



# LRC REALITY CHECK

## Lisa Laurell is the April 2011 Employee of the Month.....



Congratulations to Lisa Laurell for being selected as the April 2011 Employee of the Month. Lisa was hired on August 31, 1998, and is a valuable employee. Her co-workers who nominated her state that she has carried a double caseload for several months, which means that she has been responsible for meeting with 40 patients individually. She meets with the patients with a smile on her face and an understanding heart. Lisa makes countless phone calls and writes letters on behalf of

the patients in search of a good housing fit, and aftercare needs for patients transitioning to the community. She works as a liaison between families and patients while keeping family members updated on the progress made by their loved ones. New patients to the first floor of Building #14 spend several hours with Lisa as she compiles their social assessments. In addition, she carries a full caseload of group assignments.

Lisa has handled several different challenges well and continues to forge ahead with a positive attitude. She does not waver from tasks or complain about them. She is active in Social Work meetings, and has also been active with the Diversity Committee when her schedule permits. Lisa is a dependable team player who stays up to date with your documentation. When other clinical staff need group coverage, she is one of the first to volunteer her services. It is certain that when a new social worker comes on board, Lisa will be available to orient and help show them how to do the job.

In recognition of her hard work, Lisa is receiving a gift card to Ruby Tuesdays! Congratulations once again, Lisa, and thanks for all that you do!

## May Employee of the Month.....



Congratulations to Meloni (Mel) Lines for being selected as the May 2011 Employee of the Month. Since Mel was hired on April 21, 2008, she has proven herself to be a valuable employee. Mel's co-workers who nominated her state that she is extremely knowledgeable about the admission processes. She works very well with the Region coordinators, court authorities, and numerous other sources who deal with our patient referrals. Mel learns her duties very quickly and has vast knowledge of her role and responsibilities. She is eager, helpful, and a delightful asset to LRC.

Mel is outgoing, approachable, and always friendly. She handles conflictual situations diplomatically and effectively. She is sincere in her efforts to get patients admitted to LRC, with the patients' needs appropriately addressed.

Mel is always positive and eager to help. Her attitude is very refreshing. Mel is never negative, nor does she ever appear overwhelmed. She does her job with grace and is always complimentary to her co-workers. She is a joy to work with!

In recognition of her hard work, Mel is receiving a gift card to Qdoba! Congratulations once again, Mel, and thanks for all that you do!

Life Changes

Did you ever notice how some events in your life have a profound effect upon you? I'm not talking about tragedies like those that happened in Alabama and other parts of the south last week. I'm not even talking about things like a car accident. Those are obviously events that can turn your world upside down. I'm talking about things in all of our lives that are just part of growing old. I had one of those events lately.

In April, my oldest daughter got married. The reality of the situation didn't exactly hit me until we were standing in the back of the church and Pat and I were about ready to walk her down the aisle. Up until that minute, we had been doing things to get ready and running all over creation completing our assigned tasks in preparation for the big moment. Suddenly, as I looked down the aisle at all of the faces in the church looking at us, my thought was, another page in life was turning. A relationship that I had become so comfortably accustomed to, even expected to remain constant, was about to change. Now my daughter and I have had our share of challenges in our relationship, especially when she was a teenager. I am sure most parents can say that of their children. And she will always be my daughter and as she has grown into an adult, our relationship has grown closer. But in the hour that was to follow, that all changed and I had no control of that change. I didn't feel helpless or confused, I just felt different.

I tell you this because I think these kinds of feelings happen to each and every one of us every day on a much more limited scale. I am sure that when you come to work at LRC and something has changed and you don't know why, you must sometimes feel like things are happening to you and you have no control of what's going on and you feel, different. Most changes require a minor realignment of thinking or a little time to change a routine. However, some changes make us question the purpose of the change and may evoke many different emotions. Things happen to us outside of work and home every day and we adjust because the change has minimal impact on us like a road being closed on our normal route to work. We make adjustments and life goes on and we don't even think about it. But at work and home, where we spend most of our time, we feel comfortable and safe, and change makes us feel, different.

Each month in this column, I talk about all of the many new things emerging in our work environment. I think I am explaining things clearly but sometimes I wonder. LRC is a complicated organization that is constantly changing. Not a day goes by, that something doesn't change. Lately, I have had several employees interview me for classes they are taking. When we were finished with the interview, they all said they had no idea how complex LRC was and they felt that they could better un-

derstand what was going on from the time they spent with me. I was humbled by that statement because what I do each day doesn't seem that big of a deal to me. That's because I am comfortable with work and with the change that occurs here. But what if I wasn't? What if I wasn't comfortable because I didn't know why things were happening or, like standing in the back of the church, I had no control of the situation? That would make me feel, different.

