

HRC NEWS & VIEWS

Volume 12, Issue 1

January 2016

EMPLOYEE OF THE YEAR BY CORINNE JENSEN

Congratulations to Donna Hartzell, Housekeeper, for being chosen HRC's 2015 Employee of the Year!

Donna has been a member of the Housekeeping Team since April, 1979. She was recognized for this award based on comments made by her peers in regard to her "continued hard work, and keeping the upstairs clean even after the retirement of your partner."

Please be sure and congratulate Donna on this recognition. We hope she enjoys her designated parking spot, and Chamber Bucks.

This is a well-deserved honor!



DONNA HARTZELL

36+ YEARS OF SERVICE

HOUSEKEEPING NEWS BY MARY ANN KOCH

The end of 2015 seemed to be busy for us as we hosted an Open House event on December 17th. We had a good turn out, and got to show off our equipment and our area that we work out of. I had looked up the ages of our equipment and posted how old everything was. People were surprised how old some were. It just proves that if you take good care of your things, they

will last a long time. We all enjoyed the Christmas activities and had a good time with the youth and staff.

We are also very proud of our very own Donna Hartzell who was awarded Employee of the Quarter, and then at the chili feed, was awarded Employee of the Year. Donna has been a Housekeeper at HRC for 37 years. She has worked in about every build-

ing on this campus. She is a very hard worker, and I am glad that she was recognized. Thanks for all you do, Donna!

Looking forward to what 2016 has in store for us here at HRC.

January is

Be Kind to Food Servers Month

National Clean Up Your Computer Month

National Soup Month

Human Resource Month

Walk Your Dog Month

24—30 Clean Out Your Inbox Week

17—23 Activities Professionals Week and Hunt for Happiness Week

1/15 Hat Day

1/18 Martin Luther King Jr. Day

1/19 Popcorn Day

1/22 Celebration of Life Day

1/24 Belly Laugh Day

1/29 Fun at Work Day

1/31 Backward Day



HAPPY NEW YEAR 2016

BY MARJ COLBURN

2016 hadn't even arrived when HRC was surprised by a Child Carving License audit! The afternoon of 12/30 found us with one surveyor asking to look at records. These surveys are unannounced, but we certainly didn't expect anyone during a holiday week. We provided information to the surveyor as requested, but after she left she has asked for other documents to be sent to her in Lincoln. At this writing, the surveyor has indicated that she will be back on campus to complete the survey, but we don't know when, since it is unannounced. Thanks to Randy, Corinne, Grant and Cheri for pulling information together quickly for her.

I still haven't heard any additional news about the renovation project. With the Legislature back in session, focus will likely be on other priorities right now.

The no trespassing signs for the campus are in and will soon, weather permitting, be posted in appropriate areas. State Patrol and Hastings Police indicated to us that without the signs up, they cannot intervene when people are roaming

on the campus. This will hopefully give us an avenue to slow down our on campus traffic.

On January 5th, Sheri Dawson hosted a Strategic Planning session for all of the "parts" of Behavioral Health. This was a new experience for me. HRC did not interact with community based services, and was not a part of the annual report or planning for the Division of Behavioral Health (DBH). That was all handled by Bill Gibson. After Bill left, I frequently received emails from people asking for all sorts of information, and I honestly had no idea who some of these people were. Come to find out, they are all part of the Division of Behavioral Health, just not associated with the Regional Center arena. The Strategic Planning session was a great opportunity to put faces with names that frequently pop up on emails. Each area was asked to give a short presentation of their responsibilities within DBH. There were plenty of things I learned that I had no idea were handled within our Division.

