

# ACTIVE APPRECIATION HOW TO DEVELOP EMPLOYEES WHO EXCEED EXPECTATIONS

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For the first time since Phimie's panicked phone call from Oregon, Celestina felt that everything would eventually be all right again..Anyway-and curiously-Industrial Woman increasingly looked to him like Scamp. As various abraded and inflamed mucous membranes constantly reminded him, he'd had more than enough of Scamp for a while. At last the day arrived: Friday, January 12..trees also revealed Barty, and no radiance from another world shone spectrally through him, as it had shone through Joey-dead-and-risen..With the salt and pepper shakers, Tom walked them through the why-I'm-not-sad-about-my-face explanation that he'd given to Angel ten days previously..Caution discarded, Junior went inside, for the same reason that a dedicated opera aesthete might once a decade attend a country-music concert: to confirm the superiority of his taste and to be amused by what passed for music among the great unwashed. Some might call it slumming..The white padded eye patches rebuffed her, and she realized how profoundly the boy's double enucleation would affect how easily she could read his moods and know his mind. Here was a littler loss until now shadowed by the greater destruction. Denied the evidence of his eyes, she would need to be better at noting and interpreting nuances of his body language-also changed by blindness-and his voice, for there would be no soul revealed by hand-painted, plastic implants..Angel followed him at two steps, and when she stood beside his chair, watching him open the soft drink, Barty said, "Why were you following me?".All right, yes, it had tiny hands and tiny feet, rather than hooked talons and cloven."Mommy, watch!" He turned in the deluge with his arms held out from his sides. "Not scary!".The nurse led the way, while the orderly pushed the gurney from behind Barty's head..LEFT HAND ON the banister, right hand with knife tucked close to his side and ready to thrust, Tom Vanadium climbed cautiously but quickly to the upper floor, glancing back twice to be sure that Cain didn't slip in behind him..In the chilly darkness, his breath plumed visibly, frosted by moonlight. The rapidity and raggedness of his radiant exhalations would have marked him as a guilty man if witnesses had been present.. "Honey," she said, crouching to peer at him through the vertical slats of the playpen, "what're you doing?".From these ominous spatters, several fibers bristled, having stuck to the pewter when the drizzle was still wet. They appeared to be human hairs..The coin stopped turning across his knuckles and, as though with volition of its own, it slipped into the tight curve of his curled forefinger. With a snap of his thumb, he flipped the quarter into the air..Edom felt uneasy in this kingdom of a strange god. The god that his brother feared was humanity, its dark compulsions, its arrogance. Edom, on the other hand, trembled before Nature, whose wrath was so great that one day she would destroy all things, when the universe collapsed into a super dense nugget of matter the size of a pea..Carrying him to the window, gazing up at the stars, the moon, she said, "I'll always read to you, Barty"..He bought cracker sandwiches, some filled with cheese and some with peanut butter, redskin peanuts, chocolate bars, and Coca-Cola. Although this was an unhealthy meal, cheese and peanut butter and chocolate shared a virtue: they were all binding.. "That's correct," Parkhurst said. "Probably one or more small blood vessels ruptured from the extreme violence of the emesis..".Junior, putting himself in the detective's place, could think of a few reasons for this visit to Seraphim's grave. Unfortunately, not one of them supported his contention that he was an innocent man..Although he had made no effort to summon them, tears spilled from Junior's closed eyes. They weren't drawn from him by thoughts of poor Naomi. These next few days-perhaps weeks-were going to be tedious, until he could have Nurse Victoria Bressler. Under the circumstances, he had good reason to feel sorry for himself..All three of these sorry excuses for human beings were money mad. Rudy owned six successful used-car dealerships and--his pride--a Ford franchise selling new and used vehicles, in five Oregon communities, but he liked to live large; he also visited Vegas four times a year, pouring money away as casually as he might empty his bladder. Sheena enjoyed Vegas, too, and was a fiend for shopping. Kaitlin liked men, pretty ones, but since she might be mistaken for her father in a dimly lighted room, her hunks came at a price..When the police operator answered, Junior shrieked, "I've been shot! Jesus! Shot! Help me, an ambulance, oooohhhh shit! Hurry!".For all his brilliance, however, he was still a boy who loved to run and jump and tumble. Who swung from the backyard oak tree in a rope-and-tire swing. Who was thrilled when given a tricycle. Who giggled in delight while watching his uncle Jacob roll a shiny quarter end over-end across his knuckles and perform other simple coin tricks..Barty's mathematical genius proved to have a valuable practical application. Even in his blindness, he perceived patterns where those with sight did not. Working with Tom Vanadium, he devised strikingly successful investment strategies based on subtleties of the stock market's historical performance. By the 1980s, the foundation's annual return