

HOW TO FIND OUT FITNESS OF MEN

Efficiency Expert Tells of Ability Tests.

TO ANALYZE MEN'S TALENTS

Woman Explains How Blondes Differ From Brunettes and What Work Certain Types of Men Are Fitted For. Plan Would Make All Workers Successful—Four Qualities Needed.

To fit the man to the job and the job to the man is the aim of Dr. Katherine M. H. Blackford of Laporte, Ind. In the philosophy of the doctor there should be no failures among men and consequently none among firms. The right man in the right place solves the efficiency of organization. If the right man gets in the wrong place shift him till he fits in the groove to which he belongs.

Dr. Blackford became known to New York when she addressed the second annual meeting of the Efficiency society. At Laporte she has the supervision of employment in a manufacturing concern employing nearly 6,000 men.

"Scientific Selection and Assignment of Men in the Creation of an Organization" was the subject of Dr. Blackford's address, which opened with the following preamble:

"When we can bring together a group of men so selected and assigned that every individual shall be fitted for his task, adapted to all other units of the group and attuned to the community spirit, then we shall have the ideal organization for efficiency."

Man Must Hold Four of a Kind.

"Four qualifications are necessary for every position," said Dr. Blackford to a New York newspaper man. "They are health, intelligence, industry and honesty. The higher the position the greater the number of qualifications needed. Men must guide, direct, supervise and train large numbers of other men. Men must earn, combine and administer funds. Men must devise, plan, schedule, perform and control operations.

"The cause of waste lies in ignorance of human aptitude and the requirements of different kinds of work. The remedy is obvious. It lies in vocational guidance of the child and instruction of parents. The number of young boys and men who apply merely for a job without the slightest notion what they want to do or ought to do is simply appalling. These, having no definite aim in life, become drifters, loafers, and sooner or later a large number of them become unemployable through discouragement and bad habits.

Find Inherent Fitness.

"While we cannot give every child competent vocational guidance and educate his parents to co-operate with him and us, we can make and have made a profitable start in that direction by selecting and assigning men and women according to their inherent fitness for the work they are to do, thus accomplishing three desirable results—making them more efficient and happier, increasing the profits of their employer and demonstrating the practical application of scientific selection.

"This has been done through a properly equipped employment department, in charge of expert character analysts, who interview, select and assign men. Among the functions of this department are the following:

"To procure for all positions the very best obtainable human material.

"To find, analyze scientifically and recommend for employment in the work to which they are best adapted all the workers needed.

"Not only may a man who is a failure at one kind of work be a success at some other kind, but removing him from the influence of a foreman to that of one who is more congenial may increase his efficiency 50 per cent.

How to Analyze Men.

"We determine the difference between objects through comparison of size, color, form, proportion, texture, consistency and structure. The same law applies to human beings. Obviously the size of body fits or unfits a man for a given kind of work. The short, stout man will not be fitted for work congenial to the tall, thin man. Blondes and brunettes do not move in the same manner and incline to different lines of work. Blondes, generally speaking, are speculative and optimistic, usually mild and good natured, often inventive. They like to conceive the plan or idea for some one else to work out. They naturally incline to aggressive work, such as salesmanship, advertising and promotion. Brunettes incline to conservatism and are often serious minded, sometimes inclined to gloominess. They like to work out and perfect the plan conceived by some other mind.

"Everything about a man indicates his character. In order to understand him we first observe his body. The body is the expression of the soul and reflects his character with absolute fidelity.

"How long does it take to make these observations?" Dr. Blackford was asked.

"About one minute," was the reply. "The applicant is not at all aware that he is being analyzed. His analysis is being made while he is filling out his application."

CHEAPER RATES ON PARCEL POST.

Postmaster General Hitchcock Suggests That Development of Service May Bring Them.

Washington, D. C., Feb. 6.—Postmaster General Hitchcock's annual report, made public recently, tentatively suggests reduction of some parcel post rates and increasing the limit of weight beyond eleven pounds; recommends civil pensions for postal employees; an increase in rates on second class mail which may pave the way for one cent letter postage; the consolidation of the third and fourth classes so books and papers may be forwarded by parcel post; and points out that during his administration, expense of operating the postal service has been out done \$45,000,000.

In course of a statement of the condition of postal finances, Mr. Hitchcock says in his report: "The year preceding the present administration was marked by the largest postal deficit on record amounting to \$17,500,000. During the next two years the deficit was greatly reduced and later eliminated. When compared with the financial showing of four years ago the reports of income and expense for subsequent years indicate an aggregate saving of about \$45,000,000.