One of the outcomes of the group

was for the Regional Centers to be included in the review of proposed Legislative Bills and the impact the Bill might have on the facility. It is a very intense and intriguing process. The dialogue focuses on patient rights, and civil rights, and financial impact of the proposed Legislation, along with who would be impacted by the Bill and how, and who is responsible for carrying out the Bill. As many years as I have been working for the State, I have never participated in this process. Every day there is a conference call from 10 – 12 where this group manages the Bills that might impact DBH and identifies concerns, expresses confusion over wording, and makes suggested revisions to what has been proposed. These daily 2 hour conference calls will last through the end of January. Some may or may not have an impact to the Regional Center, but each will have an impact to the behavioral health needs of clients, possibly through Community Providers or other facilities. It's a little overwhelming, but interesting – I hope I get up to speed soon.

Last fall Heather and I participated in "Lessons in Leadership", a 6 week

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YOU'RE A WINNER

- To Brenda Vap for covering my meetings while I was on vacation. You did an awesome job, and to my other co-workers for all of their assistance while I was gone. THANK YOU! *Peg*
- Thanks to James and the Fa La La La Committee for all the time and effort they put into creating an employee Christmas party. It

was a great event—haven't stopped hearing staff say positive things about it. Good job!

- Thanks to all the Supervisors for completing their KRONOS approvals by 10:00 am, Monday, December 28.
- For all the staff who brought and shared their treats during the Holiday Party. The youth

enjoyed participating in the event. So, thank you for participating!

- Thanks to everyone who helped move snow and ice off streets, parking areas and sidewalks. The ice was especially treacherous, and we managed to get through with a minimum of falls. Walk like a penguin!!!

HAPPY NEW YEAR *CONTINUED*

(Continued from page 2)

training and review of leadership, leadership styles and attitudes towards leadership. As part of that process, every participant had a 360 Assessment completed on them. The assessment was a group of rated questions asked about the leadership of the individual identified, also focusing on strengths and opportunities for that person to improve. The 360 means that the assessment was completed by the person, the person's supervisor, all those people who report to the person, and then a group of stakeholders who interacted with the person for whatever business reason there was.

First, I want to thank everyone here who participated in my 360 Assessment. I think the feedback from the process is good, and identifies areas where I am less effective and need to improve. I do have one pet peeve about my results though, and I've been hearing it for so long, you would think I am immune to it, but I am not. The biggest opportunity for growth for me personally was the sharing of information. Statements were made that I need to share what I know about what is happening in Lincoln, and what I know about the facility, basically saying that I am not sharing what I know with others. I don't want to be defensive about it, but I am at a loss of how to improve it, so I am looking for honest feedback. What is it you need me to do to feel that you are getting information from me about what is going on with HRC, Lincoln, Legislature, etc.?

One of the purposes of this column is to keep everyone on campus aware of what is happening at the facility, no matter how big or small

it is. I've tried to keep everyone up to date on things from the renovations to snow removal. I will admit there are things I can't share, but most of those aren't related to Lincoln. I can't share HR employee issues with others, and I can't share interview questions with you, and I can't share personal information about others that invades their privacy. I do feel I make a concerted effort to keep you in the know about HRC, its future, its purpose and goal every month in this newsletter. Staff will say things like "I heard about this weeks ago downtown" when something is announced. I don't know where "downtown" gets their information – maybe it's just a shot in the dark and if it's wrong information it goes away, but if it happens to be right information, I am told I haven't shared with you. I get the official information out to you as soon as it is official. I admit I don't share the iffy or maybe information, mainly because people get upset. The hiring of the new CEO is a good example. I knew this individual was a top candidate, but there were details that had to be worked out regarding selling his current home, relocating to Lincoln, and until it was officially announced by Sheri Dawson that he had accepted the position and there was a start date for him, it wasn't a done deal yet, and the outcome of his coming could have been different.

My goal is certainly to be as good as I can be at my job. I am just at a loss for what staff don't think they are hearing from me, what I am not sharing with them. We are really, really small, and all in this together. For us to move in any direction, it takes all of us being on the same page and working towards the same goal. There is no way that can be achieved without you know-

ing what is going on. Look at the renovation project – there is no way that we could have developed plans with the architects, talked about all of the safety concerns, and met the needs for space and storage without everyone being aware of that project and working together on it.

If providing feedback to me about what information could/should be shared is uncomfortable for you in a group or in a face to face setting, feel free to send me an email.