As we begin the month of May, we are well into the implementation of our Person Centered Care initiative. One of the things we want to do with PCC is give everyone a better understanding of what we all do and why. We asked you to take a survey in February so that we could have a baseline of data to use to compare our progress a year from now. This was the same survey we took in December 2009. The scores on almost every question improved. That tells me we are headed in the right direction as an organization. Our culture, or how we treat each other, is growing stronger and more positive. However, communication is clearly an area that needs work. I think that can be said for every social assemblage which is what all of us put together are; a collection of individuals working towards a common purpose. We need to have a concerted effort to try to improve our communications.

By now nearly half of you have attended the PCC workshops. The response to the workshops has been overwhelmingly positive. We will take the information we have learned from the workshops and the survey and we will continue to improve upon our culture. It occurred to me recently that the 500 employees and 200 patients at LRC on any given day would make a pretty good size town in Nebraska. I looked it up, and the LRC organization is bigger than 351 of the 510 towns in Nebraska. We have our own culture just like any other community in Nebraska would. Why shouldn't we work hard to make it the best? Just like the Bradfords along the main drive that have already lost their blooms, LRC is a community that is constantly changing and growing.



## Sam Smith is the Employee of the Quarter.....



Congratulations to Sam Smith, RN in Building #5, for being selected as the LRC Employee of the Quarter for the 1st Quarter of 2011. Since Sam was hired on May 5, 2009, he has proven himself to be a valuable employee. Sam's co-workers who nominated him state that he is highly dependable, professional, respectful, and that he is truly a team player. Sam is fair and just to staff and patients alike. He does whatever is asked of him without complaint and without the expectation of gaining something in return.

Sam provides a class for the patients on Men's Health during his shift. He is always willing to help out others without needing a prompt or being asked to do so. He leads his co-workers by example in providing consistency and Person Centered Care to LRC patients. Sam's positive, caring attitude towards the patients and towards his co-workers is a true example of PCC.

When presented with this award, Sam acknowledged all of his co-workers and said that he truly works with a great team of staff who also deserve recognition of their hard work, and their team efforts. Thank you, Sam, for all that you do, and once again congratulations!

# Congratulations!

## Cindy Dykeman is the Supervisor of the Quarter.....



Congratulations to Cindy Dykeman, SOS Program Manager, for being selected as the Supervisor of the Quarter for the 1st Quarter of 2011. Cindy has been employed at LRC since September 10, 1979, and is a valuable employee. Employees who nominated Cindy state that she is a good advocate for the patient population. She strives to make sure the unit is safe, clean, and in compliance with LRC's rules and regulations. Cindy has a keen understanding of how to work with the sex offender population. She is kind and professional to all patients. Additionally, she makes efforts to present herself on the units within the sex offender program so patients can see her and speak with her. Cindy makes sure that she becomes acquainted with all patients and that all patients have the same opportunity to become acquainted with her. She always strives to continue making improvements to the sex offender program.

Cindy is described as a fair, but firm, supervisor. She is kind and considerate to employees she supervises. She takes extra time to check in with her employees so that she knows what is going on with them. Employees feel that they can approach her and they feel comfortable doing so. Cindy has an open door policy and she makes sure the employees she supervises know the importance of maintaining open communication.

Cindy listens to her employees, gives kind words, and verbalizes appreciation for the hard work staff put into their daily duties. She presents a "lead by example" approach and she truly reflects the goals and direction of Person-Centered Care with all people she interacts with. If Cindy is not certain about something, she finds out the answer. It is clear that she genuinely cares about LRC! On top of all this, she is a wonderful aunt to ALL of her nieces and nephews.

## PCC Facilitators are the Team of the Quarter.....



(not pictured: Scott Loder, Amanda Cue, Ellie Friesen)

Congratulations to all of the PCC Facilitators who have been selected as the Team of the Quarter for the 1st quarter of 2011. The PCC Facilitators are: Emily Claussen, Amanda Cue, Rachel Johnson, Courtney Hall, Randy Willey, Melissa Doncheske, Ellie Friesen, Scott Loder, Marilyn Olsen, Darrell Gressley, and Anne Regelean. As a team, you have prepared for and trained the Supervisors on the PCC initiative. You are positive, upbeat, and have done a great job with your role as Facilitators. Supervisors who attended the training reported that you were enthusiastic and positive. The attendees were confident that your team has what it takes to promote the PCC message.

