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Is laying down good for your back

Employers lay off employees for a variety of different reasons and laws in many states enable companies to lay off employees at any time as long as the stated reason of the layoff does not contravene state or federal law. Most layoffs are related to cost cutting or poor job performance but supervisors and human resources departments should always keep detailed records of the termination process to ensure no employee rights were violated. During recessions, many companies cut back on production because of an imbalance between supply and demand. A company cannot remain financially viable if it pays people to manufacture goods that are unsold. Companies also cut back on production when new technologies render older technologies obsolete. In some instances, increased automation leads to a reduced workforce, while in other situations, companies lay off employees whose skill sets are not suited to new areas of development and production. Companies should cut nonessential roles that actually cause the company to lose money. Companies in various different industries require employees to abide by privacy policies whether to protect customer information or company secrets. A company should lay off an employee who breaches security and leaks proprietary information into the public domain. Employees who violate safety procedures pose a danger to themselves and other employees and potentially leave the company susceptible to lawsuits. Laying off employees who act recklessly helps the company to maintain a safe environment and potentially saves money. Other serious violations of company rules and regulations often necessitate an employee termination. Major employers sometimes move operations to a new state or nation because local tax laws limit profitability or because the local area lacks a sufficiently skilled workforce. Employers sometimes offer existing employees the chance to relocate but the relocation process often proves expensive for both the firm and the employees. If a company moves its operations to another nation, the existing employees might have problems with both learning the local language and obtaining work authorization to work abroad. Therefore, many companies benefit from laying off employees prior to moving operations. Employers should take employee job performance into account when making layoffs. Employees who are frequently tardy or absent without a valid excuse are less productive than other more reliable employees. People who shirk job responsibilities or prove unwilling or unable to obtain industry licenses needed to perform their job duties are not able perform the task they were hired for. To remain competitive and productive, companies must hold employees accountable for their performances and, when necessary, lay off people who consistently fail to meet basic expectations. Thanks for visiting my fundraising page. This January I'm taking on Dryathlon® and raising money for Cancer Research UK. In my 22 years, I have met amazing people who have beat Cancer! My dad being one of them people. I want there to be more people in this world who fight and win! If a brick wall is too monumental a task for you, perhaps you won't be so intimidated by laying your own brick path (or patio). Paths don't require mortar, which is challenging to work with. Consider laying a path 3 to 4 feet wide (0.9 to 1.2 meters) -- large enough for two people to walk side-by-side. Brick choice is important, too: Get pavers graded as "severe weather" so they'll withstand the elements and years of foot traffic. To keep everything in place while you work, use stakes to hammer plastic guide rails along the edges.To avoid damage in the long term, place the path a good distance away from trees with big roots. Also, plan water runoff with a slight slope (about an eighth of an inch per foot) [source: Stimpson]. It's not just to avoid puddles: In cold climates, the water will settle, freeze and unfreeze, causing bricks to pop up and make the path uneven.The most difficult part of laying a brick path is arguably setting the foundation, which consists of digging into the topsoil, and then laying a base of gravel and sand. Exact recommendations vary, but according to professional Dustin Carrier, you'll need to dig a 10- to 12-inch (25.4- to 30.5-centimeter) trench into the ground where the path will lie. Dig and cut out any tree roots you come across. Using a compactor machine (which you can rent), pack the soil down flat.Next, lay landscape fabric down over the soil, which allows water to fall through but keeps soil separate from base. Pour a 3- to 4-inch (7.6- to 10.2-centimeter) layer of gravel base onto the fabric, compact it, and repeat the process for a solid base. Finish the base with a 1-inch (2.5-centimeter) layer of sand. Smooth the sand out with a 2 x 4 board cut to the proper length. Drag the board along guide rails for a level surface. You might consider hiring a professional to do the grunt work of the foundation for you, and you can choose to lay the bricks yourself afterward.Working from the sides, lay the bricks in your desired pattern. Use the compactor again to level the bricks into the sand underneath for a smooth surface. Finally, pour sand over the walkway and use a push broom to fill it into the cracks. Wet the path to settle the sand, and repeat with more sand until the joints are tightly filled.For lots more information on DIY projects, see the links on the next page. We're always hearing that we could be having better sex, a better orgasm, or a better relationship. But how often do we hear the nitty-gritty of how we can actually better understand our deepest desires and most embarrassing questions? Bustle has enlisted Vanessa Marin, a sex therapist, to help us out with the details. No gender, sexual orientation, or question is off limits, and all questions remain anonymous. Now, onto today's topic: how to know if you're good in bed.Q: I have a really simple question for you: what makes someone good in bed? I used to feel like I was pretty damn skillful, but I've been sleeping with a new guy for a few weeks and the sex has been bad. B-A-D. The worst part is, I'm not even sure if he's not the