"The transformation of a deficit into a surplus has been accomplished not by curtailing the service, but by developing it along profitable lines. While postal facilities have been greatly enlarged, extensions have not been made in a haphazard manner, but only when shown on investigation to be justified by conditions."

The establishing of postal savings banks at presidential postoffices was completed early in the fiscal year ending June 30, 1912,—the year covered by the report. Since then the system has been extended to 4,004 fourth class postoffices, as well as to 645 branch offices and stations in the larger cities. There are now 12,812 postal savings banks at which patrons may open accounts. The number of depositors is approximately 300,000 and the deposits aggregate about \$28,000,000, not including \$1,314,140 withdrawn and invested in postal savings bonds.

MME. NORDICA TO MAKE WORLD CONCERT TOUR.

Australia, China, India and South Africa to Hear American Singer.

Seattle, Wash., Feb. 6.—Mme. Nordica opened her Pacific coast tour at the Moore theatre before an audience that filled every seat in the big auditorium and overflowed upon the stage. The prima donna was in excellent voice and spirits and responded graciously to the numerous encores. Mme. Nordica's Pacific tour will take her south to San Diego and through Arizona, New Mexico and Colorado eastward to Boston, where she will appear in conjunction with Mme. Schumann-Heink in some Wagnerian performances during March.

Arrangements have just been completed by Mme. Nordica for a world's tour. She leaves Chicago April 28 and will go through Canada to Vancouver, where she will embark May 14 for Australia. She will open her Australian tour about June 10th at Sydney. After a series of about fifty concerts in Australia, Westralia and New Zealand Mme. Nordica will go via Japan to China and India, arriving at Colombo about Christmas.

After two months' stay in India Mme. Nordica will proceed to South Africa, returning from there in time to appear in London during the season of 1914. The personnel of Mme. Nordica's company has not as yet been decided, but as usual she will be accompanied by Mr. E. R. Romayne Simmons. The entire tour will be under the direction of Mr. Frederick Shipman.

CUT POLES TO AVOID HIS TAX.

Jersey City Man Has Odd Idea of Election Tax.

An indignant property holder entered the office of the tax receiver in Jersey City recently and said to Clarence Miller, a clerk:

"You charged me \$1 pole tax last year. Here you charge me \$1 for pole tax again this year. I have no poles in my yard. I chopped down the only pole I had in my yard last year. My wife hangs the washing on the roof to keep from having poles in the yard."

Mr. Miller explained that he was taxed on his poll and said:

"That sort of tax bears the expense of the elections. You go home and tell your wife she can have all the clothes poles in her yard she needs and there won't be a cent of tax on them."

"Oh, this English!" burst out the taxpayer, a German. "It's getting me all mixed."

EXHIBIT AND CONFERENCE ON MENTAL HYGIENE

Citizens of Pennsylvania who are interested in the organized efforts of the State Public Charities Association to reduce the alarming amount of insanity in the State, will be given an opportunity to inspect the National Exhibit on Mental Hygiene which attracted world-wide attention last September at its initial appearance in the city of Washington. Through the enterprise of a number of leading citizens of the state, arrangements have been made to have this exhibit presented at city hall, Philadelphia, between March 15 and 22 inclusive. The executive committee which has charge of the exhibit and conference on Mental Hygiene met Monday at Philadelphia to make arrangements for a local exhibition of the status of the insane and feeble-minded in this state as a part of the national exhibit.

Pennsylvania is fortunate in being one of the first states in the Union to receive this exhibit from the national committee for Mental Hygiene. Thousands of people have already inspected it in New York and Connecticut, and Pennsylvanians should take advantage of their opportunity to see it during the conference at Philadelphia.

HE WOULD MAKE ALL INDIANS FREE

Former Commissioner Thinks Red Men Capable.

URGES THEY BE CITIZENS.

Expert Declares Government Should Lift Its Hands Off Affairs of Aborigines and Place Them on Equal Footing With White Men—Would Give Them Local Government.

Full citizenship for American Indians within the confines of United States territory is proposed by former Commissioner of Indian Affairs Robert G. Valentine in a report to Secretary of the Interior Fisher, just made public. He voices the hope that the day may be near when the United States will finally have lifted its hands from Indian affairs and all Indians in all respects will stand on an equal footing with all their fellow Americans.