You have all been involved in Gail Scott's workshops, trained the supervisors, developed a workshop curriculum for the hospital staff, and have prepared for and helped each build the confidence needed to continue this journey. The PCC workshops for all staff began in April and are being well-received.

PCC will help promote LRC's mission and vision of helping people rebuild their lives, and incorporate LRC's Principles of Cares.

## Kudos—Now That's PCC!

- **Kudos to the Nurses and the Pharmacy** for having only 11 medication errors during the 1st quarter of 2011. And Kudos for having NO transcription errors. The Pharmacy's new label system for the MARs is working great!
- **Kudos to Audrey Kelly** for creating a great Black History Month display for the Administration Lobby, using some of her own resources to make this display.
- **Kudos to Rachel Johnson** for the wonderful slide show she made for the PCC workshops. This slide show really makes employees feel appreciated.
- **Kudos again to Rachel Johnson** for giving a great memorial service for a patient who recently passed away after being discharged.
- **Kudos to Sherrie Nielsen in Dietary.** A change was requested to the process of preparing and handing out trays in Building #3. Sherrie did an excellent job of passing this change on to all Dietary employees so everyone was prepared and aware of the changes beforehand, and ready to address it with a positive attitude.
- **Kudos for all the staff** who are participating in the PCC workshops, and for adjusting your schedules to attend.
- **Kudos to Kim Behrens and Fernando in Housekeeping.** Kim and Fernando greet everyone with a smile. Kim always says "good morning" when she sees you and asks how you are doing. She truly wants to know. Kim also filled in on a moment's notice in the Administration building this month.
- **Kudos to Evelyn in Dietary** who always comes in to Building #3 with a positive attitude. She treats the patients and staff with dignity and respect, and is always helpful especially during stressful times. Evelyn is always willing to lend staff a hand and she keeps meal times running smoothly. She is a joy to be around.
- **Kudos to the entire Building #3 Team** from their Team Leader. To Christy Buell, Ryan Beiermann, Rhonda White, Stephen Sudol, Lori Ditson, Amanda Laurenceau, Steve Purdie, LisaMaria Robertson, Dennis Derr, Mary Gallagher, Deena Johnson, Betty Korber and the Security Officers that join Building #3 staff throughout the day: "You work with a very high need and demanding population, yet you still maintain smiles on your faces throughout the day and have learned how to support one another and respect each other's personalities, utilizing each individual's strengths while seeing weaknesses as opportunities for growth." We have an awesome team and each and every one of you is appreciated. Keep up the great work!
- **Kudos to Maintenance staff, Ed Yeager, Jeff Van Lent, Steve Urban, and Gordon Tebo** for picking up donated weight machines. The Corrections employee who donated the weight machines said that these four gentlemen arrived at his house promptly and were the most outstanding employees. As large as the weight machines were, they kept their cool, never lost sight of their humor, were FAST, and came equipped with the right tools to move the machines.

**We are Extraordinary**

## Strut Your Stuff Award Winners.....by Anne Regelean



Tricia Kutschkau is our April Strut Your Wellness Stuff winner!! Tricia has dedicated herself to a new fitness regimen. She has been doing yoga for the past three years here on campus. Then, almost 90 days ago...she started the P90X workout program...a 90-day, at home fitness program, that is high in intensity!!

When asked what got her started, Tricia said that a friend of hers had been doing P90X and said how much fun it was to do. Plus, Tricia was just ready to start working out! She likes the variety that the program offers and also the huge challenge with the intensity of the workouts. The benefits of her new lifestyle? Tricia has been losing inches, has a lot more energy and is getting stronger everyday! Tricia mentioned that she also loves her yoga classes because they provide her with a place to re-group and re-focus on the day...it's a great way to take a break! Tricia's goal is to help her family live a healthy lifestyle and to set a good example for her kids.

**Congratulations Tricia! Way to "Bring It"! Good luck in reaching your goals!**



## Walk This Way.....by Nina Anderson-Trumble

Do you take walks on campus during your breaks? Why not join the Walk for Wellness Walking Program located on the LRC Campus? Get a group together and become each other's motivation. You can also count any healthy exercise activity that you participate in in your home or community. When you sign up, you will receive a log book, an LRC map, and information on walking and staying active. Once you have reached the goals outlined in the log book, you will be recognized for your hard work in the newsletter. To sign up, contact Nina Trumble at 5279 or at [Antonia.andersontrumble@nebraska.gov](mailto:Antonia.andersontrumble@nebraska.gov).

