



WORKFORCE PRIDE

DHR, ASAP, EAP NEWSLETTER

VOLUME 1, ISSUE 8

APRIL 2011

DHR, CPAC, ASAP, EAP
WELL-BEING TEAM

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Executive Expressions: A View from the Top

The Fresh Face

By Directorate of Human Resources



During a monthly civilian Orientation for New Employees (ONE) training, I met a spirited young woman who appeared genuinely excited about becoming part of Team Sill. During my introduction to the installation she asked many questions and appeared appreciative of the opportunity to work as a federal employee and ready to make an impact. I thought to myself that this young lady's enthusiasm and passion for our Soldiers was almost palpable and that she had a promising future working for the Army.

Fast forward six months later when I bumped into the young lady again at an event. This time she was even more animated and looked even happier. I asked how are things going and she lauded the community and her new organization's efforts to make her feel valued and part of the team almost immediately. She said that her new agency provided her everything she needed to succeed during the first week of her employment and that she

could not be busier or feel more fulfilled. She said she appreciated the good start because she has not always has it. Then she relayed the following after accepting a position at another installation; "After I accepted the job from the Civilian Personnel officer, I was asked to report at 10:00am for an orientation. When I arrived at the designated time they appeared surprised to see me and told me to come back later that day. When I returned they still looked unprepared and I had to still wait for additional hour before I was able to complete in-processing paperwork. They pointed me in the direction the building where I would be working and told me to have a nice day. When I arrived at my new employer's agency, there was no one there to welcome me, or seemed to know or care who I was. Other staff member thought I was an intruder so I had to introduce myself to them all. When I asked where I would be working, they directed me to another supervisor, who directed me to another supervisor until I located the person who would be supervising me. The new supervisor appeared distracted and annoyed at my arrival. I began to feel like an imposition. Although I was put into the pay system ensuring that I would at least get paid on time, I was not informed about time and attendance procedures or given any other worksite orientation. The office that I was directed to appeared to have been picked clean of supplies and working equipment. In my desk were a few paper clips and

my chair was broken. My computer and printer also were wrecked but it did not matter because I had no paper for printing anyway. Eventually, I discovered who was responsible for establishing a computer account and I was finally able to locate the person after my second week in office. I completed some additional forms and after six weeks I finally was able to log into my government computer. In the meantime I was directed to read outdated SOPs and regulations while I waited. In essence I was told keep to yourself and do not be a nuisance. I did not know the mission of my new organization nor what was expected of me. About a month into my employment there, there was a tornado threat, I had to follow the crowd to safety because I did not know where to go. My enthusiasm for the job began to give way to apathy almost as soon as I began. I did my best as I always try to do, however, it was difficult overcoming my first impression of the organization and I felt that I could have contributed much more had I been given the opportunity."

After hearing her story, I appreciated more all the great things we do at Ft Sill for Soldiers and Department of the Army civilians during inprocessing and orientation and was reminded of the importance of a sound orientation.

Got Life? Learn to Deal with Emotional Storms

Just as we would grab a coat or run to shelter when a rain-storm or snowstorm pelts our bodies, we need to grab an 'emotional overcoat' or a 'mental shelter' to run to when embracing life. The rain, snow, hail, or even wind are viewed by most of us as negative forces; however, there is a positive outcome to the experience of such tormenting weather: We get MOTIVATED to do SOMETHING to PROTECT ourselves! Inside you will discover tips for you to use when trying to weather the emotional storms that life brings.



Tips for Dealing with Emotional Storms



1 Recognize the importance of dealing with emotions. Unexpressed emotions affect your life. For example, many people who struggle with ongoing depression or anxiety are actually angry. Because the unexpressed anger has nowhere to go, the person experiences the repressed anger as depression or anxiety. If you want to take control over your emotional life, you need to deal with your emotions instead of repressing them.

