

THE



DYNAMIC

A quarterly publication by and for the members of Dynamic Speakers, Club 457  
Toastmasters International™ September 2001  
Contents © 2001 authors and Dynamic Speakers and reflect the views of the authors and not Toastmasters International, nor BAE SYSTEMS.

## EVALUATION GUIDELINES

By Mark Kramer and  
Megan Hsin

Of all the roles in Toastmasters, evaluating speeches is often considered the most difficult. It is important to praise all the excellent points that a speaker does, but it's even more critical to point out areas for improvement. Criticizing others is not something most people enjoy doing but to do a good job as an evaluator you must make suggestions to Toastmasters on how to improve their speaking performance. That really makes us to become a better speaker and a better evaluator.

Faced with our first evaluations, we did what we thought was best: We took notes during the speech, tried to organize them, and then tried to

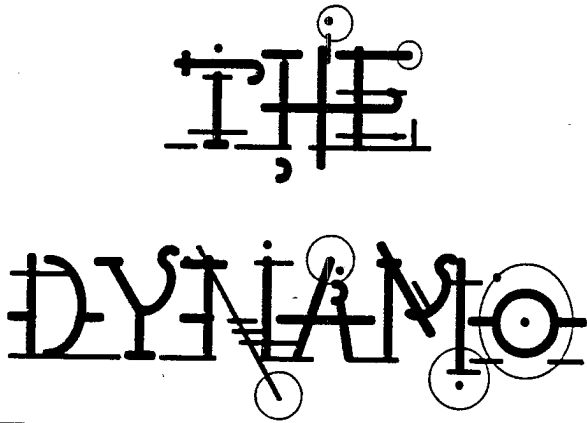
give a coherent and valuable evaluation. It didn't work for either of us. We just didn't have time to put it all together in the limited time between the end of the speech and the time to evaluate. We felt like we had let down the speaker and let down the club. We were determined not to do that again.

What do we do today? We're much more prepared. We contact the speaker we're scheduled to evaluate one week ahead of time to find out what speech is being given and to ask if there is anything the speaker wants especially evaluated beyond the scope of the objectives listed in the manual. We then create a grid listing all the points we'd like to make (including those points evaluated in the manual and those the speaker asked us to watch for) and positive and negative attributes for each point. When the speaker is speaking, we don't have to spend so much time writing notes. We can quickly circle the attributes on the grid and spend more time listening. Good evaluators listen carefully to the speaker.

[ Continued on Page 3 ]



## Religion has its place – An Editorial By Marc Weyl



---

Published Quarterly by Dynamic Speakers  
Toastmasters International™  
District 5, club number 457.

---

Dynamic Speakers meets at BAE SYSTEMS,  
16550 West Bernardo Drive, San Diego,  
California every Wednesday BAE  
SYSTEMS is open from 11:30 AM through  
12:30 PM.

Meetings are open to non-BAE SYSTEMS  
employees and visitors from the general  
public are welcome. Please contact the  
district five “talk” line at 619-233-talk for  
more information.

**Club officers are:**

Megan Hsin, CTM, CL – Area Governor  
Bob Pickett – District Governor  
Mark Kramer, ATM-S, CL – President  
Leslie Osterman – CoVP Education  
Aurora Reception – CoVP Education  
Sylvia Salomon – VP Membership  
Marc Weyl, CTM, CL – VP PR and Editor  
Wayne Andersen – Treasurer  
Pat Asero – Secretary  
Randy Rimple CTM –Sgt Of Arms, CoVP Ed

---

(On the cover: Westinghouse Dynamo 1893 World Fair)

Religion. There I’ve said it. Religion is probably the cause of more conflicts there any other single item. Even more than money, or politics. Throughout history wars have been fought in the name of one religion over another. The United States was founded, partially, due to religious persecution in Europe, with the fundamental idea of separation of church and state. Yet the United States has not done a good job of that separation – our pledge has “...One Nation Under God...” and our money is emblazoned with “In God We Trust”. I have always found it amusing that our money has that phrase as if money was somehow holy!

Our Great Country was founded on great two pillars Liberty and Justice. Liberty is the fundamental from which freedom of *and from* religion is derived. Liberty allows me the freedom to practice religion or not, work as a SYSADMIN or not, join Dynamic Speakers or not. Justice balances Liberty by not allowing your liberties to overshadow mine. Law prevents you from forcing me to have to be your religion before you rent me that apartment, hire me for that job, or serve me in your restaurant.

