

World Fish Migration Day



Dive into a world where rivers come alive, teeming with fish on a mission. These aren't just any fish. They're adventurers of the aquatic world, journeying through streams and oceans with purpose and zest. Picture this vibrant underwater parade, and you've got the heart of *World Fish Migration Day*. It's a day that casts a spotlight on these finned travelers. This day is just for show. It's a call to action to protect our water-dwelling friends and the rivers they navigate. From local community gatherings to educational programs, people everywhere unite to spread the word about keeping river paths open and healthy for fish migration.

#RESEARCH

Dental Health Conditions

Suboptimal dental visits or infrequent flossing were associated with an increase in all-cause mortality



People, who report having poor oral health, are as likely to have negative long-term systemic health outcomes as those previously diagnosed with periodontal disease, or gum disease, according to the new study.

The researchers examined whether self-reported oral health questions, which are commonly used in the surveillance of periodontal disease, had the same or similar comorbidities of the disease by analyzing data sets from the Women's Health Study and the National Health and Nutrition Examination Survey (NHANES).

The Women's Health Study followed women 45 years or older with self-reported information on gum disease, oral health questions, cardiovascular disease, diabetes, and osteoporosis in various timeframes, starting from 1992, while the NHANES included data on oral health questions and linked mortality from 1999 to 2018.

Led by first author Yau-Hua Yu, associate professor of Periodontology at the Tufts University School of Dental Medicine, the researchers tested their hypotheses by running analyses that estimated the probability of outcomes, based on a variety of factors and then, looked at survival rates within various groups. The results showed that negative self-evaluations were associated with the same level of systemic comorbidities as those who had been diagnosed with periodontal disease.

The study also found that suboptimal dental visits or infrequent flossing were associated with an increase in all-cause mortality.

"These questions are really helpful to understand a person's oral health conditions when clinical access is limited," says Yu.

Yu and fellow researchers, including senior author Julie

Buring of Brigham and Women's Hospital and Harvard Medical School, also examined the role that access to dental care plays on overall health. They did this by asking two important questions, "In the past 12 months, have you visited the dentist or hygienist?" and "How often do you visit a dental office for routine check-ups and cleaning?"

The researchers found that about 10% of the Women's Health Study participants and 45% of NHANES study participants did not visit a dentist within a year and, as a result, their oral and overall health outcomes were poorer.

"Our study findings suggest that people, who don't see a dentist, may have negative outcomes in terms of mortality," Yu says, noting that their original goal was to understand the usefulness of these questions for understanding and evaluating gum disease and oral health, in general.

Given this demonstrated link between oral health and mortality, Yu suggests primary care physicians consider asking about their patients' dental habits and condition to get a fuller picture of their overall health.

Yu isn't stopping with this study. She says she's still working on big data sets, and hopes to showcase outcomes in different populations, such as veterans. She is currently collaborating with the U.S. Department of Veterans Affairs.

And, Yu underscores the need for more large-scale national health studies/biobanking efforts to incorporate questions around dental health, to better understand and communicate the association between oral health and long-term health outcomes, as well as the gaps in access to dental care.

"For society in general," she says, "we need to look at, without dental care access, what is the burden?"

Do What You're Passionate About - leave the rest



That is because you can't deliver 'quality' unless you are passionate about something. So, never do something for money. Do it for love. Money will follow. Money is the natural consequence of all quality work. But if you do something, that you don't believe in, you will never succeed. That is why I have always refused work for cigarette and liquor companies and companies, which are known for corruption, no matter what the fee. I have also never done sales training because it doesn't excite me. I teach leadership, where I am paid to do it, and I teach it free, where the client (like schools) can't pay me but I believe that they will benefit and need that training. That gives me practice with a variety of audiences and builds equity in the market. Work for love and you will be loved for it.

"Genuinely" want the best for your client. If you are not interested in the welfare of the client and are working only for money, it will show and it will go against you. Genuine interest means that you will end up doing more work than you may have anticipated, including some that is not billable. But being genuinely interested means that you won't grudge or regret that. Take those projects that only interest you because if you want to succeed in a project and make a mark, then, you will need to be 'mentally' engaged with it 24 x 7. You can't do that unless it genuinely interests you. That too will show.