2 Label your emotions. Many people who have never learned how to deal with their emotions have a difficult time even identifying what those emotions are. Some people might feel anger when the emotion that they are actually dealing with is pain. Others might cry and feel sad in situations in which anger is really the more appropriate emotion. Practice labeling each emotion that you are experiencing.

3 Decide to deal with your emotions as you have them. Emotions must be expressed. You can either deal with your emotions as you have them, or you can put a lot of energy into repressing them and just wind up having to deal with a more powerful version of your emotions later. Resolve to deal with your emotions as you experience them.

4 Recognize that expressed emotions do not last. If you will deal with your emotions as you have them, they will go away much faster. While you might feel incredibly angry in the moment, your anger will pass as long as you deal with it. Only repressed emotions linger for a very long time.

5 Express your anger in a physical way. Anger can be daunting for many people to deal with. Anger is best dealt with physically, especially if you have a lot of repressed anger to process. Choose a physical activity that will not harm another person or yourself. Some good ways to deal with anger include punching pillows, hitting the ground with a baseball bat, popping balloons, taking a kickboxing class and going for a brisk walk.

6 Cry out your pain. Tears can heal a wounded spirit. However, many people have a hard time dealing with grief and sorrow. Try watching a sad movie and allowing yourself to cry for the characters. Set aside time to let yourself "wallow" for a little while. You will feel much better after a good cry.



7 Comfort your fears. Many people who suffered from trauma in childhood struggle with feelings of terror. Comfort yourself through those feelings. Visualize yourself comforting the child you once were. See yourself wrapping a thick blanket around your terrified inner child and hold that child close to your heart.

8 Enjoy a good laugh. A good laugh can be incredibly healing. Do not stifle your joy. Instead, deal with your joy by giving in to an urge to laugh. A good belly laugh can do wonders for a person's emotional state

Reference: ehow.com



In the Blink of an Eye



Steve Gluck
Fort Sill
Emergency Manager

In preparing for a recent Incident Command System 400 level class that I was teaching for a number of Fort Sill personnel, I was searching for more material or videos to use to highlight some of the teaching points with new and current visions. I came upon a security camera video footage of the Alexander Hardware & Small Engine repair shop in Theodore, Alabama. On March 9th, 2011 this town and hardware shop were hit by an Enhanced Fujita (EF) 2 level tornado. The striking point is, that you know the tornado sirens were sounding because of the impending storm, the National Weather Service has issued tornado warnings for the area, but the people in the shop did nothing. They took no cover, in fact they were looking out of the front door as the tornado and its fierce winds were tearing up their area. One gentleman was still sitting in the small engine shop working on a riding lawn mower. And in the blink of an eye, you see everything in complete disarray. The tornado and its ravaging winds had impacted the store. When I say in the blink of any eye, I really mean it. Watching the video, the one second it was business as usual, then I blink and it's nearly all destroyed. It was in that second that I could have just watched someone die. And for what? The inconvenience of taking shelter for a little bit of time when the sirens sounded. For the curiosity of being able to see the storm. Was there no realization that a tornado picks up debris as it tears through areas, picking up everything from cars, animals, people, bottles, construction materials, everything that is not nailed down and then it is not entirely guaranteed that that will not come up too. The people in these videos were extremely lucky, no one was injured or died, but what if in the blink of an eye...it was you or a family member that was caught in the path of an incoming disaster.

In this last week we saw storms begin here in Oklahoma, hit the small town of Tushka, Oklahoma, killing two people, continuing on and affecting large portions of the rest of the United States. So far 45 people have lost their lives in these storms. Some took shelter, some did not, some did not have the luxury of a shelter or might have not known where in their community the closest shelter was. Do you know where your closest tornado shelter is?



What about in Comanche County last week and over the weekend, the wildfires that seemed to be everywhere. How many of you had to immediately evacuate your home and area because of the fire? Not knowing what you would find when you came back, a pile of smoldering ash, a little damage or luckily no damage at all. How prepared were you and your family to evacuate those areas on a moments' notice? How ready are any of us?