"With all the expedition compatible with the Indians' welfare," he added, "they should be made subject to the laws of their states and be taught to look to their local government instead of the national government. My conviction is that no possible obstacle should be placed in the way of the transformation of Indian affairs administered by the United States into the affairs of normal citizens under the ordinary jurisdiction of the states.

"I do not suggest further authority for enlarging federal jurisdiction over minor offenses on reservations. Important questions of marriage and divorce illustrate difficult points, of which the only proper solution appears to be education of the Indians, whether or not they are citizens, to comply with the laws of their states."

Progress during the year in teaching the Indian to be sober and industrious, in educating him to be a better farmer and mechanic, and in imparting health principles, both as they apply individually and in the home, was reported.

Vocational Guidance Attempted.

"Every Indian, like every white man," declared the commissioner, "is best fitted for some one thing. We are trying to find that thing. One of our newest activities is to make every effort, both in the schools and among the adults on the reservations, in the direction of vocational guidance."

The Indian service in all its parts showed increased activity during the year, the report stated, not in extension of jurisdiction, "but in grappling more deeply and more intimately with the problems it has to solve." The campaign for good health and physical efficiency among the Indians continued with increased momentum, the need for this work being shown by the fact that the death rate among the Indians is 60 per cent greater than that among other classes of people in the registration area of the United States, while the mortality from tuberculosis is three and a half times as great.

The war against the sale of liquor to Indians was "waged with continuous vigor and successful results," the report added, "and the fight against gambling is beginning to bear fruit."

The home condition of the Indians is one of the most unsatisfactory features of the Indian problem, said the commissioner, for which reason special attention is being given to the instruction of Indian girls.

The greatest investment the Indian service has, continues the report, is in the so called return students who have been away at the larger schools and have returned to live at or near their home reservation. There are about 35,000 of these Indians, who represent an economic investment, it is estimated, of about \$50,000,000.

The property interests of the Indians constitute one of the greatest estates ever held in trust by any organization, governmental or private, the report states. Including the lands, forests, water powers, minerals and funds held in tribal or individual ownership, the Indians amounts to \$750,000,000, and the interest and annual rentals produce a total of \$12,000,000.

Indian art and the industries which produce it should be carefully preserved in the opinion of the commissioner. The making of Navajo blankets, of the high grades of beadwork and basketry and of pottery should be fostered and preserved.

Field Matrons' Work Arduous.

No work is nobler or more necessary or more trying in the Indian service than that of the field matrons and women industrial teachers, according to the commissioner. The help given by these women varies from instruction in sanitation to the supervision of expenditures and the settlement of domestic difficulties, and they save the lives of many children.

Educational opportunities must be taken to thousands of Indian children not yet in school; industrial impulse and opportunity must be given to Indians who do not now value their possessions; a chance has to be extended to thousands of Indian families for living in sanitary homes, says the report. "Only in this way," it is declared, "can the day of the Indians' emancipation from national guardianship be sped and the obligation that is upon us of affording the Indians the same opportunities, rights and privileges as other Americans be discharged."

GETTING A HOME AT THE PRICE OF RENT.

The Way It is Done in Lestershire and Endicott—Time to Build is When You Can Pay Rent.

In Honesdale under the modern plan of home building, rent money goes to pay for the house; so that the time to build is when you are able to pay rent. The size and elegance of your house will depend upon the amount of rent you are able to pay.

Before you can actually begin to build of course you must own your building lot free and clear, and to the extent of the cost of your lot you must have savings. Beyond that you need only to be able to pay rent—to transfer to your own pocket what you have previously been paying to the landlord—in order to own your own home. In short, the modern way to build a home is to become your own landlord.

The plan is like this: For any man who owns a building lot free and clear, a building and loan society, or a savings and loan society, as it is now called, will erect a home, taking as security for payment a first mortgage on the house and lot. This mortgage the home owner pays off by monthly payments of \$10 on each thousand dollars of the loan. On a \$1,000 house therefore your payments would be \$10 a month, on a \$2,000 house \$20 a month, and so on. Half of this money goes to pay the interest, half toward reducing the principal of the loan. In something more than 11 years the mortgage is paid off and the house becomes your own. Merely by paying rent to yourself you have acquired a home.

Of course there will be additional expenses for taxes, water rent and repairs. These costs can be computed approximately in advance and should be provided for in the yearly budget. Then, too, there will be a period during the actual construction of the house when you will be under the double expense of continuing to pay rental for your old home and making payments on the new. If your regular income is not sufficient to meet this double expense, then you will need savings to carry you over this period.