Genuinely wanting the best for your client also means that sometimes, you will tell your client to go somewhere else, if he needs something that you know someone else can provide better than you can. It is a tough call and that is why you need to think beyond your income. Remember that in the end, it all comes back. People remember and are grateful and will promote and recommend you. Consulting is not business. Consulting is friendship. I have worked with this philosophy for the past 45 years and never regretted it.

People trust the written word much more than the spoken word. In the words of Martin Luther King (Jr.), "If you want to change the world, pick up your pen and write." This also keeps you busy in the lull periods, where you may, otherwise, fall prey to anxiety and stress. So, write. Starting now. Just do it.

#ORGANISATIONAL CONSULTANT

Communicate, Communicate, Communicate

There is no getting away from this. Talk to people, write things and share with everyone. Have an 'abundance' mentality with sharing. It all comes back. Speak at conferences and seminars. Offer to teach (even if it is for nothing) management development courses at business schools and training establishments, pick and choose, of course, but do it. This will teach you the skills of dealing with people. It will energize you, expose you to your potential client base and give you visibility and credibility. I used to teach at IIM-B, when I lived in Bangalore, at Asnuntuck Community College and the Government of Connecticut, when I was in the U.S. and teach at the National Police Academy, SSB Academy and others, when I lived in Hyderabad. All for next to nothing in terms of money but great networking benefits.

Answer phone calls immediately, always return calls that you may have missed, always respond to e-mails, call people just to say hello. Have a toll-free number where your clients can reach you. Never leave a phone call unreturned or an e-mail unanswered. Good people skills are far more important than anything else. People hire you not because of competence alone but because they like you. Competence is a given. It must be there. Being liked is the decision-maker. Communication is the key to being liked. Aspiring consultants who play (or are) hard to get are digging their own graves. Nobody loves you enough to chase you. That will happen one day, provided you



Document and Focus on your Own Training



want to change the world, pick up your pen and write." This also keeps you busy in the lull periods, where you may, otherwise, fall prey to anxiety and stress. So, write. Starting now. Just do it.

Ensure that you invest in yourself by upgrading your own skills. Set aside time and a budget to invest in your own learning. Read and get trained on a regular basis and you will find that to be a competitive advantage. I have found this an absolutely unassailable argument on the rare occasion, when someone says to me, "But so-and-so charges less than you do." I say to them, "Ask them what they spent on their own training in the last 12 months." Nobody ever came back, and I never lost a client for this reason. The hard reality is that if you have not upgraded yourself, then, you are really not fit to offer anything to the client. His reality changes

Never Compromise your Integrity, no matter how hungry you are!

Remember that your client is not the one who feeds you and the one who feeds you doesn't lack resources. So, never do anything which is against your beliefs and values. Have the highest values and live by them. That is the biggest incentive in my view of being an independent consultant, that you can 'afford to live by your values.' And guess what? Not only will you never starve but you will gain a huge amount of respect in the market, which you can't buy, even if you wanted to. For example, I have always insisted on clients respecting copyright and never agreed to use photocopied instruments, books and so on. On one occasion, I had to walk away from a very lucrative assignment from a very famous company (you'll be surprised if I told you the name) because the training manager insisted that I should use photocopied MBTI questionnaires to 'reduce cost.'

She said to me, "But everyone does it." I told her, "I am not every-one." That was in my very first year as an independent consultant (1994), when I was very poor and hungry, and it hurt very much to walk away. But I did. And the rest is history.

Another aspect of integrity is to keep the confidentiality of the client. Especially if you have high profile clients, others will try to put pressure on you to talk about them. By all means, share the good stuff. But anything that is confidential like business information, personal information about anyone, any plans that you may be privy to, must all remain completely confidential.

Remember that it takes years to build a reputation for integrity in consulting and it takes a single instance to destroy it. It doesn't matter whether you did it deliberately or accidentally. If you did it, it is a bullet in the forehead. It is instant death. A reputation of high integrity is your best brand, your greatest asset. It is your signature, your key differentiator in the market and it is what you will 'always' be remembered for. I can say with great pride that I have worked with GE from 1994, but have never been asked to sign an NDA (Non-Disclosure Agreement). So also, with all my other clients. I have never signed an NDA with anyone. Not that I would have refused. If someone has a policy about it, I have no objection to following it. But nobody ever asked me to do it. As I mentioned earlier, your reputation is your greatest asset. By far, greater than anything material. Don't sell it for love or money. It is simply not worth it. Guard it very zealously and jealously. It will benefit you all your life.