My point for this article is that in the blink of an eye it can be all gone. You, family members, treasured valuables, important papers, pets etc. It is difficult to rebuild, I know I have lost two homes to fire. One was when I was 8 years old and on Christmas Eve. My step father, stoked the wood burning stove in the farm house that we lived in (we did not even have indoor running water, this is in southern Missouri), we settle down to go to sleep hoping to see what Santa Claus would have left for us in the morning, but less than 45 minutes later, we are standing outside in foot deep snow, me cradling my little brothers watching our house burn to the ground. We lost everything, I was young, I really had nothing, rebuilding was not that difficult for me. Then again as a sophomore in high school, I come home to fire trucks in our area and see a commotion; it was our apartment, yet another time a total loss. This time it was a little harder to fathom and process, but still being young, rebuilding was not that much of a problem. How much of a problem will it be for you and your family now?



Take a few moments now, to look at where you have your important papers, do you have a small go kit, think if I have to leave in less than two minutes, what can I take with me? What plan do you have for your family to prepare for and handle those situations that arise. Summer break for our students is just around the corner. While we are at work, do your children who are at home know what to do, who to call and where to go should a situation arise and you might not be able to get to them for a while. It can happen in the blink of an eye. The Emergency Management office asks that you take a couple of minutes this week to assess your situation, at home, at work, at your family's homes that may not be part of the Lawton/Fort Sill community. What can we do to help make sure that we have a plan, some supplies to sustain us, and a way to communicate with family and friends should we become affected? It only takes a few minutes to help prevent or lessen...the loss...that comes in the blink of an eye.

If you need further information on what it takes to make a plan, or any other preparedness information please feel free to call the Fort Sill Emergency Management office at 580-442-2533/5158 and we will be glad to assist you.



Tornado Primer



When preparing for a weather storm keep these listed things in mind:

- Check the weather forecast before you leave
- Watch for signs of approaching storms
- Check on your neighbors that may need assistance

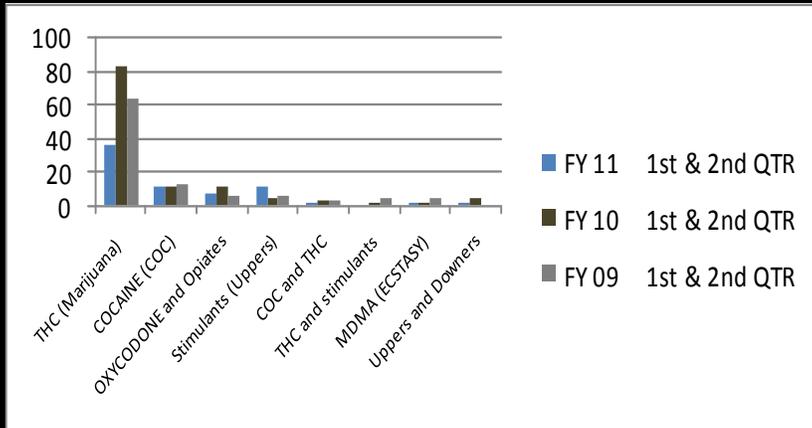
If a Warning is issued or if threatening weather approaches:

- - Keep a weather radio or AM/FM radio with you
- - Postpone outdoor activities if storms are imminent
- In a home or building, move to a pre-designated shelter, such as a basement.
- If an underground shelter is not available, move to an interior room or hallway on the lowest floor and get under a sturdy piece of furniture
- Stay away from windows.
- If you are caught outdoors, seek shelter in a basement, shelter or sturdy building. If you cannot quickly walk to a shelter: Immediately get into a vehicle, buckle your seat belt and try to drive to the closest sturdy shelter.
- If flying debris hits your vehicle while you are driving, pull over and park.

For more tornado safety tips, visit: www.nws.noaa.gov

Way to Go Team Sill!!

