



Peninsula Chinese Business Association

美國華聯商會

Leading because we care



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Writer Message

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Dear Members and Friends:

“Happy New Year!” I wish everyone a healthy and peaceful Year of the Horse.

We interact with many people every day, each with a different personality and relationship with us. Some we meet at work or school, and we prefer to handle them straightforwardly to avoid hassle or unpleasantness. Then there’s our family, whom we care about deeply and can’t feel truly good unless they’re all generally doing well. And there are our friends, with whom we spend time because we enjoy being together, but sometimes they can be fussy or tricky.

Everyone leads a different life; how can we know how to help each person succeed? Sometimes we care so deeply that it hurts when they’re in trouble, and most of the time we prefer others to be happy rather than unhappy.

Understanding others inspires us. The greatest moments happen when everyone works together harmoniously and shares a spirit of cooperation. The more we improve others’ lives, not just our own, the simpler and more enjoyable our lives become. The key is to create happy people around us and make their time with us more pleasurable. Our actions can significantly influence a happy and successful life. It shows the powerful effect our deeds have on how others treat us, revealing a new side of ourselves that benefits both them and us.

Many of our interactions will be with people who prefer to support us rather than oppose us. We want to win them over because their support makes our decisions easier.

Everyone has their own way of getting to know people; this Spring Highlights isn’t about how we do it. However, during the process, we might miss important cues when trying to truly understand someone. This emphasizes empathy, reflection, humility, and growth over polished achievements. Enjoy!

Warm regards,

Johnny Da Rosa

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You may not know why your advice can jeopardize the relationship



When it comes to friends, colleagues, and family, avoid giving advice. I'm not talking about choosing matching colors, outfits, or picking a restaurant for an anniversary celebration. It's about the emotional perspective you want to keep in mind. For example, if they ask for your opinion on whether to move out of state or whether it's time to move their folks into a nursing home. Listening and sympathizing are all you can do, but don't offer advice; instead, focus on guiding them toward exploring alternative solutions.

Why? Because you don't know what will work for you, it can help someone else. Also, people need to make their own decisions to feel committed and confident enough to follow through. So, you've taken away an essential part of the decision-making process by telling them what to do. Additionally, if you answer their question, you skip to the endpoint. It's important for them to think it through, weigh their options, and consider all the arguments.

They need support, not instructions they can't follow, whether your advice is right or wrong. Maybe your advice was the best logical choice, but they might regret it and blame you. Your tendency to give advice isn't what's important. What matters from your suggestions is that they just want to hear their decision reflected in your words. Don't assume they don't know which decisions to make.

So, what should you do, especially when someone directly asks you for advice? Your response should involve asking questions back to help them find the right answer. Encourage them to continually explore different options without offering your opinion as a potential answer. The aim is to help them think through the potential consequences and how they might feel in each situation. That way, you'll truly have helped.

Johnny DaRosa

Listening and sympathizing are all you can do, but don't offer advice; instead, focus on guiding them toward exploring alternative solutions.

People aren't naturally loyal to you; you have to earn it

It should be obvious that if you have someone on your side, their loyalty is a given. Some people are naturally more instinctively loyal than others, but you can encourage almost everyone to show you great loyalty if you know how. So, what is the secret to having your spouse, friends, colleagues, and supervisor loyal to you?

The key thing to understand is that people don't choose to be loyal to you. They either feel loyal or they don't because loyalty isn't an on/off switch. When you tell someone to feel loyal when they don't, you're making an unreasonable demand that will probably make them feel less loyal.

Loyalty isn't everlasting; it can diminish if you cross a certain boundary. So, if you want genuine, loyal people around you, you must earn that loyalty and truly appreciate it. The key to earning others' loyalty is simple: you must be loyal yourself and take every opportunity to show your commitment.

Avoid gossiping about them behind their back or spreading rumors. Show your support by defending them in front of others and emphasizing empathy when they need it. Treat their choices with respect, even if you disagree. You can share your opinion without criticizing theirs.

Remember not to betray confidences; beyond that, be as open as you can and cooperate sincerely. Listen to their hearts, see their visions clearly, and address their doubts with understanding; show you care for them individually. Conversely, be thankful when they care for you.

If you pay attention to those details, setting rewards aside and truly dedicating yourself selflessly to the people you care about, you will find yourself surrounded by loyal individuals.

