

THE SOURCE

Donna Baumann Selected as DHHS Employee of the Year

Submitted by TyLynne Bauer, Facility Operating Officer, and Kris Boe-Simmons, Program Director

Donna Baumann, Staff Assistant I in NRC's Social Work department, has been selected as a DHHS Employee of the Year. Co-workers shared the following about Donna on the nomination form:

"Donna is competent, thorough and well organized. She helps co-workers get their job duties done on a timely basis. She initiates and completes tasks that add value to the performance improvement and risk management programs. She organizes activities for several multidisciplinary committees including the Performance Improvement Committee, Environment of Care Committee, Failure Mode Effects Analysis meetings and Root Cause Analysis meetings. Donna is the expert on FMEA and RCA. She readily helps document discussions and findings and prompts co-workers to follow through on assignments. She is very knowledgeable of computer software programs and is al-



ways willing to go above and beyond the call of duty. Donna is an asset to the Norfolk Regional Center."

Congratulations, Donna, on this well-deserved honor!



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Nebraska Sex Offender Treatment Program

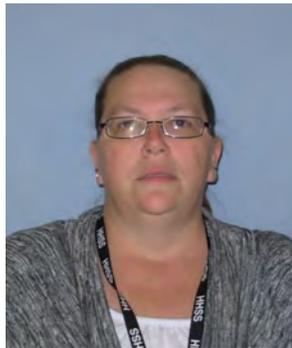
Mission: Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

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

Please Welcome New NRC Employees



Kayla Ramsay
Food Service Cook



Peggy Paustian
Food Service Assistant



Cami Lubken
Mental Health
Security Specialist

What's Cooking at NRC

CLASE (KLOSSE)

These flour balls are delicious when covered with gravy and served with roast beef.



1 ½ c. flour

pinch of baking powder

Add 1 cup of boiling water. Form dough into balls. Drop in boiling water for a few minutes. Serve with gravy.

(Submitted by Dr. Jay Curran, and he challenges Sheryl Hansen to submit a recipe for the next issue of *The Source*.)

The Self-Empowerment Pledge — Seven Simple Promises That Will Change Your Life

From Joe Tye, Values Coach, Inc.

Submitted by TiAnne Morse, Quality Assurance Coordinator

If you've been waiting for someone else to empower you, you should know that ... NO ONE can empower you but YOU, and once you have empowered yourself, no one can take that power away.

foundly and permanently — would you invest a minute a day for the next 365 days? Would you give up one television commercial a day for a year to change your life? If your answer is yes, here's what you

mean them!!! Ready???

Here's why it works ... You keep promising yourself that you will be responsible, accountable, and determined; make a contribution, be resilient in the face of adversity, have a positive perspective and that your faith will shine through. Then you catch yourself whining and complaining, procrastinating, gossiping, blaming others for your problems, taking when you should be giving, and pretending that you have no power. You end up with what psychologists call *cognitive dissonance*, which is trying to simultaneously hold two in-

THE SELF EMPOWERMENT PLEDGE

Seven Simple Promises That Will Change Your Life

<p>Monday's Promise: Responsibility I will take complete responsibility for my health, my happiness, my success, and my life, and will not blame others for my problems or predicaments.</p>	<p>Tuesday's Promise: Accountability I will not allow low self-esteem, self-limiting beliefs, or the negativity of others to prevent me from achieving my authentic goals and from becoming the person I am meant to be.</p>	<p>Wednesday's Promise: Determination I will do the things I'm afraid to do, but which I know should be done. Sometimes this will mean asking for help to do that which I cannot do by myself.</p>
<p>Thursday's Promise: Contribution I will earn the help I need in advance by helping other people now, and repay the help I receive by serving others later.</p>	<p>Friday's Promise: Resilience I will face rejection and failure with courage, awareness, and perseverance, making these experiences the platform for future acceptance and success.</p>	<p>Saturday's Promise: Perspective Though I might not understand why adversity happens, by my conscious choice I will find strength, compassion, and grace through my trials.</p>
<p>Sunday's Promise: Faith My faith and my gratitude for all that I have been blessed with will shine through in my attitudes and in my actions.</p>		

www.Pledge-Power.com

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I am responsible, accountable, and determined!

During May and June, the Self-Empowerment Pledge was presented to many NRC staff. We were fortunate to bring Joe Tye to NRC via YouTube. During this presentation, Joe addressed that the Self-Empowerment Pledge can give you that power, but first you need to invest in yourself ...

If you knew it would change your life for the better — pro-

need to do.