Julie Valencia	50 miles
Sharon Ziers	150 miles
Lisa Holz	204 miles
Jennie Schmidt	214 miles
Laurel Hadley	330 miles
Lori Wieneke	263 miles
Amber Stanard	375 miles
Kevin Crable	325 miles
Barb Rebentisch	498 miles
Susie Brown	1582 miles
Emily Rokusek	1221 miles
Crystal Buhrmann	2725 miles



# WELCOME

These New Employees.....by Susie Brown

- ◆ Tiffany Krolikowski, SSII, On-Call
- ◆ Walter McDowell, SSII, Building #5
- ◆ Amy Bravo, SSII, On-Call
- ◆ Anthony Jacobs, Stationary Engineer, Boiler Room
- ◆ Prince Katty, SSII, Bldg. #3
- ◆ Jessica Shiveley, Social Worker
- ◆ Chad Miller, SSII, Bldg. #5
- ◆ Kathyryn Belanger, RN, Bldg. #3
- ◆ Robert Thorell, SSII, Bldg. #5
- ◆ Violet Crane, SSII, Building #3
- ◆ Challen Reynolds, Dietary
- ◆ Adam Gotschall, SSII, Building #5
- ◆ Karla Sextro, Building #3
- ◆ Dylan Bryant, On-Call Security Officer
- ◆ Stephen Kong, SSII, Building #3

## More Policies for Your Perusal.....by Linda Jiskra

The Policy Committee is now 99.6% compliant with its goal of maintaining all policies current within three years! Here's a list of the policies reviewed and revised in April!

- ◆ EC-Hazard-01: Removal/Disposal of Asbestos
- ◆ EC-Hazard-02: Hazardous Material Communication Program
- ◆ EC-Safety-06: Traffic Safety
- ◆ EC-Safety-13: Electrical Equipment
- ◆ EC-Safety-14: Latex Allergy
- ◆ EC-Miscellaneous-04: Housekeeping, Laundry, and Linen
- ◆ EC-Emergency-05: Disaster Responsibilities—Volunteer Practitioners
- ◆ IM-02: Patient Computer and Internet Use
- ◆ IM-34: Minimum Necessary Uses of Protected Health Information
- ◆ HR-23: Employee Dress Code
- ◆ HR-26a: Cell Phone Use
- ◆ HR-11: Daylight Savings Time Payment
- ◆ LD-11: Conflict of Interest
- ◆ PC-57: Transfer to Acute Medical Facility
- ◆ R1-36: Code of Ethics
- ◆ R1-14: Visiting Procedures
- ◆ R1-14a: Visiting Procedures Bldg #14



## Lost and Found.....by Audrey Kelly



**I have a collection of lost earrings looking for their rightful owners who have their match! If one of these earrings belongs to you, please come see me in the Administration reception area! Or you may call me at 479-5207.**

## Around the Web.....by Tom Schmitz



**Question of the Day:** Which of the following celebrities is a transplant recipient? A) David Crosby; b) George Lopez; c) Steve Jobs; d) All of the above.

There is a special promotion this month on the MEDLINE webpage that focuses on organ donations and the lives they save. The DHHS website is <http://organdonor.gov>. It is an amazing site with interactive pages where you can click on photos of donor recipients and read their stories. There are also lists of materials and resources available and a place to sign on to your own state registry so you can become a hero too. You will also find the nifty Question of the Day where you will find your answer.

**The Need is Real:** 110,586 people are waiting for an organ. 18 people will die each day waiting for an organ. One organ donor can save up to 8 lives. April was Donate Life Month. Now is the perfect time to sign up as an organ and tissue donor.

## AUA Students.....by Linda Jiskra



Since January of this year, the LRC Medical Staff have had the opportunity to teach second and third year medical students from the American University of Antigua (AUA). The AUA is contracting with LRC to provide clerkship rotations for their medical students to gain knowledge about psychiatry and mental illness. These rotations are six weeks in duration, and five to six students are sent to us for each rotation. We are now in our third rotation of students. All of the students thus far have been very happy with their rotation at LRC, and they are pleased with the material they are learning. The students are attending treatment team meetings, reviewing assessments and chart documentation, and attending grand rounds meetings. At the end of each rotation, they are given an exam. Kudos to the LRC Medical Staff for taking on this teaching role, and for making the rotations so successful for these students!

*Pictured is our current group of students:* Abhish Chutel, Myint Ganeshalingam, Monika Patel, Jasneet Riar, Janice Alt, and Derek Hem.