At work we live by a different set of rules. We need to get along. We need to be even more polite. Even if we don’t like our co-workers or their views we still need to work with them – Can’t we all just “get along”. Dynamic Speakers meets in a work environment and therefore we need to respect others in the club. There are certain things that some members may not say or express because of this.

The respect between members has been violated numerous times by persons in the club assuming that other club members were of their religious persuasion, or acting as if that was the case. Prospective members have been driven off by the religious fervor displayed by some members of the club. While I respect others right to their religious feelings, I feel that others in the club should respect others and mine as well. Therefore I request that no questions of a religious nature be made during Table Topics. Members are free to talk about religion, or make speeches about religious topics, but please refrain from proselytizing or forcing your views on others.

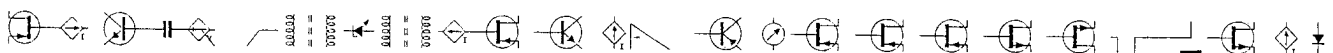
[Continued from Page 1] Would you like to see an example? Here's an example of the grid one of us used for evaluating the 2nd speech out of the Communication and Leadership manual, the Speak In Earnest speech.

Quite often none of the positive or negative attributes written down ahead of time come into play. That's fine. But if they do, then we don't

have to spend time writing them down – we just circle them: a huge time saver. If none of the notes are used, the grid helps keep us focused on what to watch for.

We don't limit ourselves to using the grid, by the way. There's a lot of things that can't be anticipated. But the grid helps keep us organized and saves us time so we can present a better evaluation for the speaker and the club.

	Positives	Negatives	Notes
Adequate Preparation Item	Knew speech very well. You obviously understood the topic	Appeared to be unsure of some facts. Maybe needed a bit more prep time.	
Knew Subject	No doubt that you fully understood the topic	Some areas were a bit vague and perhaps reflected the need for further research.	
Display Earnestness	Yes, showed that this was a subject that was important	I didn't get a feel that you felt real strongly about the subject	
Relevant to Audience	It was a perfect topic because all could relate to it.	The speech, while well presented, probably wasn't a topic of interest to the entire	
Control Nervousness	Couldn't even sense that you were nervous	Could sense that you were a bit nervous, but that's only natural and will fade with time.	
Logical Outline	Had no problem following the sequence of your speech	Some of your sections blurred together for me	
Opening	You caught everyone with your opening	The opening may have been a bit stronger. It was the body that really caught me.	
Body – factual points	Yes, you supported your contention with factual points	I would have liked to hear one or two more supporting facts.	
Conclusion	Great! You summarized your points.	The conclusion was sort of blurred with the body.	
Eye Contact	Yes, you looked at the entire audience.	I felt that you were looking mainly at one side of the room. Make sure you in everyone's	



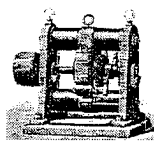
## Speech Evaluation Tips – By Bobbi Sawtelle

Before meeting:

- Ask speaker about their general goals and any specific areas in which they would like help and feedback.
- Determine if there are any skills or techniques they hope to strengthen through the speech
- Review the Manual Project description, objectives, and evaluation guide.

At the meeting:

- During the speech, make notes in the evaluation guide
  - ✓ Watch for technique or gesture that receives good response from audience
- After the speech, complete the evaluation guide
- Prepare for the oral evaluation:
  - ✓ Select two or three points that are most important and elaborate on them
    - Organization
    - Delivery
    - Attainment of purpose
    - Suggestion for future improvement (any serious fault or mannerism – may write it instead of say it)
    - Greatest asset (smile, sense of humor, good voice . . . )
  - ✓ Begin and end with a note of encouragement or praise
  - ✓ “Sandwich” approach – positive feedback, area for improvement, positive feedback
  - ✓ Be specific about positive feedback & suggestions for improvement (how descriptions made you feel; suggestions for limiting # of ideas)
- Evaluation phrasing:
  - ✓ Avoid: “you did” or “you were” . . .
  - ✓ Use:
    - “I was impressed with . . .”
    - “I was confused about . . .”
    - “I think . . .”
    - “I liked . . .”
    - “When I heard . . .”
- Conclusion:
  - ✓ Positive Note to build self-esteem & self-confidence
  - ✓ Point out particular part of speech you liked & it’s effect on you



# Meeting Observations: (A template for the General Evaluator)

## By Bobbi Sawtelle

- Did meeting start on time?
- Did each segment begin & end on time?
- Club Property Displayed?
- Any Distractions; suggestions to avoid in future?