Every morning start your day by making that day's promise — which will take about 15 seconds. Repeat that promise again in the middle of your work day, once more before you leave for home, and one more time right before you go to bed. Repeat these promises like you really

It's not my fault, they did it to me, this is so unfair.

compatible beliefs. At that point, one of two things MUST happen. Either you take the easy way and stop making the promises ... or you keep making the promises until you begin to change your attitudes and your behaviors. And as you do that, you will begin to achieve better results in every

dimension of your life.

Now ask yourself these two questions ...

Question #1: If you personally were to take these seven promises to heart, would you be better off than where you are headed now — personally, professionally, financially and spiritually?

Questions #2: If everyone where you work made a good faith effort to live these seven promises, would you do a better job of supporting each other and serving our customers?

If your answer to these questions is YES ... and if you're being honest, that's what your answer will be.

Then why wouldn't you invest those 365 minutes in yourself? Do it, because no one can empower you but you. Will you do it? Will you give up one TV commercial a day ... **to change your life?**

I challenge each and every NRC employee to take this challenge. With your Florence Prescription, you should have received a pledge card. If not,

utilize the one in this article. Place it somewhere where you can see it every day. I have one on my computer at home and one at my desk. Read that day's challenge when you get up, at noon, right before you leave for the day and right before you go to bed. I guarantee you will see a difference — not right away, but after a few months of reciting that promise to yourself. I've seen a change in me and have caught myself doing the things I said I wouldn't do. So go on, take the challenge. Invest in YOU!!

Why Our Health Care Costs Are So High — Shingles

Submitted by Marilyn Stromberg, DHHS Scheduling Coordinator

Kevin had shingles.

Those of us who spend much time in a doctor's office should appreciate this! Doesn't it seem more and more that physicians are running their practices like an assembly line?

Here's what happened to Kevin:

Kevin walked into a doctor's office and the receptionist asked him what he had. Kevin said, "Shingles." So she wrote down his name, address, medical insurance number and told him to have a seat.

Fifteen minutes later a nurse's

aide came out and asked Kevin what he had ... Kevin said, "Shingles." So she wrote down his height, weight, a complete medical history and told Kevin to wait in the examining room.

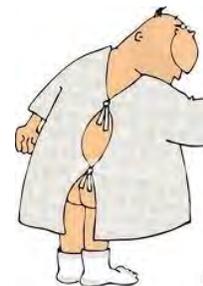
A half hour later a nurse came in and asked Kevin what he had. Kevin said, "Shingles." So the nurse gave Kevin a blood test, a blood pressure test, an electrocardiogram, and told Kevin to take off all his clothes and wait for the doctor.

An hour later the doctor came in and found Kevin sitting pa-

tiently in the nude and asked Kevin what he had.

Kevin said, "Shingles." The doctor asked, "Where?"

Kevin said, "Outside on the truck. Where do you want me to unload 'em?"



Work on Those Communication Skills, HHS

Source: *Modern Healthcare*, July 30, 2012

Submitted by Julie Beutler, RN, ADON

This time, the "C" doesn't refer to Medicare Part C or Hospital Compare. Instead, it stands for the "satisfactory" grade HHS received recently from the Center for Plain Language on how well the department follows the requirements of the Plain Writing Act, a 2010 law that requires the federal government to write all publications, forms and documents in a "clear, concise, well-organized manner."

The Falls Church, Va.-based group recently released its Plain Writing Act Report Card, which gave 12 federal agencies two grades: one for how well an

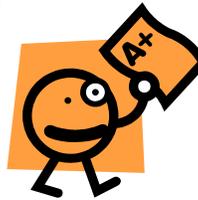
agency followed the act's requirements, and another for how well it reflected the "spirit" of the act. HHS earned a "C" for the former and a "B" for the latter category.

"Unless federal agencies are held accountable, they won't implement the changes required by the Plain Writing Act," Rep. Bruce Braley (D-Iowa) — author of the act — said in a news release that announced the results. The mixed results of the first-ever Plain Language Report Card show that we still have a long way to go to make

government forms and documents simpler and easier for taxpayers to understand."

HHS fared much better than the Veterans Affairs Department, which earned an "F" in both categories, but not as well as the U.S. Department of Agriculture, which got an "A" for the first category and a "B" for the second.

While *Outliers* is a little disappointed HHS only got a C for delivering clear, concise language, we hope it does more to live up to its potential next semester. And VA, we'll see you after school.



The Bulletin Board

I thank you and the administrative council for the gift card. I am saving it for something special.

It's been a long interesting trip, that's for sure. Many changes and many more to come. Take care.

