

THE SOURCE

NRC Holds 2nd Annual Employee Recognition Reception

By NRC Employee Recognition Committee

NRC's 2nd annual Employee Recognition Reception was held on Wednesday, February 26th, honoring employees who reached milestone years of service during 2013, as well as announcing NRC's inaugural awards for Supervisor of the Year, Employee of the Year, and Burney Pohlman Memorial Award.

NRC's Employee of the Year award was presented to Diane Schumacher, PA-C; the Supervisor of the Year award went to Kris Boe-Simmons, Clinical Program Director; and the Burney Pohlman Memorial Award was presented to Kathy Herian, RN. Darlene Porter was recognized for her 50 years of service to NRC with a standing ovation. Dr. Scot Adams, Director of the Division of Behavioral Health, and TyLynne Bauer, Facility Operating Officer, presented the awards. Light refreshments were served following the ceremony.

Congratulations to all honorees!! We're proud of you!!



Dr. Adams with honorees in attendance

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Nebraska Sex Offender Treatment Program

Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

Vision: Helping people rebuild their lives with no more victims.

NRC Employee Recognition Reception



Kathy Herian, RN
Burney Pohlman Memorial
Award Recipient



Kris Boe-Simmons,
Clinical Program Director
NRC Supervisor of the Year



Diane Schumacher, PA-C
Employee of the Year Recipient



Dianna Mastny and Craig Podany Are January “Job Well Done” Recipients

By NRC Employee Recognition Committee

Congratulations to Dianna Mastny, RN, and Craig Podany, Plumber, for being selected as the January 2014 “Job Well Done” recipients.

Dianna Mastny has been employed at NRC since April 1998. Her co-workers stated in



her nomination that she deserves this award because she consistently shows competence in her job duties and handles crisis situations with the utmost

professionalism. She is firm and consistent in her actions, adhering to policies to guide a focus on safety for both staff and patients. She is a model RN and goes above and beyond her job duties, always willing to help out wherever needed.

Thank you, Dianna, for all you do!

Craig Podany has been employed at NRC since December 1992. His co-workers stated in his nomination that he deserves this award because he has an extensive understanding of the telecommunication system at NRC. Because of his knowledge, staff has been able to take their extension number with them when they move to a



new office and telephone issues are resolved in a timely manner. When there are telecommunication glitches, he is consulted first, as it is rare when he is not able to fix the problem. This not only reduces stress for staff and patients, it also saves the facility money as there are no service calls or expense for time the vendor spends at NRC. His expertise, willingness to help out when needed, and cheerful attitude are appreciated.

Thank you, Craig, for all you do!

Bryan Bretschneider and Dr. Jay Curran Are February “Job Well Done” Recipients

By NRC Employee Recognition Committee

Bryan Bretschneider, Facility Maintenance Specialist, and Dr. Jay Curran, Psychologist, are the February “Job Well Done” recipients.

Bryan Bretschneider has been employed at NRC since July 1985. His co-workers stated in his nomination that he deserves this award because he has taken the ideas and suggestions of the Employee Recognition Committee and made them a reality. He has developed and continues to



work on completion of the Recognition Wall on 1-East. He has created the plaques, completed the tedious painting (of which his Grandfather Feddern would be proud) and hung the pictures. He was able to take others' vague ideas and make them a reality, handling all the changes along the way with his always-present smile and positive attitude.

Thank you, Bryan, for all you do!

Dr. Jay Curran has been employed at NRC since May 1986. His co-workers stated in his nomination that he deserves this award because he

has taken the lead in revising the Skill Building Program. This re-vamping of the program has taken long hours and many meetings. He graciously agreed to



meet with the 11/7 shift to do training with them regarding the new program change. The end result is a better program for the patients served on 2-East. He has also been the staff liaison for the Media Committee and has helped make it clearer for patients and staff what programs are okay for TV viewing and which are not acceptable.

Thank you, Dr. Curran, for all you do!

Please Welcome New NRC Employees



Katie Bartels
Psychology Intern



Kristi Owens
Social Work Intern



Kimberly Thies
Food Service Cook



Toni Lynn Hoefler
Registered Nurse

What's Cooking at NRC



BAKLAVA TARTLETS

2 c. finely chopped walnuts	1 tsp. lemon juice
3/4 c. honey	1 1/4 tsp. ground cloves
1/2 c. butter, melted	3 pkgs. frozen miniature fillo tart shells
1 tsp. ground cinnamon	

In a small bowl, combine the first six ingredients; spoon two teaspoons into each tart shell. Refrigerate until serving. Yield: 45 tarts.