## Check Out These New Books.....by Tom Schmitz

1. *Do What You Are* by Paul D. Tieger
2. *Odd Girl Speaks Out* by Rachel Simmons
3. *One Year Off* by David Elliot Cohen
4. *Personal Finance for Dummies* by Eric Tyson
5. *Old Farmer's Almanac Traditional Home Remedies* by Martha White
6. *100 Crafts Under \$10* by Better Homes and Gardens

7. *Thunderbird 1955-2004* by John Gunnell
8. *Miracle Man, Nolan Ryan* by Nolan Ryan
9. *The Civil War, Strange and Fascinating Facts* by Burke Davis
10. *Business at the Speed of Thought* by Bill Gates

RESOURCE CENTER

Mon-Fri. 8:30-12, 1-5

Bldg. 10



# Arbor Day Celebration 2011 Held.....by Linda Jiskra

Beautiful weather was in abundance for the second year in a row for the LRC Annual Arbor Day Celebration held on April 28. Lincoln Historian, Jim McKee, spoke about the history of Arbor Day in the State of Nebraska and tree-planting in Lincoln. An LRC-record of 8 trees were planted this Arbor Day. LRC employees and family members of those honored with a tree helped to spread mulch around the planted trees. A State Street Miyabei Maple Tree was planted in honor of former chaplain, Lowell Gaither. A Chalet Swiss Stone Pine tree was planted in honor of former Facility Maintenance Manager, Roger Buhrmann. A Hoopsi Blue Spruce was planted in honor of former Therapeutic Recreation Supervisor, Dave Wray. Memorial trees were planted for Jim Neil, former SSII staff, and for Toni McNeff Hindman, former P.T.II staff at LRC. Jim Neil's memory was honored with a Lacebark Pine tree. A Paperbark Maple tree was planted in memory of Toni and her family. A Regal Prince Oak tree was planted in memory of Neal Jennings, who was a friend of Dave Nicklas and a contributor to the LRC Arboretum. In addition, a White Spruce tree was planted in appreciation of volunteers from St. Andrews' Lutheran Church, and a Domingo Pine tree was planted in appreciation of our volunteers from the VFW Post and Auxillary #131.

**The following pictures show some of the tree-mulching skills of our friends and fellow employees.**





## TWO UPCOMING COMMUNITY EVENTS:

- ◆ Gayle Resh would like to invite LRC employees to participate in the William G. Lauer Foundation Croquet Fundraiser for ALS (Lou Gehrig's Disease) patients in Nebraska. A \$40 donation includes lunch and a springtime afternoon filled with croquet and charity. Bring your friends, family and lawn chairs. All donations are tax deductible. The William G. Lauer Foundation supports ALS patients in Nebraska and supports research for finding a cure. The event will be held on Saturday, May 21, 2011 at 1:00 p.m. at N.W. 42nd and @. Wilkins Street in Airpark. Please register by May 14 at [www.lauerfoundation.org](http://www.lauerfoundation.org).
- ◆ The Great Park Pursuit Committee is pleased to announce the launch of the 2011 program with more park sites & more prizes! Please visit [www.negpp.org](http://www.negpp.org) to register your team for this year's pursuit and get updated information about Great Park Pursuit 2011. The Great Park Pursuit program officially started May 1<sup>st</sup> but you may still join in the fun.





## 5th Annual Arbor Day Tees & Trees Golf Tourney.....by Courtney Hall

Saturday was a beautiful day, however, the wind posed an additional challenge to the six participating teams. The first tee-off time started at 9:30 for the holiday golf tourney. Winning results as follows: Courtney Hall, Tim Hall, Darren Prouty, and Andy Gerch. Each won a free buffet from Godfathers and a gift card to Mulligans. Darren Arends was the only participant to make a hole-in-one throughout the day. Pin prizes winners won a goodie bag from State Farm: Longest Drive in the Fairway – Andy Gerch; Shortest Drive – Kendon Robertson; and Longest Putt: Darren Prouty. –**By Courtney Hall**



*Winners: Courtney, Tim, Darren & Andy*



*Josh, Jay, Quintin and Darren*



*Mike and Don*



*Zeb and Crew*



*Stan and Craig*



*Marc putting*



*Craig Tee-off*



*Josh and Quintan*



### *Huh? Open Enrollment? What's That?*

**WHAT** is it? *The once-a-year active period when all eligible state employees sign up for insurance for the next year.*

**WHEN** is it? *Monday, May 2, 2011 at 0700 hours through Friday, May 20, 2011 at 1700 hours.*

**WHO** does it? *Open enrollment includes all eligible state employees. All permanent employees are eligible. Full time employees must complete their open enrollment online on the NIS system. All permanent part-time employees need to complete paper forms at their Human Resources Office. Even if employees do not want to make any changes to their insurance options, they must complete Open Enrollment.*

**WHY** do it? *Because it is very nice to have health insurance if you want it.*

**HOW** do I do it? **Follow the steps detailed in the emails sent to you from the “Benefits and Wellness” Administrative Services and the HHS Help Desk.** All critical information about the benefits, costs and plan design is available on the internet at <http://www.das.state.ne.us/personnel/benefits>. Please consider saving this website on your internet explorer favorites for easy access.