Dropping Drug Positives



tion, PCS, TDY, etc.), and during Family transitions (marriage, children, aging parents, etc.)

"Start Right" in-processing prevention training provides resources as Soldiers are integrating into the community and commanders are utilizing "Stay Right" training to support healthier choices.

Commanders are using the ASAP Risk Reduction Unit Risk Inventories (URIs) more aggressively to detect high risk behaviors and working with commander to intervene at the earliest signs of a problem.

ASAP is meeting monthly with BPL and UPLs to develop better and more targeted prevention strategies.

Commanders are more aggressively testing at a rate of 4-5% weekly. With the increased testing frequency, Soldier's now realize that they may be subject to urinalysis each day versus once a month.

Additionally, more Commanders report positives for investigation to CID, and now CID is more involved in drug suppression efforts.

The reason for the dramatic decrease has been:

Commanders are ensuring Soldiers complete required substance abuse prevention and education training.

They are also ensuring when Soldier abuse drugs that they are processed out of the Army sending a powerful message that illicit drugs will not be tolerated.

Commanders and Soldiers are supporting awareness campaigns that promote a healthy lifestyle and the dangers of and risks of illicit drug use.

Commanders and first line leaders are more vigilant providing early intervention as Soldiers transition through the demands of unit ARFORGEN cycles, personal and professional transitions (e.g., promo-

It's Back!! AA on Ft. Sill

Fort Sill Group of Alcoholics Anonymous meets every Wednesday night at 1900 hours in the Well-Being Center, ASAP located at Building 3415 Miner Road.

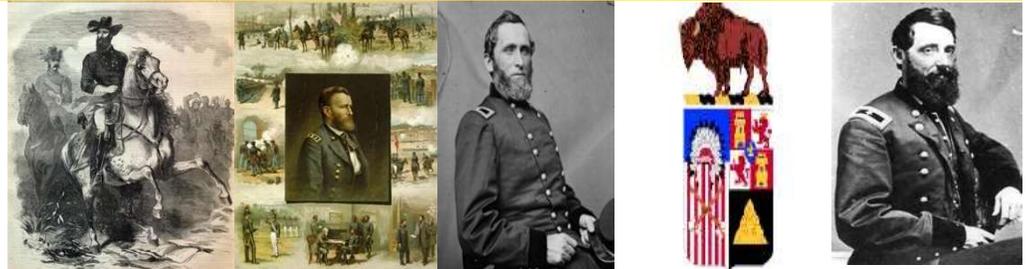
"If you want to drink, that is your business. But if you would like to stop, that is our business."

For further information, please contact Mike at 591-3750



BIT OF HISTORY

By Dale Keesee



Many people saw John Wayne as Colonel Marlowe in the Civil War movie "Horse Soldiers" attacking Confederate forces on his march through the south. Fewer people know that his part was loosely based on true exploits of the Soldier who would build Fort Sill and be its first commander, Colonel Benjamin Grierson.

On 17 April 1863 a Cavalry Division Commanded by Colonel Grierson left La Grange, Tennessee and struck through Mississippi to disrupt Confederate supply lines during the campaign to capture Vicksburg. Grierson's raid was comprised of the 6th and 7th Illinois and the 2nd Iowa Cavalry regiments. The raid covered 800 miles through enemy territory and ended on 2 May in Baton Rouge, Louisiana.

After the Civil War Colonel Grierson organized and commanded the 10th U.S. Cavalry. He was commander of the "Buffalo Soldiers" of the 10th Cavalry from 1866 until 1888. The 10th Cavalry built Fort Sill and garrisoned the Fort until 1872 with Colonel Grierson commanding. Colonel Grierson retired in 1890 as a Brigadier General and died at his home in Michigan in 1911.