### Evaluation of Participants:

- Toastmaster  
Preparation:  
Organization:  
Delivery:  
Enthusiasm:  
General Performance of duties:
- Inspiration  
Preparation:  
Organization:  
Delivery:  
Enthusiasm:  
General Performance of duties:
- Speaker Evaluators:  
Positive, Upbeat, Helpful?  
Did they point out ways to improve?  
Did they miss anything on a particular speaker (add comment to speaker if so)?
- Evaluation of Functionary Reports  
Positive, helpful observations?  
Did they miss anything (add observations if so)?

#### ***Key Phrases to use:***

- |   |
|---|
| <ul style="list-style-type: none"><li><input type="checkbox"/> <i>I was impressed with . . .</i></li><li><input type="checkbox"/> <i>I was confused about . . .</i></li><li><input type="checkbox"/> <i>When I heard . . .</i></li><li><input type="checkbox"/> <i>I like it when . . .</i></li></ul> |
|---|



# Cooking Tuna is Easy and Tastes Delicious

## By Wayne Andersen

Speech number 10 for my CTM provided samples of tuna cooked three different ways (Recipes 1-3 below) and the speech included a live demonstration of preparing Recipe 3. Quantities and cooking times are estimated. They vary depending on the size and number of fillets. Do not overcook fish, or it will be dry. Better slightly undercooked than overcooked, especially since the fish will continue to cook after removing from the heat source.

### 1) Teriyaki and Garlic:

1 cup of teriyaki sauce  
6 cloves of garlic (minced using a garlic press)  
6 tuna fillets 1 inch thick

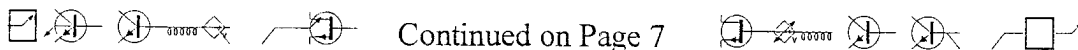
Pour a small amount of Teriyaki sauce into an empty container, covering the bottom to 1/8 inch deep. Sprinkle a small amount of garlic into the teriyaki sauce (in the container) and stir. Place a layer of tuna fillets into the container. Pour additional sauce over fillets and then sprinkle garlic over fillets. Add a second layer of fillets and repeat teriyaki sauce and garlic. Put lid on container and marinate in refrigerator for 1-10 hours. Sometimes I marinate fish overnight, other times for just an hour or so. Select a container with little extra space (so the teriyaki sauce covers all the fillets without wasting teriyaki sauce and garlic). Also, flip fillets in the sauce once or twice. Note: this recipe is very basic. I'm going to try adding orange juice or pineapple juice to the marinade, and maybe play with adding other spices such as mint.

- BBQ fillets for approximately 5 minutes on the first side and 4 minutes on the second side (time depends on thickness of fillets)
- Bake in the oven at 375 for 8-10 minutes (no flipping)
- Fry in a pan on top of the stove (medium heat) for approximately 5 minutes on the first side and 4 minutes on the second side
- Broil for 3-4 minutes on each side

### 2) Seared

1 tablespoon of Paul Prudhomme's "Blackened Redfish Magic"  
1 stick of butter or margarine  
6 tuna fillets 1 inch thick

Melt butter in container large enough to dip one fillet at a time. Dip fillets one at a time in melted butter (flip if necessary to get butter on other side). Place fillets on a plate after dipping. Sprinkle a generous amount of Redfish Magic on all fillets. Flip fillets and repeat Redfish Magic. Heat a dry cast iron pan for 10 minute (or a regular pan for 8 minutes). Place fillets in pan. Sear 30 seconds on each side. You'll see the fish immediately turn white a small portion of the way up, then flip. Usually, by the time fillets are all placed into the pan, they are ready to flip. This recipe is delicious and takes very little time.