Over the next few months, I am going to start having SKIP level meetings. Some of you may have heard about these. The intent is to SKIP over the next level supervisor and anyone who wants to can meet with me as part of a group to ask questions, seek clarification, or voice concerns. You will be notified when the meetings will be held. I encourage you to attend, ask questions, offer opinions, and make suggestions for changes to make us better. If you have complaints about things, come with some ideas for solutions. We all have a different perspective on processes, and we need yours to keep things moving. I will do whatever I can to create trust with you that I am sharing all that I know that can be shared. I look forward to all of us working together to create the best program, staff, and communication possible.

NEVER BE THIS BIGGEST LOSER BY JOE TYE, VALUES COACH

Legendary UCLA basketball coach, John Wooden said that you can lose a game and still be a winner - you only become a loser when you start to blame others for the loss.

To be responsible means to accept the fact that you are where you are today because of choices you have made in the past - and no other reason.

No doubt your parents could have done a better job of raising you. No doubt your bosses could have been more encouraging and supportive. No doubt you've had a tough go with the economy, with competitors, with your health, and with a million other things.

Guess what - so has everyone else. The difference between being a

winner and being a loser begins with accepting complete and total responsibility for your present circumstances and not blaming others for your problems or predicaments.

Playing the blame game keeps you rooted in the past - all the bad things that have happened to you, all the bad things that people have done to you. Taking total responsibility for where you are and who you are in spite of what's happened in the past is the non-negotiable first step to becoming a fully-empowered individual.

To be responsible means to accept the fact that you will be where you end up in the future because of choices you make from this point forward - and no other reason.

To be sure, bad things happen to good people and they will no doubt happen to you. When they do, don't waste your time and energy looking for someone or something else to blame. What has happened is unlikely to unhappen. But whatever has happened you can choose whether to be a loser by casting blame or be a winner by accepting responsibility.

One more thing - the difference between a problem and a predicament. A problem has a solution, a predicament does not have a solution. If you have a problem, figure out how to deal with it. If you are in a predicament, learn how to live with it. Either way, take complete and total responsibility by refusing to blame others for the situation.

That is the way of the winner.

BEING SKEPTICAL BUT NOT CYNICAL OR PESSIMISTIC BY RON CULBERTSON, MSW, CSP, CPAE

Ever felt skeptical? Cynical? Or even pessimistical (I wanted it to rhyme)?

Lately, I've been discouraged by all the negativity I see on the internet, in the news, and at the gates of every airport in America. It's amazing how one flight delay can turn a reasonably logical person into a raving maniac who acts as if Mother Nature *and* the airline industry have purposefully conspired to create specific travel hell just for him or her.

Based on these observations, one could surmise that there is *nothing* positive in the world. Call me naive but I don't think it works like that. It seems that we are often too quick to choose the path of cynicism and pessimism in our daily lives — thus

only seeing the negative.

But on the other side of the negativity coin, if I've got my metaphoric analogies correct, there *can* be a positive value in skepticism. Just recently, I was pondering the differences between cynicism, pessimism and skepticism and while they appear similarly negative, I think they have very different impacts.

According to dictionary.com, the following are paraphrased descriptions of each word:

cynicism: The distrust or the disparaging of the motives of others.

pessimism: The tendency to see, anticipate or emphasize bad or undesirable outcomes.

skepticism: Having an attitude of

doubt or questioning.

The way I see it, a bit of skepticism can actually lead to creativity and humor, but when we spend too much time in cynicism or pessimism, we live in a state of negativity that does not serve us well. Here's how I think this works.

When we see humor in the world, it is usually due to an incongruence between what we expect and what we see. This incongruence comes from questioning what's on the surface of the situation. For instance, I recently stayed at a hotel where the bar of soap in the room was square but had a hollow middle. It looked like a large square nut used to tight-

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BEING SKEPTICAL BUT NOT CYNICAL OR PESSIMISTIC *CONTINUED*

(Continued from page 4)

en a bolt. So, when I started my presentation later that day, I mentioned to the audience that I had spent the entire morning in the hotel's Lost and Found Department trying to find the middle of my soap. It was funny to me and to them.