ASAP CALENDAR OF EVENTS

April 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
	Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)				CWBO MEETING	MWR EASTER EGG HUNT
24	25	26	27	28	29	30
EASTER			ASAP COMMUNITY TRAINING		CG CHALLENGE	NAT'L Rx TURN-IN DAY



COMPULSIVE GAMBLING SEMINAR
Thurs, 28 April 2011, 1300-1500
Bldg 2871 Craig Road

ASAP is sponsoring a Compulsive Gambling Seminar that will be presented by Mr. Scott Hammonds, MS. He is a nationally certified Compulsive Gambling Counselor that works for the Oklahoma Department of Mental Health and Substance Abuse as a Gambling Treatment Counselor. Mr. Hammonds will provide training to cover the areas of gambling signs, symptoms, effects, adolescent gamblers, geriatric stages and how gambling addiction differs from drugs and alcohol. This seminar is open to anyone, and there will be CEUs for professionals who sign in with all necessary information. Also, attendance certificates will be provided for all other participants.



APRIL ASAP COMMUNITY TRAINING
Wednesday, 27 Apr 2011
Location: B2871 Craig Rd
1200-1400, Employee Assistance Program (EAP)
1400-1600, Habit #1 of Highly Effective People: Be Proactive
Thursday, 28 Apr 2011
Location: B2871 Craig Rd
1300-1600, Compulsive Gambling (Class will provide CEU's and certificate of completion)
Friday, 29 Apr 2011
Location: B2934 Marcy Rd, RTC Rm 151-152
0900-1100, Workforce Engagement Supervisory Training

May 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
			Save a Life Tour (Ft. Sill Conference Center 0800-1600)			
8	9	10	11	12	13	14
	ADAPT (B2871 Craig Rd 0800-1600)		UPL Recert (0830) BPL Meeting (1430) at WBC			
15	16	17	18	19	20	21
	Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)				CWBO MEETING	
22	23	24	25	26	27	28
			ASAP COMMUNITY TRAINING		TRAINING HOLIDAY	
29	30	31				
	MEMORIAL DAY					EVERY WED, 1900 AT B3415 MINER RD. WELL-BEING CENTER, ASAP



TRANSITIONS AND INTERVENTIONS

Life focus

Commanders, at all levels, must be sensitive to key transition points during ARFORGEN cycles that have an acute, recurring and cumulative impact on ARPERGEN. Commanders must understand the importance of unit integration, which simply might be defined as a "planned transition." Unit integration is paramount among the innumerable tasks associated with team building and ensures that Soldiers and Families achieve an immediate sense of purpose, worth and belonging upon arriving at a new unit or in preparation for pre-deployment and post-deployment phases. For a commander, each of the life cycle strands must be considered in relationship with the other across time and measured against the maturity and resiliency of the Soldier. A commander who elects not to command-refer a Soldier for a positive urinalysis (Soldier Life Cycle Strand) in order to ensure the Soldier's availability for deployment (Unit Life Cycle Strand) is in fact, contributing to the potential of adding stress to the unit, Soldier and Family, particularly if the Soldier's high risk behavior continues.

- Establishing unit integration criteria that focus on the Soldier and Family;
- Developing effective unit integration programs for new Soldiers with emphasis on first termers;
- Timing leader command team transitions to accommodate both critical unit cycles and leadership continuity and awareness of Soldier/Family issues;
- Synchronizing unit fill with delivery of HP/RR/SP programs and services during pre-deployment cycles and delivery of HP/RR/SP programs and services with post-deployment cycles;
- Maintaining unit integrity during deployment reintegration/reset including command team, key leaders and buddy team cohorts;
- Developing targeting criteria to align program access and delivery to critical transition windows (e.g., provide FAP training with Soldiers and Families prior to deployment);
- Focusing surveillance, detection and intervention programs with a 360 degree view of high risk Soldiers;
- Ensuring Soldiers complete intervention programs or disciplinary actions before deployment, PCS and TDY; and
- Providing critical respites during major Soldier or Family life events (i.e., similar to maternity leave or high school senior stabilization).