problem — I think I might be. It's making me doubt myself! How do I know if I'm good in bed?A: Your question may be simple, but boy is it a good one! I don't think there's any sexual topic more misunderstood than what makes someone great in bed. Here are nine ways to know that you're a great lover.1. You Confront Your Sexual ShameTo be honest, I first wrote this one as, "you're not ashamed of your sexuality." It took me a split second to realize that wasn't the right way to frame it. We all have some sexual shame and guilt; it's a product of our sex-saturated yet sex-negative society. Blame those Puritanical roots! No one is ever going to be completely free of sexual shame, just like no one will ever be completely free of pain or anxiety.Your relationship with your sexuality will go through different stages, but a good lover recognizes how shame can affect their sex life and actively works on feeling more comfortable with their sexuality. They recognize that this is a process — and they engage with it.2. You Honor Your PreferencesThis one could fall under managing sexual shame, but I think it's important enough to warrant its own category. It's crucial to acknowledge and accept your preferences in partners and activities. Too many people don't allow themselves to have the kinds of sex that their hearts desire. Of course your preferences may change over time, but a good lover allows themselves to explore their fantasies.3. You're In Touch With Your BodyHere's another one where the wording is important! No one has a perfect relationship with their body, but good lovers try to focus more on pleasure than on self-consciousness. They know which parts of their body enjoy physical contact. Good lovers make an effort to be present in their own skin. They soak up every little bit of stimulation, whenever possible.4. You're Willing To Try New ThingsSex is one big, endless world of possibilities. The eagerness to explore and experiment is important for a variety of reasons. We all have ideas about things we know we like, and things we know we don't want to try, but there are lots of grey areas. A great lover is curious about these uncharted territories. They also know that variety is the key to keeping the bedroom interesting in a long-term relationship. Great lovers are respectful of their partner's desires, and willing to explore activities that they may not have considered before.5. You're Accepting Of DifferencesGood lovers understand that everyone likes different things, and they don't shame their partner's desires (or anyone else's, for that matter). We all have boundaries in our willingness to try new things, but a great partner will be respectful in communicating those boundaries. Good lovers also understand that they won't be compatible with everyone they come across (as may be the case with your new guy)! It doesn't make you a "bad" lover, it just means you may not have the right chemistry together.6. You Make An Effort To CommunicateSex is hard to talk about, there's no denying that! But people who are great in bed are willing to be vulnerable and try talking about sex. Good lovers are willing to ask for what they want, and comfortable saying what they don't want. They seek out enthusiastic consent, and ask what their partners want. Good lovers also talk through any sex-related problems that may arise.7. You Put Effort Into ImprovingGreat lovers are made, not born! People who are good in bed know that sex is a skill that requires effort and practice, and they don't feel ashamed about trying to improve. They're willing to buy (and read!) books, attend workshops, talk to friends, buy nice lingerie or sex toys, get feedback from their lovers, go to sex therapists, and practice, practice, practice!8. You Enjoy Pleasing Your PartnerOne of the most important qualities of a great lover is caring about your partner's pleasure. You take the time to understand how their body works and what they like. You don't place any expectations on them, nor do you shame them. You don't pressure or rush them. You genuinely enjoy yourself when they're enjoying themselves.9. You Have Fun!People can get so stressed out about sex that they forget one of the main reasons we have sex is simply because it's fun. Great lovers get out of their heads and into the moment. They don't take things so seriously, and they don't fake it. They laugh, they play, and they enjoy themselves!Want more of Bustle's Sex and Relationships coverage? Check out our new podcast, I Want It That Way, which delves into the difficult and downright dirty parts of a relationship, and find more on our Soundcloud page.Images: Carousel Productions; Giphy This site is not available in your country This site is not available in your country "I'm tryin' to right my wrongs. But it's funny them same wrongs helped me write this song" —Kanye West Shortly after we sold Opsware to Hewlett-Packard, I had a conversation with the legendary venture capitalist Doug Leone of Sequoia Capital. He wanted to hear the story of how we went from doomed in the eyes of the world to a \$1.6B outcome with no recapitalization. After I took him through the details including several near bankruptcies, a stock price of \$0.35/share, unlimited bad press and 3 separate layoffs where we lost a total 400 employees, he was moved by the layoffs. He said that during his over 20 years in the venture capital business, he'd never seen a company recover from consecutive layoffs and achieve a billion dollar plus outcome. He said that he'd bet against that every time and wanted to know how I did it. Since my only experience was the great exception, I needed more information. I asked him why all the other startups failed. He replied that the layoffs inevitably broke the company's culture. After seeing their friends laid off, employees were no longer willing to make the requisite sacrifices needed to build a company. He said that although it was possible to survive an isolated layoff, it was hugely unlikely that a company would experience great success. He added that building a highly valuable business after 3 consecutive giant lay offs accompanied by horrible prominent press coverage (we got taken apart with cover stories in both The Wall Street Journal and BusinessWeek) was a complete