Those who do not like the building and loan can often secure straight loans from banks or private lenders. Such loans have the disadvantage of being payable in a lump sum, and experience shows that it is harder to pay off a mortgage in this way than by the building and loan plan.

—During the year 1913 The Citizen will be better than ever. You should subscribe for it and thereby get all the latest county news. Only \$1.50 will bring it to your door.

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EXECUTOR'S NOTICE, Estate of EDWARD STAPLES, Late of Township of Lehigh.

All persons indebted to said estate are notified to make immediate payment to the undersigned; and those having claims against said estate are notified to present them duly attested, for settlement. ETNA B. STAPLES, Executrix. Sterling, Pa., Feb. 3, 1913.

NOTICE OF ADMINISTRATION, Estate of OAKLEY B. MEGARGEL, Late of Sterling, deceased.

All persons indebted to said estate are notified to make immediate payment to the undersigned; and those having claims against said estate are notified to present them, duly attested, for settlement. H. R. MEGARGEL, Admr. Sterling, Pa., Jan. 14, 1913. 5w6

Buy-U-A-Home Realty Company

has over \$250,000 worth of Wayne county property listed, all of which is first-class. If you are interested inquire about the following Honesdale properties:

Fourteen-room brick and stone dwelling, located on Main street, is one of the most aristocratic places in Honesdale. Rooms are spacious and spring water is in the house. Garage on premises, beautiful lawn and shade trees.

Ten-room two story frame dwelling located on Court, west side of street between Eighth and Ninth streets. Modern throughout. Large lot, place for excellent garden. Building in first-class condition.

Double dwelling on East street extension. Nine rooms in each apartment. House well and substantially built. Rents for \$34. Would make good investment. Lot 100x175 feet. Room on premises for another building.

Eight-room house, all improvements, located East street extension. All improvements, hard wood floors, good dry cellar, large porch bay windows. Chicken house, capacity 50 birds. Lot 52x125 feet.

Eight-room residence corner of Court and Eleventh streets. House in first-class condition. All modern improvements, located on west side of Court street.

Cash Bakery For Sale Cheap. Place enjoys an excellent trade. Well established lunch rooms in connection with business. Books open to prospective purchaser. One of best paying stands in Honesdale. If sold now, a big bargain awaits hustling young man.

Good Building Lot—Located in Texas No. 4, Green street, within 15 minutes' walk from Honesdale postoffice. Ground practically level. Size of lot 60x75 feet. Property commands beautiful view of landscape. Will be sold cheap. Rare bargain.

Any of the above properties can be purchased at reasonable prices. Terms made easy to all purchasers. For prices and further description apply to office of

Two Good Lots—Located on Fair avenue, 15 minutes' walk from Honesdale. Will be sold together or separately. On R. D. route. Fertile ground. Lots have a frontage of about 600 feet and run from Dyberry river. Ideal place for party who desires small farm near town.

Modern House in Honesdale—Brick, contains steam heating plant, gas and other modern appointments. Lot 50x125 feet. Good garden, barn, and chicken house on premises. Property in first-class condition. Was recently improved. One of Honesdale's best properties.

Building Lot in Honesdale—Located on Court street in one of prettiest residential sections of Honesdale. Size 63x125 feet. Story and a half house on property. Property in good condition.

Honesdale—Two building lots and house on Sixteenth street. Size of property 100 x 100 feet. Situated in finest residential section of town.

Modern dwelling in Honesdale contains nine rooms and is equipped with all appointments of an up-to-date house. Located on Main street in one of the nicest sections of the residential sections. House has gas. New furnace recently installed. Lot 50x125 feet. Property in good condition. A bargain for a home seeker.

Honesdale—Ten-room house on Main street. Lot 50x200 feet. One of nicest locations for residence. Will be sold cheap.

Three-story brick building on West side of Main street between Sixth and Seventh streets. Building is rented. Lot 23x60 feet. Property in good shape. Will make 10% investment.

Buy-U-A-Home Realty Co.

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Reserve Agents (approved by U. S. Government)	159,692.52
Bonds (Railroad, Government, etc.)	1,140,274.37
Demand Collateral Loans	218,573.50
Total quick assets	1,609,474.39
Bills discounted	223,823.25
Total	\$ 1,833,297.64
DEPOSITS	\$ 1,485,000.00

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