SUICIDE IN CIVILIAN WORKFORCE

Suicide is a significant cause of death among Americans, and government personnel are not exempt from the problem. Though there are differences in suicide rates based on such factors as age, gender, and ethnicity, a person from any background can commit suicide, or go through a period of seriously contemplating it.

People considering suicide often have been "worn down" by many stresses and problems. Actual or expected loss, especially a love relationship, is often a contributing factor. The suicidal person is frequently lonely and without a solid support system. Sometimes this is a long-term characteristic of the person; in other cases a geographic move, death, or a divorce may deprive an individual of personal ties that were formerly supportive.

Listen carefully to what your employees say--people thinking about suicide often give hints about their intentions. Talking about not being present in the future, giving away prized possessions, and making funeral plans are examples of possible hints of suicidal intent. If you hear such talk, question it, kindly but firmly. You won't make the situation worse by clarifying it, and an open conversation with you may be the person's first step toward getting well.

Be alert to changes in behavior. A deterioration in job performance, personal appearance, punctuality, or other habits can be a sign of many problems, including suicidal concerns.

What causes stress in your life?

Find out next month ways you can mitigate your stress.



SUICIDE PRE-VENTION PROGRAM CO-ORDINATOR (SPPM)
ROBERT DODRILL

WHAT WOULD YOU DO?

Kelly has been a DA civilian employee for ten years. She worked as a nurse at one of the Army Medical Centers. Recently, she applied for the ward nurse supervisory position. She was passed over for this promotion. The same day, she also received a foreclosure notice on her house. She had been caught off guard with the rising interest rates on her home loan, and her current salary was not enough to pay the monthly mortgage. She was counting on the promotion to help pay the mortgage. Additionally, she was a single parent with two very young children. As a teenager, Kelly attempted suicide. She also has a history of depression. Given her recent problems, she started to have thoughts of suicide. She is drinking more at night to help her sleep. She told a fellow nurse that her children might be better off without her. "My life insurance will pay off the mortgage on my house. My children will always have a place to live." (Recommended course of action in next issue)

Important Numbers
In case of emergency call 911

- Civilian Employee Problems 442-6306
- DFAS 1-888-DFAS411
- Financial Issues 442-2151
- Military Family Life Consultants 574-7362/7363
- Military OneSource 1-800-342-9647
- Marriage & Relationship 442-2816
- Responsible Sexual Behavior 442-4833
- Spiritual Fitness 442-5003
- Life Skills Stress Management 442-4833/6306/4916
- Suicide Prevention Lifeline 1-800-273-Talk



Most Alcohol Abusers Don't Think They Need Treatment

By Join Together Staff Writer | April 8, 2011

Only 1.2 percent of the 7.4 million American adults whose alcohol abuse is untreated think they need help, a new report shows. The results were released by the U.S. Substance Abuse and Mental Health Services Administration (SAMHSA) as part of National Alcohol Screening Day on Thursday, HealthDay reports.

The findings come from SAMHSA's 2006-2009 National Survey on Drug Use and Health. The survey also found that only 7.8 percent of the nearly 6 million American adults with untreated alcohol dependence, which is more serious than alcohol abuse, realize they need treatment. SAMHSA says the results indicate the need for increasing public awareness about adult problem drinking, identifying people with an alcohol problem, raising the issue with problem drinkers and knowing how to get help.

SAMHSA promoted an alcohol screening tool, <http://www.howdoyouscore.org/>, as part of Alcohol Screening Day. SAMHSA administrator Pamela S. Hyde, J.D., said in a press release, "Alcohol Screening Day provides one day to have the conversation we should be willing to have every day until screening for alcohol problems becomes the norm — just like heart disease, cancer and diabetes."

Coming to Ft. Sill: Save A Life Tour

THE SAVE A LIFE TOUR IS THE NATION'S MOST ADVANCED HIGH-IMPACT ALCOHOL AWARENESS PROGRAM!