Submitted by Hollie Frye, and she challenges Ryan Sukup to submit a recipe for the next issue of *The Source*.

*"Be who you are and
say what you feel,
because those who
mind don't matter,
and those who matter
don't mind."*

- Dr. Seuss

Employees Leaving NRC

January 3, 2014

Nancy Schaecher, Social Worker

January 10, 2014

Susan Johnston, Activity Assistant

February 14, 2014

William (Butch) Johnson, RN

The Bulletin Board

The family of Gus Weich is deeply appreciative of all the kind wishes sent our way during our difficult time. Whether you sent a card, attended the service or visitation, paid for a memorial, or wished us peace, it is a reminder of our "NRC Family" that is truly inspiring for all. Thank you so much!

Pat and Lean Weich

Sara Gnewuch

Jerry Weich

Andrea Weich

To the Anonymous Person or Persons:

We would like to thank all of you so very much for the box of food, non-perishable items, monetary gift and card. Also another big Thank You to the person or persons that gave us a gift card and card. All of your thoughtfulness and giving is so much appreciated in these very stressful times.

Jim and Tracy Daake

Kudos to my NRC family!!

I want to thank the following people for the help I received after a chemical accident. John Kelly, Julieen Brand and Diane Hassler were in the area, followed procedures and without the quick actions of these staff I believe the damage to my cornea could have been much worse.

Also, thank you'to Greg Sterner for assessing the situation and sending me on to Urgent Care, and Marilyn Blunck for getting me there, filling out my paperwork and getting me home.

I truly felt I was in capable hands throughout the whole ordeal. Without the quick actions of all these individuals, I may not have had such a good outcome. Thank you all.

Tracy Cullin Culligan

NRC,

Thank you so much for the gift certificate. Retirement has been great! Keeping busy with family, baking, and redecorating. I miss you all. I'm so thankful for the friendships I developed during my time at NRC. Blessings!

Jann Drahota

I would like to thank the "Job Well Done" committee for selecting me for this award. I am very honored and want everyone to know that it's not always easy to do our best, but working with a great bunch of people makes the load a lot lighter! Thank you all again!

Dianna Mastny

I would like to take this opportunity to thank everyone at the Norfolk Regional Center. It took months of contemplation before making the life and career decision to leave NRC and move across the road to the University of Nebraska.

I think fondly of NRC, good people doing challenging work of which everyone should be proud — mental health and sexual offenses treatment. I was so fortunate to work with a great staff, treatment team and administration, making the decision difficult.

I felt a calling to teach and now can influence the next generation of nurses. The majority of teaching I do is mental health, health assessment, nursing policy and leadership, evidence based practice, and of course Husker sports.

I appreciate all the encouragement and support I received and continue to receive from everyone!

Sincerely,

"NRC Alum" Mary Andersen

NRC's 2nd Annual Biggest Loser Challenge

By NRC Spark Plugs

Weigh In: March 3-7, 2014 by appointment with Hollie Frye (x3492) or TyLynne Bauer (x3328).

Weigh Out: May 5-9, 2014 by appointment with Hollie Frye (x3492) or TyLynne Bauer (x3328).

Cost: \$25.00, which includes a t-shirt, Spark Plug water bottle, a tool kit to get your weight loss started, and healthy snacks/recipes to put in your weight loss tool kit.

Prize: Cash prizes (to be announced, pending number of participants).

Rules of the Contest

1. Prize winning categories include Men's Biggest Loser and Ladies' Biggest Loser. No team categories, although you can formulate your own teams to encourage each other.

2. Only two weights are required — one when you weigh in to the contest and one when you weigh out. You are welcome to weigh in as often as you like and to use the NRC equipment, such as the BMI calculator, the scale and measurement tools. This, however, is your responsibility and will be available for your use in Hollie's office (204B).

SIGN UP TODAY!!