on its endowment averaged twenty-six percent: excellent in light of the fact that the runaway inflation of the 1970s had been curbed..Agnes wanted to tell them that all their efforts would be to no avail, that they should cease and desist, be kind and let her go. She had no reason to stay here anymore. She was moving on to be with her dead husband and her dead baby, moving on to a place where there was no pain, where no one was as poor as.A sense of mystery overcame Agnes, unnerving but not entirely or even primarily unpleasant..Celestina White was the center of attention, always surrounded by champagne-swilling, canape--gobbling bourgeoisie who would have been shopping for paintings on velvet if they'd had less money..For an instant, she appeared to be frowning. Then he realized this couldn't be a frown. It must be a smoldering look of desire.."-though this Tom now has a rhinoceros-smacked face, this other Tom, in his own world, has an ordinary face. Poor him, so ordinary..".He was a patriotic guy, and he preferred American rock to the British brand. He had nothing against the English, no prejudices against people of any nationality. Nevertheless, he believed that the American Top 40 ought to feature American music exclusively..San Francisco's pre-Christmas cheer had deserted it. The glow and glitter of the season had given way to a mood as dark and ominous as The Cancer Lurks Unseen, Version 1..before used. Boeotian. A dull, obtuse, stupid person. He felt very Boeotian all of a

sudden..thickened with the odors of antiseptics and blood, until breathing required an effort..The can struck Junior hard in the face, breaking his nose, before he could duck..Junior in the fog. Trying oh-so-hard to live in the future, where the winners live. But being relentlessly sucked back into the useless past by memory..A mutual interest in ballroom dancing had resulted in their introduction when each needed a new partner for a fox-trot and swing competition. Nolly had started taking lessons five years before he had met Kathleen..She sat on the end of the table, where Barty had sat, now at eye level with the standing physician..Trying to ignore his phantom toe, which itched furiously, he searched the apartment. He proceeded carefully, determined not to shoot himself in the foot accidentally this time..Worrying is what mothers do best. Celestina was her mother, as far as Angel was concerned, and the child was not yet of an age to be told, and to understand, that she had been blessed with two mothers: the one who gave birth to her, and the one who raised her.. "The mass of these malignancies suggest they will soon spread-or have already spread-out of the eye to the orbit. There is no hope that radiation therapy will work in this instance, and no time to risk trying it even if there were hope. No time at all. No time. Dr. Schurr and I agree, to save Bartholomew's life, we must remove both eyes immediately."..After Maria, Bonita, and Francesca had gone, when Agnes and her brothers joined forces to clear the table and wash the dishes, Barty kissed them good-night and retired to his room with The Star Beast..So Barty and Tom just happened to be chatting about a quantum physicist they had seen on a television program, a documentary about the uncanny resonance between the belief in a created universe and some recent discoveries in quantum mechanics and molecular biology. The physicist claimed that a handful of his colleagues, though by no means the majority, believed that with a deepening understanding of the quantum level of reality, there would in time be a surprising rapprochement between science and faith..Her lead gaze was still surprisingly clear. How remarkable that the impact hadn't caused a starburst hemorrhage in either of her exquisite, lavender-blue eyes. No blood, lust surprise..To see his newborn baby girl, Barty shared the sight of other Bartys, and he so adored this little wrinkled Mary that he sustained his vision all day, until a thunderous migraine became too much to bear and a sudden frightening slurring of speech drove him back to the comfort of blindness..Even as this news pleased Junior, it also saddened him. He was not merely interring a lovely wife, but also his first child. He was burying his family.. "Please take the cards from the pack and put them on the coffee table in front of you," Obadiah directed..As Junior was about to knock again, the door flew inward, and over Sinatra having fun with "When My Sugar Walks Down the Street," Victoria said, "You're early, I didn't hear your car-" She was speaking as she pulled the door open, and she cut herself off in midsentence When she stepped up to the threshold and saw who stood before her..As he said cards, the magician turned a knowing look toward Edom, eliciting from him a responding frown of puzzlement..You ever hear it, Enoch? I'm that someone for you, of course, in a romantic sense.".. "We'll need to talk about this a lot in the days to come, as we both have more time to think about it.".. "I knew," said Wally, braking for a red traffic light, "that you'd be thinking of Phimie now, and thinking of her would lead you to your father's words, because as short as her life might have been, Phimie was a Bartholomew. She left her mark."