Consulting is hard because it means that someone else must feel that the advice, that you will give them, is worth paying for. So, it needs hard work, consistent results and extremely good social skills and interpersonal relationships. But like a giant wheel, it is hard work to move it but once it starts rolling, it builds momentum on its own. I have not made a cold call in 30 years. All my clients are either repeat or referrals from clients. Good relationships always pay off. No exceptions.

I hope this is helpful and gives you a start. We must work very hard, very very hard to begin with. That is why passion is important because it will help to make the long uphill climb, when breath is short and burning in the chest, your legs are leaden, your back is a mass of pain and the sweat is pouring off your brow like rain. But you keep climbing because you know what awaits you at the top. To sit on a rock and watch the world at your feet, your face cooled by a gentle breeze and your body slowly relaxing as you gaze down, not up, at the clouds.

Concluded.

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#TECHNOLOGY

How to Clear Your Browser's Cache

All browsers automatically store data locally, which speeds up web browsing but can cause problems too. Here's how to do something about it.

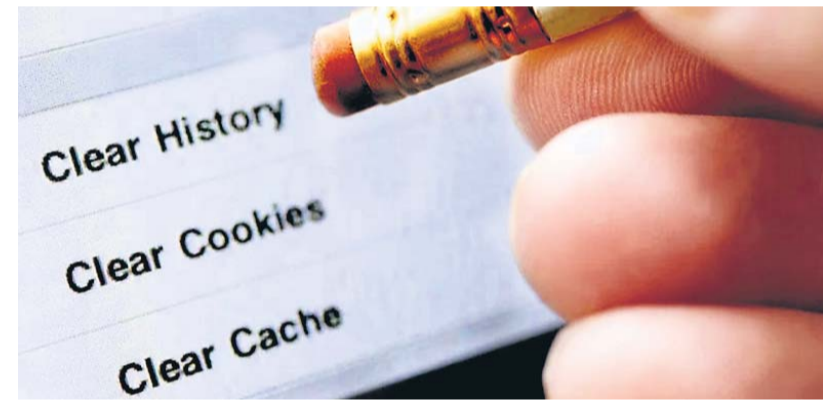
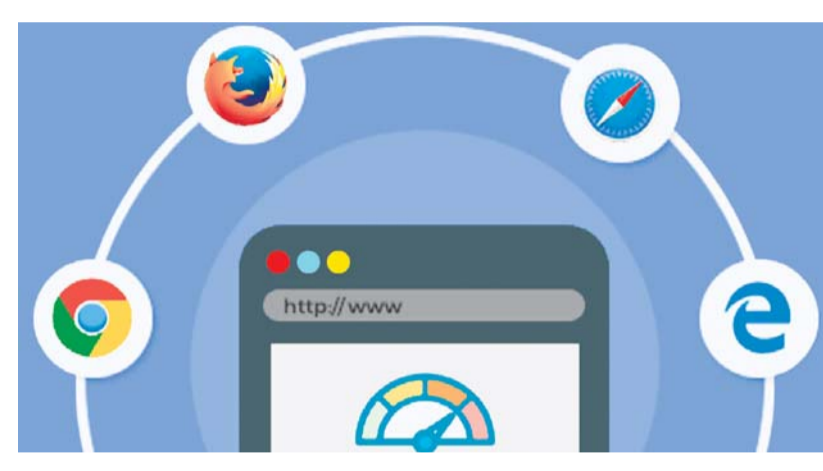
Every web browser has, what's called a *cache*, a temporary storage space for web pages that sync online content to your computer or mobile device. This syncing is designed to help websites load up faster and put less strain on your internet bandwidth.

It's a good idea, and it works well most of the time, which is why every browser does it. However, it can cause problems. By its very nature, cached content can fall out of date. Browsers will try to ensure this doesn't happen, but it can, and that might mean you're looking at information, links, and images that are no longer accurate or relevant.

What's more, discrepancies between cached content and what's actually on the internet can also cause all kinds of weird bugs, like pages not loading properly or web apps not functioning.

Cached content can also represent a security vulnerability. Data stored on your computer, about the websites you've visited, can tell a story of your online activity, and while it would require physical access to your computer and a skilled hacker to find it, it's a possibility. For all these reasons, you might want to regularly clear out cached pages. Clearing the cache effectively resets the browser's relationship to the webpage, and it can often fix problems with a site.

There are reasons to clear your browser's cookies too, but we're going to focus on the cache here. This is how to do the job, no matter what browser you're using.