NRC Gets Blued

By NRC Spark Plugs

Did you know colon cancer is the second leading cause of overall cancer deaths in the U.S.? One in 20 people will be diagnosed with colon cancer. It's a scary statistic, and it's one of the reasons why the Nebraska Colon Cancer Screening Program will be promoting [Dress in Blue Day](#). Join other State of Nebraska employees on Friday, March 7, by wearing the color blue.

Also, from Thursday, March 6th, through Mon-

day, March 10th, jars will be available on 1-West in an effort to raise money to donate to the Colon Cancer Alliance. Drop in your loose change, no matter how big or small. We can make a difference!



Put the Glass Down

Submitted by TyLynne Bauer, Facility Operating Officer

A psychologist walked around a room while teaching stress management to an audience. As she raised a glass of water, everyone expected they'd be asked the "half empty or half full" question. Instead, with a smile on her face, she inquired, "How heavy is this glass of water?"

Answers called out ranged from 8 ounces to 20 ounces.

She replied, "The absolute weight doesn't matter. It depends on how long I hold it. If I hold it for a minute, it's not a problem. If I hold it for an hour, I'll have an ache in my arm. If I hold it for a day, my arm will feel numb and paralyzed. In each case, the weight of the glass doesn't change, but the longer I hold it, the heavier it becomes."

She continued, "The stresses and worries in life are like that glass of water. Think about them for a while and nothing happens. Think about them a bit longer and they begin to hurt.

And if you think about them all day long, you will feel paralyzed — incapable of doing anything."

It is the same with our fears too. A failure or an incident in early childhood can become a deep emotional scar over time. Fear of public speaking, fear of math, fear of rejection. You name it, and chances are we have it. Someone gave us that



glass to hold when we were little kids — 'you are clumsy, you are no good, you can't do it' — and we have faithfully held on to it all our lives. 'I can't' becomes a thought that stays in our mind and grows — leading us to complete paralysis. It's time to put the glass down and see the difference!"

Remember to put the glass down.

Three Important Distinctions About Attitude in the Workplace

From Joe Tye, CEO, Values Coach, Inc.

I speak about building a culture of ownership and fostering a more positive workplace by raising the intolerance level for toxic emotional negativity (as reflected in chronic complaining, gossiping, finger-pointing, learned helplessness, passive-aggressive resistance to progress, etc.). But I'm not talking about a *Truman Show* (the Jim Carrey movie about a town

where the smiles were all fake) sort of culture where real problems aren't addressed and important questions aren't raised. Quite to the contrary, in a culture where toxic emotional negativity is prevalent, real problems aren't addressed, they're just complained about by people who blame everyone but the person in the mirror for those problems.

(Continued on page 10)

Three Important Distinctions About Attitude in the Workplace

(Continued from page 9)

If you are trying to promote a more positive emotional environment where you work, there are three important distinctions to understand. They're terms that are often used interchangeably but which really mean very different things.

Skeptics and Cynics: Skeptics are people who ask tough questions, who want to see evidence, and who challenge assumptions. Once their questions are answered (even if the answer is "we don't know but we think it's worth trying and we need your help"), skeptics often become your biggest allies and supporters. Cynics, on the other hand, are people who criticize everything, who really don't want things to work, and who revel in being able to say "I told you that wouldn't work" after having done everything in their power to sabotage success. Cynics do not want you to foster a more positive culture because they don't want to do the work required to become a more positive person.

We consistently hear from organizations that take The Florence Challenge or join the Values Collaborative that as the organizational culture becomes more positive, the most negative and cynical people just can't stand the fact that nobody is listening to their complaining and rumor-mongering anymore - and they decide to leave the organization. And that some of the greatest skeptics end up being the most enthusiastic Spark Plugs.

Complaining and Problem Identification: To promote a more positive workplace attitude does not mean that people don't identify real problems and confront inappropriate behaviors. Quite to the contrary, it means they

don't take the passive-aggressive approach of just complaining and gossiping about them without taking action. In an organization where people have really taken to heart The Self-Empowerment Pledge, instead of just whining about difficulties and talking about others behind their backs, they will summon up the courage to identify the root causes of problems and have the crucial conversations, and when necessary crucial confrontations, necessary to deal with those problems. By the way, it's helpful to read those two books - *Crucial Conversations* and *Crucial Confrontations* - to learn how to more effectively do this.