 Continued on Page 7

### 3) Special Seasoning

2 tablespoons of mayonnaise  
1 stick of butter  
6 cloves of garlic (minced using garlic press)  
1 tablespoon of Paul Prudhomme's "Seafood Magic"

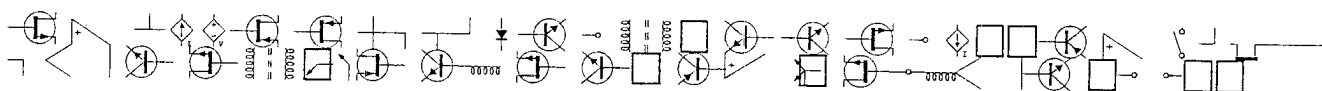
½ teaspoon of dill  
¼ teaspoon of basil  
6 tuna fillets 1 inch thick

Melt butter. Add dill, basil, and minced garlic. Stir. Rub mayonnaise on all sides of fillets, then place in baking dish. Spoon spiced butter mixture onto fillets, being sure to slide spoon along bottom of butter mixture to get chunks of garlic. Sprinkle generous amount of Seafood Magic onto fillets. Flip fillets. Repeat butter mixture, being sure to let mixture run down sides of fillets. Repeat Seafood Magic.

See Recipe 1 above for cooking options. Again, do not overcook fish, or it will be dry.

Recipe 3 is most people's favorite. I usually cook tuna two of the three ways when preparing a dinner. Lots of time I cook all three, especially since Recipes 1 and 2 are so easy.

[Editor's note: I used a variation of recipe #1 and it was great! ... I went fishing with Mr. Anderson and caught 1 tuna and cooked it after marinating it overnight in teriyaki sauce, garlic, and orange juice. It was fantastic! I had friends over and they said it was the best they had ever eaten!]



### Banana Bread by Megan Hsin

Try this recipe out if you like to bake or love to eat banana bread.

**Serves:** 1 loaf

#### Ingredients:

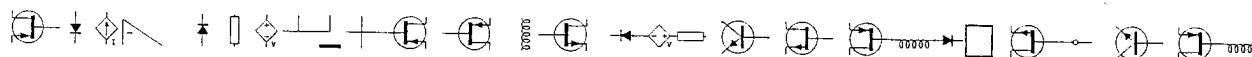
- 1 cup sugar
- 1 ½ cup flour
- 1/3 cup shortening
- 2 Eggs
- 1 teas. soda

- 1 teas. Salt
- 1 teas. Vanilla
- 4 ripe bananas
- 1 Table. Vinegar
- 1 cup nuts

Cream sugar and veg. Shortening.  
Add eggs and beat.  
Sift flour, soda, salt together.  
Stir mashed bananas then add dry ingredients.

Bake at 325 C for 1 hr and 10 mins or until done.

Check at 1 hour for oven variation.



## RESTORATIVE JUSTICE: Reconciliation and Right Relationship

By Syliva Salomon

One nation, under God, indivisible, with liberty and justice for All.....

We just uttered these words together. Let us consider what we pledge allegiance to:

One Nation—our community where we live and work

Under God—guided by our spiritual values

Indivisible-- being able to resolve our conflicts

With Liberty—to be able to express our feelings and needs; and to move freely in our society

And Justice—to provide restitution, to make things right

For All—includes victims and offenders

Has anyone here ever been violated by a criminal act, like a burglary or assault? What was your experience like? Devastating? Did you feel powerless? Humiliated? And did you perhaps feel twice victimized —the first time when the actual harm was done to you, and the second time when you were caught up in a mill of bureaucratic demands on your time and sensibilities— even being made to feel like you were an interference in the justice process?

Church groups are playing a pivotal role in the development and spread of a vision of justice known as restorative, a vision of how people can live together in right relationship. National organizations like RJMP, Restorative Justice Mediation Program, are on the front lines right

here in San Diego, providing trained church and community based mediators who practice the Non-Violent Communication model as one of their techniques, which is – to identify and express clearly and honestly what we are perceiving, feeling and wanting. They work in conjunction with law enforcement agencies, particularly in juvenile cases, to help change the lens we look through to find compassionate solutions. . . Through a guided reconciliation between victim and offender, there is an opportunity for something new to develop, based not on the way it was in the past, but on the way it could be...fair, equitable, and giving satisfaction. Justice without blinders.