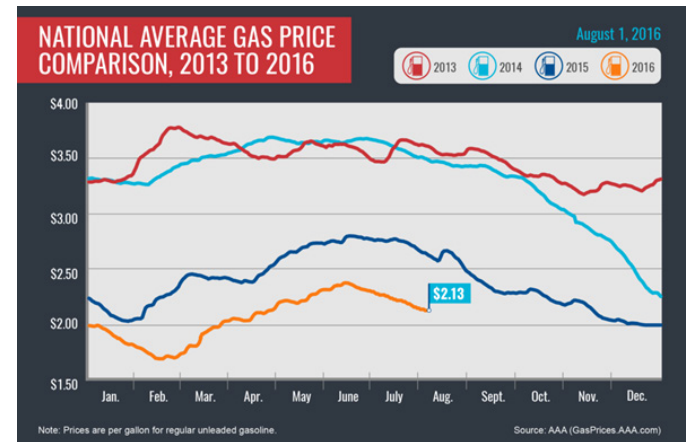
- Factory Orders fell 1.5% in June. Orders for capital goods are slowing along with order shipments. Computers, electronics and civilian aircraft orders were weak. Export orders were weak too.

- Construction Spending fell .6% in June. Single family home construction has been slowing since March. Multi-family construction is on an upswing.

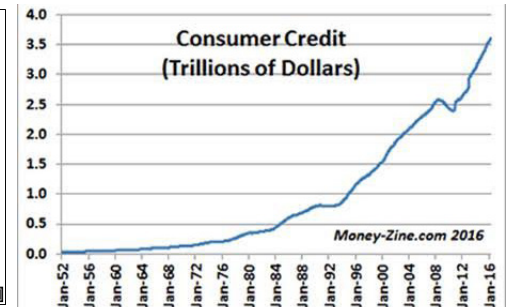
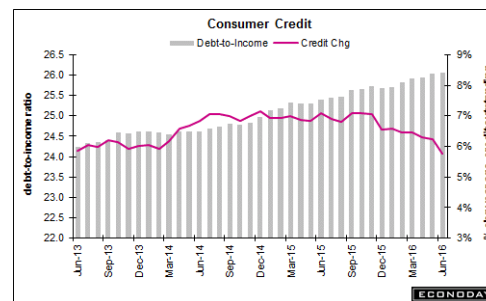
+ The ISM Non-Manufacturing Index slipped to a reading of 55.5 in July. The new orders component remained strong, but the employment component showed losses.

- The Washington Examiner reported we are in the worst economic recovery since the 1930's. There have been 11 recessions in the US since the Great Depression. If our current recovery equaled the average performance after the 11 recessions, annual family incomes would currently be \$17,000 higher, and there would be 6 million more people employed, and 6 million fewer people living in poverty.

+ Gasoline prices continue to drop. Part of the decline is due to the US Dollar strength against other currencies, making imported oil cheaper for us. Oil futures fell under \$40 per barrel this week. Refineries operated at 93.3% of capacity, producing 10 million barrels of gasoline per day and 4.9 million barrels of distillates per day.



- Consumer credit spending has been slowing down since last year. Could we be at the point where the debt to income ratio has grown too large?





## BILL'S ROUND-UP | 8.9.2016 - 8.15.2016

Manufacturing in the US is motoring along, growing at a slow pace. Construction spending fell in June. Gasoline prices continue to fall. Consumer credit debt seems to be slowing, meaning less goods are being bought. Steel mill output is slowing, yet raw material costs remain high. Steel imports are leveling out, but I expect a rush to arrive in Q4. July automobile sales ended up flat. The auto industry sales performance may have peaked. Just like the steel industry, automakers are hoping the peak turns into a plateau for a while. A strong Japanese Yen on the global currency exchange is negatively effecting profits for Japanese car makers.



### PARTING SHOT:

+ Laughter is an instant vacation.

– Milton Berle (1908 to 2002)

Bill Feier, World Sourcing Manager





'TIL NEXT TIME | 8.16.2016



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