Perhaps you had to be there.

When I analyze this situation through the lens of skepticism, I believe my ability to see the humor was based on my questioning what I saw and then comparing it to what I had expected. I saw a "hole" bar of soap instead of a "whole" bar of soap (I know, hilarious). By saying, "What's wrong with this picture?", I was able to see the funny and share that view with others. But, the key here is that my questioning did not then lead to a state of pessimism or cynicism. It stopped with the humor.

If, on the other hand, I had viewed the soap through cynical eyes, I would have become distrustful of the hotel staff and perhaps even the suppliers of the soap. I would disparage them and expand that perspective to believe that their motives were self-serving — "The hotel's only goal is to save money by cheating me out of my right to a full bar of soap."

And if I had viewed the soap pessimistically, I would expect more bad experiences throughout the day. I would view the world as a dark place and see my encounters with a really slow hotel clerk, a terrible meal, and one more delayed flight as typical. Every bad experience would be met with, "It figures."

Can you see the difference here?

Skepticism, to me, is a cognitive exercise that allows us to question the norm and see other possibilities. This can lead to new perspectives, creativity and humor. While it may appear negative on the surface, it can actually be a springboard to positive outcomes.

Cynicism and pessimism, however, are negative ways of viewing the world without the positive outcome. People in these states of mind are referred to as "wet blankets," "sticks in the mud," or simply "difficult people." They carry a negative energy that can spread to anyone within reach.

I may be splitting hairs here and I don't have many hairs left to split, but I think a cynicism and pessimism limit what we can get out of life. If we lean towards those views, we're probably not experiencing the richness of life that's accessible to us. But, a healthy dose of skepticism can open our eyes to other possibilities.

Here are a couple of ways to recognize and adjust your perspective.

First, in everything you do, be aware of your thought processes. Do you expect people to treat you poorly? Do you anticipate the worst outcomes? Do you see the glass as completely empty? If so, you'll probably go through life with a negative attitude and it will affect how you engage with people and situations. Instead, practice seeing positive alternatives or expecting good outcomes. And if that's too hard, then don't expect anything at all. Life *is what it is*, and in any given situation, it's not necessarily right or wrong unless you see it that way.

Second, you can use your skepticism for benefit. When you encounter a challenging situation, ask yourself, "What's wrong with this picture?" Then, and this is critical, ask yourself how to make the most of it. Perhaps you can see the humor. Perhaps you can see a way to solve a problem. Or perhaps you can simply alter your awareness so that you don't expect it to be different than it is. Any of these options will lead you away from cynicism and pessimism and towards a different outcome.

It's good to question things as we go through life. It's not so good to live under a cloud of distrust and the expectation of undesirable outcomes. But if we can use the question of doubt to see another angle, we might just find a better answer.

THE EMPLOYEE WELLNESS CHALLENGE BY JEAN LUTHER

The New Year brings lots of good intentions and usually we forget the things we would like to accomplish within a few weeks. There are lots of jokes about how crowded the gyms are the first few days of the new year and how empty after a few weeks.

We're trying something a little different this year with staff. We're not asking you to make a major diet resolution and pass or fail. We're asking you to do some things that are good for your health, your body or your mind like writing down a long and/or short term goal; accomplishing that goal; complimenting a co-worker; spending 10

minutes of quiet/relaxation time; keeping a food diary; drinking more water; making your meal last longer, etc. They're little things but they earn points. We've made a table for you of the activities that you can do to earn points.

At the end of a week you report your point total to James Schulte or Jean Luther. At the end of the month the individuals with the most points will earn a prize or reward. The challenge goes from January 11th to March 25th. If you want to lose weight and feel you need to be accountable to someone, Marsha Utecht has offered to weigh those individuals and keep the rec-

ords confidential. Please let Jean Luther know if this is something that you would like to do and I will set up a schedule with Marsha.