Johnny DaRosa

“Loyalty isn't everlasting; it can diminish if you cross a certain boundary. “





There is only one person you can change

Some difficult people aren't truly your problem. You might run into them now and then, or maybe they aren't difficult all the time. Others can be hard to deal with most of the time, like your demanding boss, grumpy father, or a teenage child in crisis. Not so easy to avoid.

There are different kinds of difficult people; understanding them will help you get along. But you must recognize one key point: you can't change others. You can influence their behavior around you, but you cannot stop them from being emotionally manipulative behind your back or toward others.

Practices synchronization effectively. If you can manage interactions well, you'll feel much better than if you can't.

My favorite story from "Buffalo Club" is the best way to show you why.

One morning, a young man was heading out to work as usual. When he left his apartment, he saw a buffalo walking down the street. Everyone on the street stopped and stared at the buffalo as if it were an alien, talking in scared voices, keeping a distance, and wondering where it was coming from.

On the second morning, he saw two buffalo walking down the street; pedestrians were curious but not afraid to walk past them. On the third day, three buffalo were cruising, and people paid little attention since the buffalo are part of the group sharing the street. The number of buffalo grew each day until one day, the street was filled with buffalo except for the young man. The buffalo stopped and stared at the young man as if he were an alien.

So, logically speaking, the world changes every day, causing most people's behavior to change as well; you might seem like an alien if you stay the same. It could lead to stress, irritation, or discomfort – it's your responsibility, not theirs, to deal with it. Adapting to environmental change is necessary. Your reaction is your own choice.

The only person you can change is yourself.

Johnny DaRosa

Measure someone's success by how well they harmonize with others



People often think the best way to judge someone is to collect as much of their past data as possible before considering their future. But this is like driving a car while only looking in the rear-view mirror because experience only shows what has already happened.

Indeed, while experience and a track record can provide useful guidance, there are many times in life when we simply can't afford to wait and learn from past mistakes. You don't want to go through multiple marriages just to learn how to be a good spouse or wait until your last child has grown to master parenthood. Although experience and a track record are valuable, they can only predict what might happen again. This also doesn't solve the core challenge of which information and advice you should accept and which you should ignore as you move forward.

Finding your sense of direction in navigating someone's future requires a clear understanding of what drives their past. A thorough understanding of human effort, what leads to outcomes, and why can improve one's ability to learn for the future. There is no single approach that works for everyone. Sometimes, to fully understand human behavior, you might feel confused, like why does hot water that softens a potato also harden an egg?

What we might overlook when trying to truly understand a person is that we often focus on visible achievements rather than qualities like empathy, reflection, humility, and growth. For example, good leadership doesn't always announce itself; it works quietly behind the scenes, creating space for others to succeed. Additionally, they carry responsibility so consistently that they don't seek recognition for it. They are already leading where it matters most. They value progress over speed, and determination often speaks louder than early success. Their character is often revealed in unguarded moments, in actions done without witnesses or rewards.

The easiest way to understand someone is to ask before making assumptions and observe patterns rather than isolated actions. Listen to silence as much as words. Understand cultural and personal contexts. Separate behavior from intent and create a safe space for people to open up.

To assess whether someone is successful at harmonizing with others, you don't focus on titles, possessions, or how they win. Instead, you consider impact, alignment, and genuine relationships over time.

Johnny DaRosa



Mantra from Master Yin Chang

Don't fear losing people; fear losing yourself. Many stay in places where their hearts shrink just to prevent someone from leaving. Many silence their truth, soften their needs, and make themselves smaller in hopes of being chosen.

But listen carefully: the most painful loss isn't when someone walks away, but when you slowly disappear trying to hold onto them. When you betray your feelings, your body remembers; when you ignore your voice, your spirit tires.

Some people are meant to walk with you for a reason, not forever, and that doesn't mean you failed. It means you've grown. Don't trade your peace for the opinion of others. Don't trade your soul for comfort. Anyone who asks you to abandon yourself isn't meant to stay.

The right people won't ask you to shrink; they'll meet you where you are, not where it's convenient for them. So, if you must choose, choose to stay whole. Choose to stay honest. Choose to stay yourself. People can leave—sometimes they will—but when you stay true to yourself, you're never truly alone.



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