Microsoft Edge

If Edge is your browser of choice, on the desktop, you click the three dots (top right), then, Settings, and then, open up the Privacy, search, and services tab. Click Choose what to clear next to Clear browsing data now. Make sure the option for Cached images and files is checked on the next dialog, and choose the time range you want covered in the drop-down menu (from Last hour to All time). Click Clear now to confirm and empty the cache. If you're using Edge on Android or iOS, tap the three horizontal lines in the bottom right corner, then Settings, then Privacy and security, and Clear browsing data. You'll see the Cached images and files checkbox on the next screen.

Mozilla Firefox

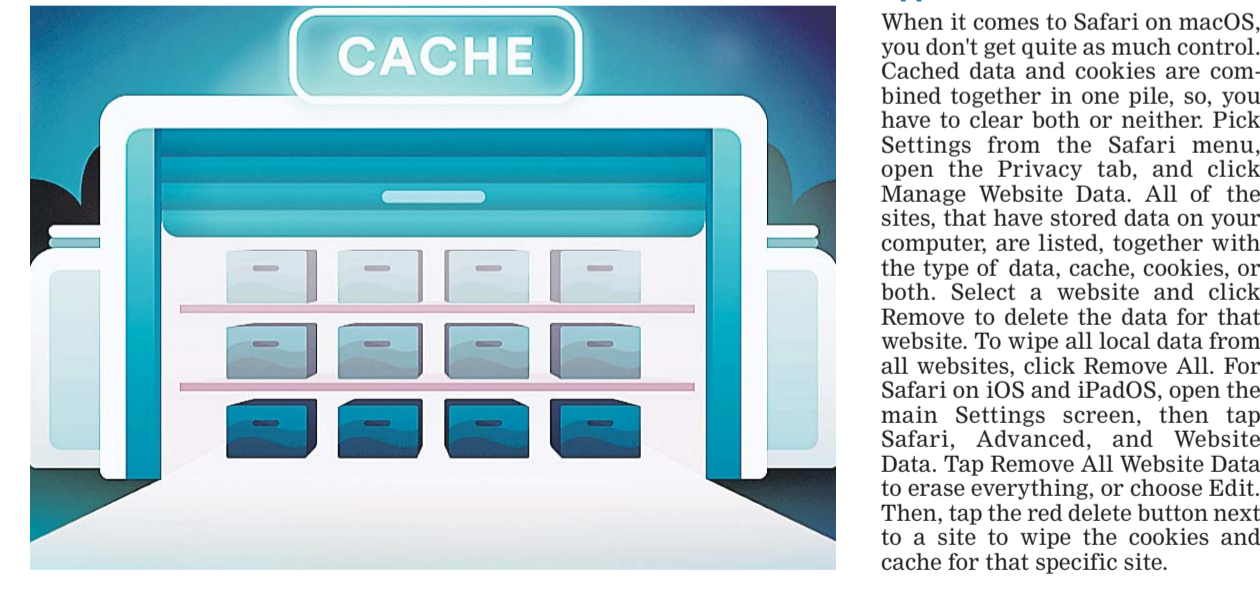
Over on Firefox for the desktop, click the menu button (three horizontal lines, top right), then, choose Settings. The options that you need can be found on the Privacy & Security tab by clicking on Clear Data.

The next tab shows you how much data is stored in the cache, which, here, is referred to as Cached Web Content. Make sure this checkbox is selected, then, click Clear to wipe everything currently in the cache. With Firefox on mobile, the menu button is the three dots up in the top right corner (Android) or the three lines in the bottom right corner (iOS). Tap this button and

Google Chrome

In Chrome on the desktop, click the three dots (top right), then, Settings. Open up the Privacy and security tab, click Clear browsing data, and then, select Cached images and files under the Basic tab.