Throughout the weeks, we will pick one of the activities as the "activity of the week". You will earn extra points if you perform the activity each day of that week. We will also try to have things available or notes to keep you motivated and the challenge consistently on your mind. If you have any ideas for activities, reminders, ways to motivate or affordable small rewards, please let me know.

KITCHEN UPDATE BY JEAN LUTHER

There's usually not much going on that's different in the kitchen until we hit the holidays and school breaks. The holiday menus are created with the help of the PVC youth and include the traditional items. The turkeys are cooked in the kitchen but almost everything else is

done with help from the youth the day before or on the holiday. Carolyn Johnson helped before the holiday with the dressing and the pumpkin pies made from scratch. The boys must have been really hungry because they ate a lot of food.

The Chili Cook Off was won by the kitchen staff with a recipe handed down from Doug Bonham's grandmother. The traditional standby still meets the test of time. Congratulations to all participants.

WELCOME NEW EMPLOYEES

Please welcome these new employees as they begin their careers in HJCDP!



Jesse Clark, YSS II



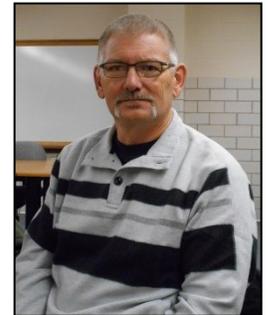
Tony Veronee, YSS II



Amy Brezenski, YSS II



Daniel Haycock, YSS II



Mike Kottwitz, YS

YSS II = Youth Security Specialist, Afternoon Shift

YS = Youth Security Supervisor

EMERGENETICS PROFILE BY MARJ COLBURN

As part of Leadership Training, each participant answered a series of questions to develop an Emergenetics personal profile. This is a very simplistic description of the process, but the purpose of the quiz was to identify the characteristics that have emerged from your life experience and the genetics you carry with you that contribute to how you think, act and interact with others. Everyone is able to use all of the 4 quadrants, but most of us have definite preferences for receiving information and interacting with others. The 4 quadrants that all of us fall into are:

ANALYTICAL – Why? How? Prove it. Analytical thinking seeks results by finding data, examining it and drawing critical objective conclusions.

CONCEPTUAL – Conceptual thinking brings the big picture into focus. It is not bound by logic or step-by-step instructions. It connects the dots no matter where they lie. The conceptual person thinks in the abstract.

STRUCTURAL – Precision, practicality and process are core to structural thinking. Detailed organized plans and following rules and regulations are important to the structural thinker.

SOCIAL – A personalized and empathic connection with others guides the social part of the brain. Social thinking incorporates teamwork and an intuitive sense about people.

At the end of taking the quiz, all of the answers given are pulled together to identify what quadrants you primary function in when you make decisions and interact with others.

As I read the report of my profile, I certainly felt it was accurate and described me pretty well. In an effort to improve communication and ability to interact better, I am going to share with you my Emergenetics profile.

My predominant thinking in the 4 quadrants is Structural and Social, with more emphasis on the Structural part. From the report:

Your preference for Structural thinking suggests that you are good with practical details, favor tried-and-true methods, and excel at creating clear, workable solutions. Your preference for Social thinking suggests thought processes that are concrete, intuitive, and empathic. Most likely you see the human side of events and ideas. Your Social brain remembers details, values personal intuition and seeks advice from others. You probably base your decisions on a combination of familiar routines, personal intuition and advice from others. When you harness both thinking attributes, you create feasible approaches that are beneficial for others. Both of your thinking preferences are associated with concrete concerns, so most likely you do not identify with lofty, abstract ambitions.

Your level of expressiveness suggests that you are usually quiet. Your level of assertiveness implies that you prefer to keep the peace. You are not the loudest person at the table, or the most insistent. You may have had the experience of feeling overlooked, or having someone else get credit for your ideas because they heard it from you and said it louder. You probably wait to see what develops before deciding how much energy to invest. You probably accomplish a great deal under the radar. You very much want to get your way, but without creating conflict.