..As hard of head as she was hard of heart, Victoria had not sustained serious brain damage, only a concussion..From the phone, Barty proceeded directly to the refrigerator. He opened the door, got a can of orange soda, and returned without hesitation to his chair at the table..Over potato soup and an asparagus salad, the dinner conversation got off to a promising start: a discussion of favorite potato dishes, observations on the weather, talk of Mexico at Christmas..After a hesitation, she said, "You're the boogeyman, except when I saw you, I was hiding under the bed where you're supposed to be.".. "Most tornadoes stay on the ground twenty miles or less," Edom explained, "but this one kept its funnel to the earth for two hundred nineteen miles! And it was one mile wide. Everything in its path--torn, smashed to bits. Houses, factories, churches, schools--all pulverized. Murphysboro, Illinois, was wiped off the map, erased, hundreds killed in that one town."..make a worrywart life-insurance salesman like me seem just as light hearted as a schoolgirl."..According to the newspapers, the police also credited him with the murders of Naomi, Victoria Bressler, and Ned Gnathic (whom they had connected to Celestina). He was wanted, too, for the attempted murder of Dr. Walter Lipscomb (evidently Ichabod), for the attempted murder of Grace White, and for assault with intent to kill Celestina White and her daughter, Angel, and for the assault on Lenora Kickmule (whose foxtail-bedecked Pontiac he had stolen in Eugene, Oregon)..When finally he found his voice, it was rough-sawn with a blade of grief. "My wife. Perri. Perris Jean."..Always, he was good with Barty, and on this occasion, he teased more than the usual number of smiles and giggles from the boy as he tried to get him to read the Snellen chart on the wall. Then he lowered the lights in the examination room to study his eyes with an ophthalmometer and an ophthalmoscope..He had nothing against men or women of color. Live and let live. One earth, one people. All of that..The friendship, the work, and not least of all the sense of home and belonging that everyone felt within minutes of crossing Agnes's threshold--these things appealed to Celestina and Grace. But they didn't want Paul to feel that his hospitality was unappreciated..Shopping for fashion accessories relaxed Junior. He spent a few hours browsing for tie chains, silk pocket squares, and unusual belts. Riding the up escalator in a department store, between the second and..Surprisingly, he received a lot of gratification from voicing this insult, even though Vanadium was too dead to hear it..In the late-afternoon light, on this Christmas Eve, Barty was no ghost, no illusion..Furious, he squeezed off two shots. Passing the living-room archway, Tom saw Jacob in the armchair, under the reading lamp, slumped as if asleep over the book. His crimson bib confirmed that he wasn't just sleeping..The upper shelf of the closet held boxes and two inexpensive suitcases: pressboard laminated with green vinyl. He took down the suitcases and put them on the bed..In the living room, the central and largest window framed a magnificent view, and swagged silk brocatelle draperies framed the window. An oversize hand-painted and heavily gilded chaise lounge, upholstered in an exquisite tapestry, stood against this backdrop of city and silk, and Renee pulled Junior down upon the chaise, desperate to be ravished there..After just twenty-one days, the boy's adaptation to blindness was amazing but clearly the gathered audience stood in anticipation of something more remarkable than his unhalting progress and unerring sense of direction..Because this kind of fictional fact, like maps of imaginary realms, is of real interest to some readers, I include the description after the stories. I also redrew the geographical maps for this book, and while doing so, happily discovered a very old one in the Archives in Havnor..This was a relaxation technique that had worked often before. He had teamed it from a brilliant book, How to Have a Healthier Life through Autohypnosis.. "I'm no hero," Paul insisted. "I just got your mom out of there in the process of saving myself."..He had sworn this vow before. An argument could be made that he had broken it..The short walk across the room, to the hero's table, looked more daunting to Paul than the trek he'd just completed. He was nobody, a small-town pharmacist who missed more work each month, who relied increasingly on his worried employees to cover for him, and who would lose his business if he didn't get a grip on himself. He had never done a great deed, never saved a life. He had no right to impose upon this man, and now

he knew he hadn't the nerve to do so, either..Their struggle to put their sorrow into words moved Agnes not because they cared so deeply, but because in the end they were unable to express themselves adequately. Without the relief provided by expression, their anguish grew corrosive. Their lifelong introversion left them without the social skills to unburden themselves or to provide solace to others. Worse, their obsessions with death, in all its many means and mechanisms, had prepared them to expect Barty's cancer, which left them neither shocked nor capable of consolation, but merely resigned. Ultimately, in great frustration, each twin was reduced to fragmented sentences, crippled gestures, quiet tears-and Agnes became the only consoler..Whereas the lone heart at the center of the rectangular white field inspired amazement and delight in her brothers and in Maria, Agnes reacted to it with dread. She strove to mask her true feelings with a smile as thin as the edge of a playing card.. "Another year," Edom said, "and instead of me, Barty can drive the car for you."