The [Options Enrollment Guide](#) is now available on-line. The Options Guide contains very important information for this year's Open Enrollment. The guide is well crafted with information you need to know about all of the various benefit programs and the new premium rates.

**HELP!!!** *Human Resources is conducting training with several LRC employees to assist you with your Open Enrollment if you are having difficulties. You may contact Stacey Wiltshire, Marilyn Bailey, Carol McDowell, Jane Ahl, Nancy Liebers, Julie Valencia, Mark Townsley, Mark Craft, and Sherrie Nielsen.*

As always, the LRC Human Resources Team will also assist if someone is having difficulties. We can be reached at (402) 471-9141 or (402) 479-5431, or (402) 479-5432.

### **HELPFUL HINTS:**

- ◆ **Make sure your NIS/Enterprise One “Employee Self Service” is active**
- ◆ **Check your current elections in NIS/Enterprise One “Employee Self Service.”**
- ◆ **Decide what you and your family want for elections.**
- ◆ **Try to get your Open Enrollment done early in NIS to avoid the rush and the “Traffic Jams” that occur at the end of Open Enrollment.**
- ◆ **Keep a copy of your final confirmation statement when you are done, and mail one copy to Sharon Ziers in the HR Office.**
- ◆ **Stay Healthy!!**

**MORE ADVICE: Read all the materials sent to you and check out the [www.das.state.ne.us/personnel/benefits](http://www.das.state.ne.us/personnel/benefits) website**



## Squelching Workplace Negativity.....by Susie Brown

I attended a Webex Seminar on April 13, 2011 entitled “Say No to Workplace Negativity.” I thought it was very informative and I could see how the information might be helpful to LRC employees who encounter negativity from co-workers in their daily work. If you get an opportunity to attend this seminar, I would strongly recommend that you do. I’ll try to capture the highlights of this seminar, which was presented by Best Care, EAP.

Workplace Negativity – think what this means. Is it behaviors? People? It’s usually people who are habitually cynical, unpleasant, resisting, uncooperative, etc. These types of people tend to create a toxic work environment. However, there are techniques to deal with these employees and we need to figure out these techniques. Sometimes tolerating workplace negativity: 1) can leave us feeling helpless (we feel we have done our best, but just can’t get around negativity; 2) prevents us from connecting with other people; 3) sabotages our efforts to solve problems; 4) lowers our ability to be productive in the office; 5) makes us feel uncomfortable, less satisfied with our work, and have less pride in our work and our workplace, and 6) can sometimes impact us when we carry the negativity home and affect our relationships and our lives outside of the workplace.

We need to identify the negative people. What are they in the habit of talking about? “How bad things are,” even if they say this in a joking way? Or are they a positive, upbeat person? Do they try to problem-solve and make things better or do they just complain? Are they making any suggestions for improvement? Its always our choice how we respond to these people. Analyze

the situation. Ask yourself these questions: What is motivating this person? Are they trying to get attention? Do they feel ignored? Are they venting about a situation? Maybe they are going through a tough time in their lives. Ask yourself why am I getting involved? To find peace of mind? To feel like I tried something? To hopefully improve the situation at work? To be supportive and helpful? Scenarios like this can be discussed with Best Care EAP if a sounding board is needed. You may also want to remind the employee that EAP help is available for them. Decide on a strategy. You can’t change other people, but you can change how you respond to their behavior. Remember that there are three different types of negative people: 1) Reaction-getters; 2) Attention-seekers, and 3) Venters. Try to see their viewpoint as they may want help. Try to smile genuinely and remain detached. Offer them a solution. They may feel neglected or secluded. Try to include them as they may have hurt feelings. Ask them what’s good with them today rather than “how are you today?” Have a positive story ready to tell to change the atmosphere. Set limits – I have only 5 minutes to talk and then I have an important matter to tend to. Be honest and just tell them you don’t like negativity. Sometimes people just need to express their feelings so listen and help them pin down the details. If they are complaining about a specific person, suggest they take their concerns directly to that person. Express concern (“Gee, that’s a tough situation or concern”). Ask them what they’ve tried, and what would work? Think of solutions.