As a leader you may prefer to get the job done with a minimum amount of discussion. Generally you are a peacekeeper. Sometimes your desire to do things by the book may discourage creativity. You are probably prompt and task-oriented, and you excel at time management and meeting deadlines. You probably forge strong alliances, and excel at team building and mentoring. Keep in mind that people who prefer theoretical thinking may find your practical approach tedious, but you utilize your Social preference to connect with others.

You excel at concrete thinking. You like guidelines and structure, but also can be sympathetic and fun-loving. The Structural part of your brain enjoys getting things done, while the Social part of your brain enjoys working with others. You are interested in the well-being of others and care about the human side of business decisions. You enjoy helping others develop their skills and are good at letting others know what they need to do in order to deliver high-quality results on time. Others turn to you for organizing and planning, collaborating and coaching, and making sure clients and business partners are satisfied.

What does that translate into? Let's say I inherited a large sum of money and have an opportunity to take my dream vacation. You might invite some lucky person (or people) to come along, or you would sign up for a tour or cruise with other people. You handle details so well that your travel plans most likely would be flawless. Your packing list would be thorough, and you would be prepared for any situation. You probably will pick a proven destination instead of risking your vacation time on an uncertain locale.

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EMERGENTICS PROFILE *CONTINUED*

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My whole purpose in sharing this is to give you some insight as to how I operate and where my head goes when asked for information or ideas. If someone would suggest to me that we install a swimming pool in the divot behind Building #5 (which I have often mentioned!), my brain would immediately go to the rules and regs. Can we have a pool? What kind of maintenance and health guidelines would we have to meet? How do we keep

others out of our pool? Who is liable if some trespasser drowns? What is it going to cost? That's where my head goes. I will eventually get to the part about sunscreen so no one burns, and making sure additional towels can be managed through our laundry contract, and who has to test the water every day. At some point I would actually enjoy it, but initially my reaction is not going to be "great idea, let's have some fun". My brain doesn't work that way.

As I write this, I am certain that there are people who know me better than others who are sitting there laughing and saying, yup, that's you. I don't see any value in having this information available and not sharing it with others in order to have the most productive communication and collaboration on projects and interactions that we can have.

So there you have it. I'd love to chat with you if you have input or concerns about what I have shared.

CELEBRATING YOU



HRC recognizes Activities Professionals Steve B., James S., and Drew S., for all they do to keep the youth active.



January is Human Resource Month and HRC appreciates Randy Coil for all he does!



We recognize Doug B., Renee C., Shelley C., Chris K., Jean L. and Vicki M. not pictured during Food Servers Month. Thanks for all you do!



2015 FUN TIMES

BOAT RACES AT THE LAKE



CAMOFLAUGE DAY



MARCH GOOD CATCH WINNERS



CINCO DE MAYO



2015 CHARITABLE GIVING CAMPAIGN
TORTOISE AND HARE RACE

2015 FUN TIMES



SOME OF THE CHILI COOK OFF CONTESTANTS



2015 UGLY SWEATER DAY—TAYLOR KINDIG



1ST ANNUAL HOLIDAY PARTY



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AA/EOE/ADA



CHILI FROM THE KITCHEN OF DOUG BONHAM, WINNER OF THE 2015 CHILI COOK OFF

- 3 lbs. Hamburger
- 1/2 cup Chili Powder
- 3 tbs. onion salt
- 2 cups chopped onions
- 2 each #303 can tomato sauce
- 2 each #303 cans chili beans
- 3 tbs. garlic salt
- 3 tbs. seasoning salt
- 2 cups chopped green chilies
- 4 cups tomato juice

Brown hamburger with onions and drain. Using a kettle with a thick bottom, add additional ingredients and cook slow on top of stove till all the ingredients are blended. Stir often. For thicker chili, use tomato paste. Makes approximately 10 servings.

Randy Coil welcomes any and all gifts, tokens, candy, food or whatever during the month of January which is Human Resource Month!