..Reminding himself that nature was merely a dumb machine, utterly devoid of mystery, and that the unknown would always prove familiar if you dared to lift its veil, Junior discovered he could move. Each of his feet seemed to weigh as much as one of Wroth Griskin's cast bronzes, but he crossed the sidewalk and went into Galerie Coquin..Out of the car, along the sidewalk, up the steps, from Mercedes to mist to murder. Pistol in his right hand, lock-release gun in his left, three knives in sheaths strapped to his body..He lay still, waiting for silence to return, so he could hear whether the great gong had drawn people into the alley..Surprising himself more than anyone, Edom also presented his collection to the university. Out with tornadoes, hurricanes, tidal waves, earthquakes, and volcanoes; bring in the roses. He lightly renovated his small apartment, painted it in brighter colors, and throughout the autumn, he stocked his bookshelves with volumes on horticulture, excitedly planning a substantial expansion of the rosarium come spring..The strand was inclined toward the lake. He closed the door and got out of the way as the Studebaker rolled forward, gathering speed..Eventually, Junior remembered the quarter. He reached into the right pocket of the thin cotton bathrobe, but the coin wasn't there, as it should have been. The left pocket also was empty..Number three on the charts was "Mr. Lonely," by Bobby Vinton, an American talent from Canonsburg, Pennsylvania. Junior sang along..Junior realized that killing Renee this very night would be an unthinkable waste. Instead, he could marry her first, enjoy her for a while, and eventually arrange an accident or suicide that left him with all-or at least a significant portion of her assets..The wine tasted bitter, but Celestina knew that it was sweet. The bitterness was in her, not in the legacy of the grape..The detective shrugged. "The girl might've had her baby at a third rate hospital, one with poor control of patients' records and a less professional staff. Or the kid might have been placed for adoption through some baby brokerage in it strictly for the money. Then there would've been opportunities to learn something. But as soon as I discovered it was St. Mary's, I knew we were screwed.".. "I'll do your share of the housework for a month. If I'm closer to the date, you clean up all my pie-baking and other kitchen messes for a month-the bowls and pans and mixers, everything."..Junior knew that he looked as guilty as any man had ever looked this side of the first apple and the perfect garden. The sweating, the spasms of violent tremors, the defensive note that he could not keep out of his voice, the inability to look anyone directly in the eyes for more than a few seconds-all were telltales that none of these professionals would overlook. He desperately needed to get a grip on himself, but he couldn't find a handle..Ghosts. Sklent was an atheist, and yet he believed in spirits. Here's how that works: Heaven, Hell, and God do not exist, but human beings are as much energy as flesh, and when the flesh gives out, the energy goes on. "We're the most stubborn, selfish, greedy, grubbing, vicious, psychotic, evil species in the universe," Sklent explained, "and some of us just refuse to die, we're too hardass to die. The spirit is a prickly bur of energy that sometimes clings to places and people that were once important to us, so then you get haunted houses, poor bastards still tormented by their dead wives, and crap like that. And sometimes, the bur attaches itself to the embryo in some slut who's just been knocked up, so you get reincarnation. You don't need a god for all this. It's just the way things are. Life and the afterlife are the same place, right here, right now, and we're all just a bunch of filthy, scabby monkeys tumbling through an endless damn series of barrels."..The infant Bartholomew was here in San Francisco. He must be found. He must be dispatched. By the time Junior devised a plan of action to locate the child, he was so hot with anger that he was sweating, and he stripped off one of his two pairs of briefs..Paul recalled the letter he had written to Reverend Harrison White a couple weeks after the death of Joey Lampion. He'd carried it home from the pharmacy on the day that Perri died, to ask for her opinion of it. The letter had never been mailed..Angel found this hysterical, and Agnes said long-sufferingly, "Thank you for the language lesson, Master Lampion."..In the face of his kindness, however, she couldn't refuse his request. She nodded..Clinging to the desperate hope of an ultimate reunion, he put the gun away, went to the kitchen, and made a grilled-cheese sandwich: cheddar, with dill pickles on the side..Nevertheless, Junior was thrilled to hear the name Bartholomew, and to know that the boy of whom Celestina spoke was the Bartholomew of Bartholomews, the menacing presence in his unremembered dream, the threat to his fortune and future that must be eliminated..The word diarrhea was inadequate to describe this affliction. In spite of the books he'd read to improve his vocabulary, Junior could not think of any word sufficiently descriptive and powerful enough to convey his misery and the hideousness of his ordeal..Yet his heart slammed hard and heavy against his confining ribs, and fear stippled the nape of his neck.

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