These are some of the things I learned at the seminar, and with the focus on PCC, I feel that addressing negativity is a very relevant issue at LRC!

## Off the Record.....by Audrey Kelly

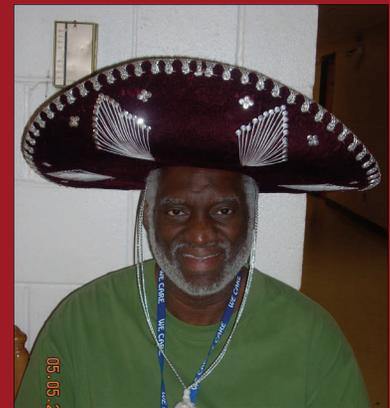
Congratulations to Nancy Liebers on the birth of her great granddaughter, Jaylee Lynn Hoyle, born on March 23, 2011. Jaylee weighed 3 lbs., 11 oz, and was 17.5 inches long. All are doing well, and baby went home from the hospital when she reached 4 lbs.

Congratulations to Diane Ellis on the birth of her first granddaughter, Norah Renae Ellis, who was born on April 10, 2011. Norah weighed 7 lb. 9 oz. and was 20 3/4 inches long.



## Annual Cinco De Mayo Celebration at LRC

Many thanks to the Diversity Committee for once again holding their annual Cinco de Mayo celebration on May 5! Employees munched on tacos, nachos, Spanish rice, refried beans, and a wonderful assortment of yummy desserts!! Several employees won great door prizes that included hanging plants. Gracias to all who participated!!  
**Happy Cinco de Mayo!!**



## How About Those Programming Changes?.....by Debbie Roberts

Ah, Programming. Lot's of changes are happening! Its been several months since I've assumed responsibility over patient active treatment. Since that time, a Programming Steering Committee was formed. As a Committee, a lot of discussion has taken place and decisions made regarding the type of treatment we want to provide to our patients to put our new "Principles of Care" in motion. Who remembers/knows what these are without reading further? Hope—Empowerment—Holistic—Responsibility—Non-Linear—Education. These followed our adoption of a new Mission and a new Vision Statement (Helping People Rebuild their Lives). The Principles of Care were identified as important components to support the Vision. These, in conjunction with PCC (Person Centered Care) are about bringing our new Vision to life.

The following Programming changes were determined necessary by the Committee to actualize and support the new Mission, Vision, and Principles of Care:

- ◆ Consistent treatment approaches in Psych Services (Buildings #3, #5 and #10).
- ◆ Consistent treatment schedules in Psych Services.
- ◆ Offering 5 clinically driven groups 7 days a week; including evenings.
- ◆ Developing Treatment Tracks to accommodate consistent treatment to all individuals with similar hospitalization issues.

- ◆ Evaluate treatment offerings to determine need, effectiveness of groups being offered with those in need of development.
- ◆ Establish measures to determine impact and effectiveness of changes.

Of course, as you all remember, in the process of our work a Joint Commission survey occurred. The surveyors reviewed and recognized our lack of treatment opportunities in the evening hours and on weekends. This further cemented our need for these changes and will now become a focus of many surveys to come.

In addition to all of the above reasons for the changes, I believe this is the right direction to be going at LRC. Most of the patients we serve have lost control of their life. It is our responsibility to help them re-establish hope to have the strength it takes individuals with a severe persistent mental illness to "rebuild their lives."



## LRC Reality Check Trivial Pursuit.....by Jane Ahl

In celebration of Cinco de Mayo, this month's trivia questions are about Mexico.

- 1) Which of these does not border Mexico? a) Guatemala; b) Belize; c) the Caribbean Sea; d) Ecuador.
- 2) What is the capital of Mexico? a) Guadalajara, b) Mexico City; c) Cancun; d) Tijuana.
- 3) If you were going to go snorkeling at Cancun, where would you go? a) Ulita Bay; b) Anegada; c) Mesoamerican Reef; d) Providenciales.
- 4) Why does Mexico celebrate May 5th? a) Celebrating the Three Kings arrival to see the Baby Jesus; b) In-

dependence from Spain; c) A time to visit, clean, and make offerings at ancestral gravesites; d) the Battle of Puebla against the French Army.

- 5) What is pozole? a) Creamed beef; b) corn stew; c) a mixture of papaya and pineapple; d) cheese and eggs with herbs.
- 6) Which is the main religion of Mexico? a) Buddhist; b) Christian; c) Jewish; d) Jehovah Witness.
- 7) What is the traditional shape of a piñata? a) Cow; b) Donkey; c) Star; d) Horse.
- 8) What cultures were in Mexico before the Spanish? a) Maya; b) Toltec; c)

Aztec; d) All of the above.