violation of the laws of venture capital physics. Naturally, he wanted to know how we did it. After thinking about it for the last couple of years, here's my answer Doug.In retrospect, we were able to keep cultural continuity and retain our best employees despite multiple massive layoffs, because we laid people off the right way. This may sound nutty-how can you do something that's fundamentally wrong in "the right way?" Here's how. Step 1: Get your head right When a company fails to hit its financial plan so severely that it must fire the employees that it went to great time and expense to hire, it weighs heavily on the chief executive. During the first layoff at our company, I remember being forwarded an email exchange amongst a group of employees. In the exchange one of our smarter employees wrote, "Ben is either lying or stupid or both." I remember reading that and thinking, "definitely stupid." During a time like this, it is difficult to focus on the future, because the past overwhelms you—but that's exactly what you must do. Step 2: Don't delay Once you decide that you will have to lay people off, the time elapsed between making that decision and executing that decision should be as short as possible. If word leaks (which it will inevitably do if you delay), then you will be faced with an additional set of issues. Employees will question managers and ask whether or not a layoff is coming. If the managers don't know, they will look stupid. If the managers do know, they will either have to lie to their employees, contribute to the leak, or remain silent, which will create additional agitation. At Loudcloud/Opsware, we badly mismanaged this on our first layoff, but sharply corrected things on the next two.Going into a layoff, board members will sometimes try to make you feel better by putting a positive spin on things. They might say: "this gives us a great opportunity to deal with some performance issues and simplify the business." That may be true, but do not let that cloud your thinking or your message to the company. You are laying people off because the company failed to hit its plan. If individual performance were the only thing at issue, then you'd be taking a different measure. Company performance failed. This distinction is critical, because the message to the company and the laid off individuals should not be: "this is great, we are cleaning up performance." The message must be: "the company failed and in order to move forward, we will have to lose some excellent people." Admitting to the failure may not seem like a big deal, but trust me, it is. "Trust me." That's what a CEO says every day to her employees. Trust me, this will be a good company. Trust me, this will be good for your career. Trust me, this will be good for your life. A layoff breaks that trust. In order to rebuild trust, you have to come clean. Step 4: Train your managers The most important step in the whole exercise is training the management team. If you send managers into this super uncomfortable situation with no training, most of them will fail.Training starts with a golden rule: managers must lay off their own people. They cannot pass the task to HR or a more sadistic peer. You cannot hire an outsourcing firm like the one in the movie Up in the Air. Every manager must layoff his own people.Why so strict? Why can't the more confrontational managers just handle this task for everyone? Because people won't remember every day that they worked for your company, but they will surely remember the day that you laid them off. They will remember every last detail about that day and the details will matter greatly. The reputations of your company and your managers depend on you standing tall, facing the employees who trusted you and worked hard for you. If you hired me and I busted my ass working for you, I expect you to have the courage to lay me off yourself.Once you make it clear that managers must layoff their own people, be sure to prepare them for the task. They should explain briefly what happened and that it is a company rather than a personal failure. They should be clear that the employee is impacted and that the decision is non-negotiable. They should be fully prepared with all of the details of the benefits and support that the company plans to provide. Step 5: Address the entire company Prior to executing the lay off, the CEO must address the company. The CEO must deliver the overall message that provides the proper context and air cover for the managers. If you do your job right, the managers will have a much easier time doing their jobs. When you do this, keep in mind what Intuit founder Bill Campbell told me-the message is for the people who are staying. The people who stay will care deeply about how you treat their colleagues. Many of the people that you lay off will have closer relationships with the people who stay than you do, so treat them with the appropriate level of respect. Still, the company must move forward, so be careful not to apologize too much.After you make the speech telling your company that you will be letting go of many them, you will not feel like hanging out and talking to people. You will probably feel like going to a bar and drinking a fifth of tequila. Do not do this. Be present. Be visible. Be engaging. People want to see you. They want to see whether or not you care. The people who you laid off will want to know if they still have a relationship with you and the company. Talk to people. Help them carry their things to their car. Let them know that you appreciate their efforts.AcknowledgementsI would like to say that I came up with all of this on my own, but in truth there is no way that I could have done it without the help of my dear friend Bill Campbell. Bill's help during these times saved the company. Finally, I again thank all of the wonderful and dedicated people who worked for Loudcloud that we laid off or transferred to EDS. I am sure that I speak for everyone who ever worked at Opsware, when I say "thank you for saving our butts."Reprinted from Ben's BlogBen Horowitz is the cofounder and General Partner (along with Marc Andreessen) of the venture capital firm Andreessen Horowitz based in Menlo Park. 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