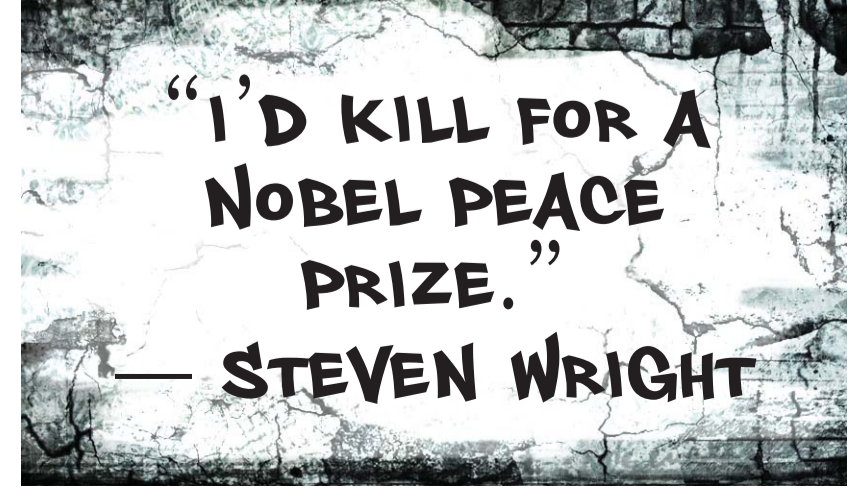
The drop-down menu up at the top lets you choose the time range for the cache clear out, anything from the last hour to all time. (You'll be shown how much data is in the cache in each case.) When you're ready, click Clear data to confirm the action. It's a similar process, if you're using Chrome for Android or



Apple Safari

When it comes to Safari on macOS, you don't get quite as much control. Cached data and cookies are combined together in one pile, so, you have to clear both or neither. Pick Settings from the Safari menu, open the Privacy tab, and click Manage Website Data. All of the sites, that have stored data on your computer, are listed, together with the type of data, cache, cookies, or both. Select a website and click Remove to delete the data for that website. To wipe all local data from all websites, click Remove All. For Safari on iOS and iPadOS, open the main Settings screen, then tap Safari, Advanced, and Website Data. Tap Remove All Website Data to erase everything, or choose Edit. Then, tap the red delete button next to a site to wipe the cookies and cache for that specific site.

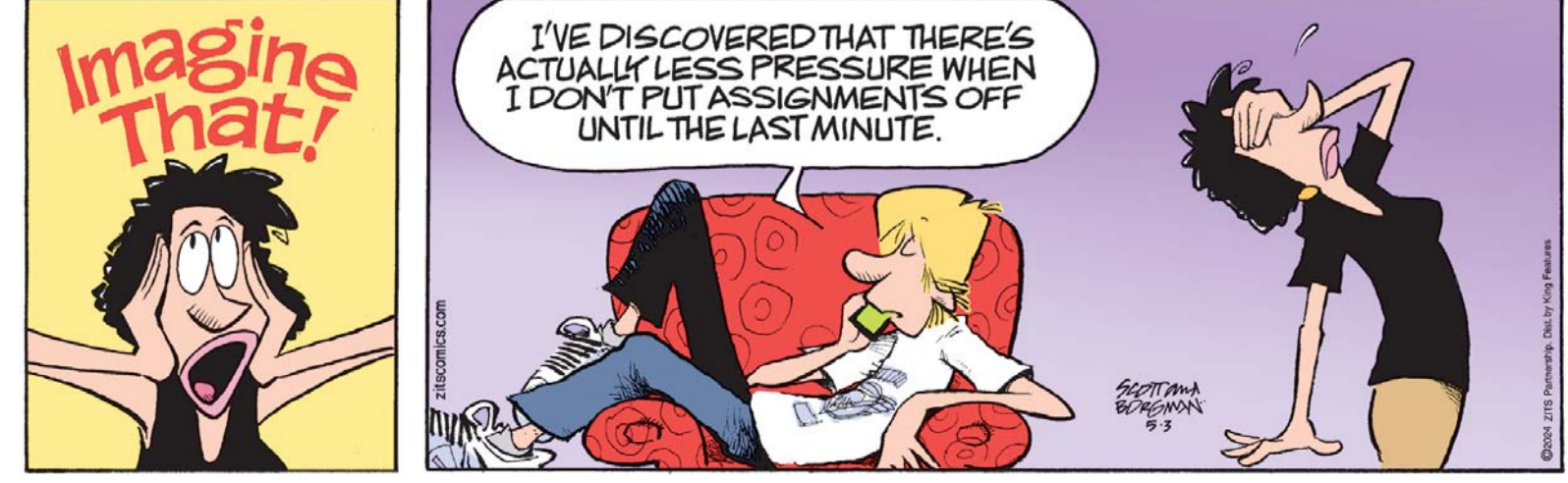
THE WALL



BABY BLUES



ZITS



By Rick Kirkman & Jerry Scott

By Jerry Scott & Jim Borgman