- 9) What kind of food is menudo? a) Corn dough; b) goat in tomato sauce; c) soup made with beef stomach; d) a fried mixture of iguana and eggs.
- 10) What is a reboza? a) a type of bed; b) a musical instrument; c) a shawl or scarf; d) a place to keep animals.



**Sweet Carrot Salad**

**Ingredients:**

- 1 lb. carrots, grated            1 Tbsp. honey
- 1 cup crushed pineapple       2 Tbsp. mayonnaise, or to taste
- 1/2 cup raisins                    1 dash lemon juice



In a large bowl, mix together the carrots, pineapple and raisins. Stir in the honey, mayonnaise and lemon juice until evenly coated. Refrigerate for at least 30 minutes before serving to let the flavors meld.

**Tom's Cinco de Mayo Coconut Butter Cake** *(enjoyed by many at the LRC Cinco de Mayo celebration)*

**Ingredients:**

- 1 stick melted butter            1 pkg. yellow cake mix
- 1 egg, beaten                      1 1/2 cup chopped pecans (optional)
- 1 1/2 cup coconut                 8 oz. soft cream cheese
- 3 cups powdered sugar         2 eggs, beaten
- 1/2 tsp. vanilla extract

Preheat oven to 350 degrees. Grease and lightly flour a 13" x 9" cake pan. Mix butter, one egg, and yellow cake mix and pack into bottom of pan. Sprinkle pecans and coconut over bottom layer. Mix two eggs, cream cheese, vanilla and powdered sugar together and spread over top. Bake for 35 to 40 minutes or until golden brown. Dust with powdered sugar if desired or destined for a picnic or a potluck.

**Rhubarb Cobbler**

**Filling Ingredients**

- 3/4 cup sugar
- 2 Tbsp. cornstarch
- 4 cups chopped rhubarb
- 1 Tbsp. water
- 1 Tbsp. butter, diced
- 1 tsp. cinnamon
- 1 cup flour

**Topping:**

- 1 Tbsp. sugar
- 1 1/2 tsp. baking powder
- 1/4 tsp. salt
- 1/4 cup butter
- 1/4 cup milk
- 1 egg, beaten



Preheat oven to 400 degrees F. Lightly grease a 9-inch square baking dish. In a saucepan, mix 3/4 cup sugar and cornstarch. Stir in the rhubarb and water. Bring to a boil. Cook and stir for one minute. Transfer to the prepared baking dish. Dot with butter, and sprinker with cinnamon. In a medium bowl, sift together flour, 1 Tbsp. sugar, baking powder, and salt. Cut in the butter until the mixture resembles coarse crumbs. In a small bowl, mix the milk and egg. Add all at once to dry ingredients, stirring just to moisten. Drop by teaspoonsful on top of the rhubarb mixture. Sprinkle with sugar. Bake for 20 minutes in the preheated oven, until crisp.

**DHHS - STATE OF NEBRASKA**

Lincoln Regional Center  
PO Box 94949  
Lincoln NE 68509-4949  
linda.jiskra@nebraska.gov  
(402) 479-5388

Reality Check Mission Statement:  
Publish an employee-generated newsletter that is interesting,  
entertaining, and promotes open communication at LRC.



*LRC Reality Check Editorial Board*

*Linda Jiskra—Editor—479-5388*

*Audrey Kelly—479-5207*

*Tom Schmitz—479-5475*

*Jane Ahl—479-5464*

*Susie Brown— 479-5432*

*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be singled but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: Sharon Ziers, Anne Regelean, Gayle Resh, Courtney Hall, Diana Walker, Nina Anderson, Susie Brown, Tom Schmitz, Debbie Roberts, Diane Ellis, Nancy Liebers, and the AUA Medical Students..*

**March Reality Check Trivial Pursuit Answers.....by Jane Ahl**

1. The best way to attract orioles is with **four parts boiled water to one part sugar**.
2. The **Bullock's Oriole** is the most widespread oriole in the West.
3. Bluebirds are a member of the **thrush** family.
4. Bluebirds will eat a feeder with **peanut butter and cornmeal**.
5. The following is true about robins: **their eggs are blue**.
6. Fledglings are **kid birds that are ready to fly**.
7. It is not true that **winter red-winged blackbirds are solitary**.
8. Mourning doves are also called **western turtle doves**.
9. Purple martins are a large kind of **swallow**.
10. The **English House Sparrow** is one of the worst enemies of the purple martin.