Problems and Predicaments: Problems have solutions, predicaments do not have solutions. A problem is an alcoholic neighbor making too much noise - you can call the police. A predicament is an alcoholic family member living in the basement. You can solve a problem but you must, at least in the short term, live with a predicament. This is, of course, the underlying rationale of the famous serenity prayer. Inculcating this understanding into one's personal life and into the culture of an organization will replace complaining and criticizing with equanimity and determination.

If it's a problem, adopt the "Proceed Until Apprehended" mindset described in my book, *The Florence Prescription: From Accountability to Ownership*, and take steps to fix it. If it takes an act of congress (e.g., cuts in healthcare reimbursement) or an act of God (e.g., the weather) to change something, don't waste your time and emotional energy complaining about it. Accept that it is what it is and move on to something more productive to think about.

It's Cold — Follow Red Cross Safety Tips When Heating Your Home

Submitted by TyLynne Bauer, Facility Operating Officer

With negative temperatures and even lower wind chills throughout much of the Midwest and Northeast, it is important that families and individuals remain vigilant in practicing home fire safety. Although rarely making headlines, home fires are the most common disaster the Red Cross responds to, sending volunteers to the scene of fires at all hours of the day and night to help those affected.



As residents keep warm during these cold days, keep in mind that heating fires are the second leading cause of home fires. Take a minute to review safety tips that will help prevent a fire in your home.

Home Fire Safety Tips

- Keep items that can catch on fire at least three feet away from anything that gets hot, such as space heaters.
- Never smoke in bed.
- Talk to your children regularly about the dangers of fire, matches and lighters and keep them out of reach.
- Turn portable heaters off when you leave the room or go to sleep.

The most effective way to protect yourself and your home from fire is to identify and remove fire hazards. About 65 percent of house fire deaths occur in homes with no working smoke alarms. During a home fire, working smoke alarms can save lives.

Smoke Alarm Safety Tips

- Install smoke alarms on every level of your home, inside bedrooms and outside sleeping areas.
- Teach your children what smoke alarms sound like and what to do when they hear one.
- Once a month check whether each alarm in the home is working properly by pushing the test button.
- Replace batteries in smoke alarms at least once a year. Immediately install a new battery if an alarm chirps, warning the battery is low.
- Smoke alarms should be replaced every 10 years. Never disable smoke or carbon monoxide alarms.
- Carbon monoxide alarms are not substitutes for smoke alarms. Know the difference between the sound of smoke alarms and carbon monoxide alarms.

For more information on home fire safety, download the American Red Cross First Aid App, which provides tips on how to prevent home fires and on severe winter weather safety.

DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF NEBRASKA

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The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.

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 signed, 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!

NRC Editorial Board

Marg Hipp - Editor - 370.3315

TyLynne Bauer - 370.3328

Susie Kohlhof - 370.4313

Marilyn Stromberg - 370.3142

What's Your Leprechaun Name?

Submitted by John Kelly (aka Clumsy McTurnips), Facility Maintenance Technician

Happy  St. Patrick's Day

LAST LETTER OF YOUR FIRST NAME

FIRST LETTER OF YOUR LAST NAME

- | | | |
|---------------|----------------|--------------|
| A – Sprinkles | J – Clumsy | S – Goldie |
| B – Daffodil | K – Thunderous | T – Peevish |
| C – Fightin' | L – Tater | U – Fearsome |
| D – Bunyon | M – Bleary | V – Potsy |
| E – Warty | N – Greene | W – Dizzy |
| F – Toadstool | O – Rusty | X – Patty |
| G – Wooly | P – Lucky | Y – Stumpy |
| H – Clover | Q – Fortune | Z – Whispers |
| I – Blarney | R – Shillelagh | |

- | | | |
|----------------|-----------------|-----------------|
| A – O'Blaze | J – McWhiskey | S – McWoozy |
| B – McTavern | K – McTurnips | T – O'Shivers |
| C – O'Rainbow | L – O'Bourbon | U – McCharmless |
| D – McMuffin | M – McSmelly | V – O'Wickless |
| E – O'Wobbles | N – McCoppertop | W – McSpud |
| F – McFearsome | O – O'Gingerly | X – McOutrage |
| G – O'Knuckles | P – McFeverish | Y – O'Lyin |
| H – McDoodles | Q – O'Cranky | Z – McSullied |
| I – O'Looney | R – McKnob | |