The multi-million dollar drink-ing and driving simulators are the only simulators in the nation that give participants a completely realistic, sober perspective on the effects of driving while intoxicated. With massive tour posters on display, high intensity videos rolling on huge monitors, and our charismatic show presenters engaging both participants and onlookers alike, no one that experiences the Save a Life Tour will leave unaffected.



S.A.L.T. AT FT. SILL

Ft. Sill ASAP is pleased to invite you to participate in this life changing event. This tour is scheduled to come to Ft. Sill during the period of **4-6 May 2011** at the **Ft. Sill Convention Center**. For more information, contact **Dale Keesee** or **Dea Schmidt** at **442-4205**.

DEAR FRAN

Dear Fran,

I am a very professional soldier who has been promoted above all my peers and I have only excellent ratings on my evaluation and I never drink on the weekdays. However, I drink so much on the weekends to the point of passing out and my wife complains constantly of my drinking on the weekends and says I'm an alcoholic? Is there help for me?

Excellent and Excelling Soldier
Ft. Sill, OK



The word "alcoholic" is used very loosely by many who do not know that there are very specific criteria that must be met before a "professional" would diagnose you as alcohol-dependent. One indicator that is used by professionals is "binge" drinking. A clear indicator of a problem is drinking to the point of passing out or "blacking out". Over the years, I have developed a five-finger method which allows the individual to decide for themselves if they have a problem with alcohol. Those five fingers represent the areas of relationships, work, the legal system, as well as, finances and health. If alcohol is causing problems in any of those areas of a person's life, and a person decides to continue to use, there may be a problem. The good news is it sounds like you are trying to deal with the problem before it worsens. Come by and I will be more than happy to demonstrate the technique in a quick triage session. If you would like, bring your wife along. Maybe I can help the both of you through this challenging time in your relationship.

Thanks for asking,
Fran

If you have any questions or concerns that you would like Fran to address, please contact Fran through our ASAP Facebook page: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

National Take Back Day

WHEN: SATURDAY, 30 APRIL 2011
WHERE: 2934 MARCY ROAD, RTC
TIME: 1000-1400



SW Oklahoma is participating in National Take Back Day. This is a day that has been set aside for the disposal of unwanted or unused medication. There will be a combined effort with the staff of the Army Substance Abuse Program, Ft. Sill Military Police, Drug Enforcement Agency, and Reynolds Army Community Hospital Pharmacy. Together this team will be providing a drop of point for safe disposal of your unwanted medications. The following will be accepted:

- Participants may dispose of medication in its original container or by removing the medication from its container and disposing of it directly into the disposal box. If an original container is submitted, the individual should be encouraged to remove any identifying information from the prescription label.
- All solid dosage pharmaceutical product and liquids in consumer containers may be accepted. Liquid products, such as cough syrup, should remain sealed in their original container. The depositor should ensure that the cap is tightly sealed to prevent leakage.
- Intra-venous solutions, injectibles, and syringes will not be accepted due to potential hazard posed by blood-borne pathogens.

ASAP Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

EMPLOYEE SPOTLIGHT

Mr. Gary Wilds, FA Specialist (Concepts), CDID



What is your favorite phrase?

I see trees of green.....red roses too
I see em bloom.....for me and you
And I think to myself..... what a wonderful world.

What is your least favorite word?

Tax or Taxes

What turns you on?

Standing on the bank of a mountain stream, trout fishing watching the morning sun crest the hilltops.

What turns you off?

People arguing over Religion or Politics

What sound or noise do you love?

Babbling creek

What sound or noise do you hate?

Finger nails on a chalk board

What is your idea of a perfect vacation?

Walking along Florida shore line; looking for seashell with my wife and granddaughters.

What profession other than your own would you like to attempt?

Wood furniture restoration

What profession would you not like to do?