Joy Wieseler

Thanks for the gift card. I'll get something to use on my trips OR a big retirement mug to just sit with during the next snow storm and watch it blow without having to dig out!

It is hard to say good-bye though.

Dale Clark

Love the moment, and the energy of that moment will spread beyond.

- Corita Kent

Injury Prevention Article

Submitted by TiAnne Morse, Quality Assurance Coordinator

For additional resources go to InjuryPreventionAndCostControlAlert.com

INJURY PREVENTION & COST CONTROL ALERT™



Give us a minute – and we'll get you living healthier. This monthly, fast-read bulletin discusses health news and provides quick tips on how to stay in shape that'll fit into your fast-paced schedule. Pin it up, pass it on – or both.

Identifying – and alleviating – the different types of stress

Everybody gets stressed out from time to time. If you disagree with that statement, you're an android that probably doesn't need articles about health and wellness tips.

For everyone else, it's important to understand that stress is more than just an inconvenience; it's the number one risk factor for disease. Research shows that stress leads to obesity, heart disease, depression, anxiety, hypothyroidism, immune deficiency and more.

So what can you do? First, it's important to identify whether the stress you're experiencing is caused by your environment – like workplace issues – or if you're bringing it on yourself.

Stress you cause yourself

How do you tell? First, ask yourself the following five questions:

- Do I create too many deadlines for myself?
- Do I worry about what other people will think before I act or speak?
- Do I volunteer for things even if I don't have the time?
- Do I allow others to control my time because I want to be nice (Example: Getting trapped in conversations you really don't have time for)?
- Do I fail to get enough rest, eat right and exercise as often as I should?

If you answered yes to any of these questions, chances are you're causing your own stress. To fix this problem, it's vital to find ways to take more "you" time.

Simple stress-relief techniques

Stress is a buildup of negative energy in your body. Here are some simple tactics you can practice just about anywhere to help get that toxic energy out:

Deep breathing. Breathe in slowly, hold for at least three seconds, then exhale very slowly. Repeat for three to five breaths. This helps carry oxygen to your cells, so they detoxify effectively.

Stand up and stretch. Even the most basic stretches – like touching your toes or rolling your neck and shoulders – go a long way toward releasing the tension and pain that builds up in your muscles.

Visualize. It may sound a bit kooky or "new age," but simple visualizations are great for alleviating stress. They can range from comedic skits about your current situation to creating a picture of yourself vacationing on some tropical island. The key is tricking your mind into believing what you're visualizing is really there.

When it comes to visualizing, it's important to find a comfortable, quiet place free from any distractions.

Outside stressors

Of course, some things are simply out of our control. So, if your stress is being caused by an overbearing boss, an unreasonable workload or an annoying

co-worker, try doing the following every time you feel yourself getting overwhelmed:

Tell yourself, "I can't change anything except myself." Just saying this phrase aloud will help put the situation in perspective and reinforce the idea that some things are beyond your control.

Alter your perception of the situation. Accept the situation for what it is, and try to find the best way out there for you to deal with it.

Example: If there's a certain co-worker that drives you nuts by talking loudly on her phone and gossiping, are you going to leave and find another job? Probably not. And if you did, chances are there will be someone at that job who you feel the same way about. Instead, figure out a way to minimize the distraction, like putting on headphones whenever the annoying, gossipy co-worker gets on the horn.

Avoid hasty reactions. If you feel yourself getting into a heated conversation with a co-worker – or worse, a supervisor – it's easy to lose control and say something you may later regret. Before this happens, simply excuse yourself for a moment, take a few deep breaths, regain your composure and return to the conversation.

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!

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The One Thing You Must Never Do

From Joe Tye, Values Coach, Inc.



"There is time and hope if we combine patience and courage ... Meanwhile, never flinch, never weary, never despair."

- Winston Churchill

These were the last words spoken by Churchill in his last speech before Parliament in 1955. He was speaking about the dangers of the Cold War,

but the comments echoed a theme that often appeared in his speeches. During times of darkness, said this man who had lived through many a dark time, there is one thing that we must never do: we must never despair.

To despair is to lose hope. To despair is to give in to emotional desolation. Without hope there is no optimism, and especially during dark times, the foremost duty of the leader is to maintain hope and optimism.

Hope is what Churchill gave

to the British people during the darkest days of the Battle of Britain, what Ernest Shackleton gave his men when they were stranded on Antarctic ice for more than two years, it is what Mother Teresa gave to street people in Calcutta, what Martin Luther King gave to African Americans in this country.

Churchill also had this advice for people enduring dark times: if you're going through hell, keep going.

Never despair, never lose hope. Because there is no such thing as false hope.