Anything to do with spiders or snakes

Brain teaser



April: You have been imprisoned in a castle and your prison guards decide to tempt you with freedom, but at a big risk. They show you two doors, each with a guard standing in front, one door leads to the hanging gallows and the other leads directly out the castle and into freedom. You are told that one guard is a liar, and will always lie and the other guard will speak only the truth.

You have no idea which guard is which, or what door is what. Your prison guards laugh and inform you that you may only ask one question. Impossible you think at first, but then you have a moment of inspiration. What question do you ask?

Answer in next month's issue of Workforce Pride.

March's answer: What are the next two pairs of letters below?
SO, ND, JF, MA, ??, ??

ANSWER: MJ, JA. They are the first letters of the months

Ft. Sill Talks Back

What is your biggest fear or worry?



"My biggest fear or worry is that the conflicts/wars will continue overseas and our troops will continue to be placed in danger."
- CC Tramel, CDID



"Not being sure of what is going to happen next."
- Melissa Weiss, Copper CDC



"My son is going to China and I am concerned with that. It will be different and I'm worried as a mother."
- Roslyn Taylor, CDID

DID YOU KNOW?

Aoccdrnig to a rscheearch at Cmabrigde Uinervtisy, it deosn't mttaer in waht oredr the ltteers in a wrod are witrn, the olny iprmoantn tihg is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a toatl mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteer by istlfe, but the wrod as a wlohe.



EAP Mental Health Minute

Storms are natural phenomena that tend to inspire strong emotions in both humans and animals. Some love to watch them, sitting in the doorway or by the window as the thunder and lightning crash all around. Some even choose to go outside, taking what many would consider an unhealthy risk in order to play in the rain. At the opposite extreme, both humans and animals may develop astraphobia, or a fear of thunder and lightning.

Symptoms of Astraphobia

Astraphobia can cause some symptoms that are similar to those of other phobias, as well as some that are unique. Sweating, shaking and crying may occur during a thunderstorm or even just before one begins. You may seek constant reassurance during the storm. Symptoms are often heightened when you are alone. Additionally, many people with astraphobia seek shelter beyond normal protection from the storm. For example, you may hide under the covers or even under the bed. You may go to the basement, an inside room (such as a bathroom) or even a closet. You may close the curtains and attempt to block out the sounds of the storm.

Another fairly common symptom is obsession with weather forecasts. You may find yourself glued to the Weather Channel during the rainy season or tracking storms online. You may develop an inability to go about activities outside your home without first checking the weather reports. In extreme cases, astraphobia can eventually lead to agoraphobia, or fear of leaving your home.

Treatment of Astraphobia

Cognitive-behavioral therapy techniques are often used in astraphobia treatment. You may be taught soothing messages to repeat during storms, replacing your negative self-talk. You may be taught visualization exercises that you can use to calm your fears. Astraphobia is treatable, so it is important to consult with a mental health professional as soon as possible. For information on what to expect from therapy, see [Talk Therapy: An Overview](#).

Reference: About.com

Resiliency Training Campus: Open Events



Date	Class	Time	Location
21APR	Preventing Diabetes	0900	2869
21APR	Women's health concerns	1030-1130	2869
21APR	So you think you want a tattoo?	1530-1630	2869
22APR lot	FCOE Pre ride motorcycle safety class	1200	RTC parking
26APR	Love and Logic parenting Class	1100-1200	BLDG2870
27APR	Start Right 2	0700-1800	BLDG 2871
27APR 149	ACS/ERP Job search class	0900-1200	RTC/RM
28APR	Sewing group	1700-2000	RTC/RM 124
30APR	ACS/ERP SW Oklahoma Teen Expo	0730-2000	RTC/All rooms
3MAY	Sewing Group	1630-2000	RTC/RM 124
4MAY	Start Right 2	0700-1800	BLDG 2871
5MAY	The Truth about Tobacco	0900-1000	BLDG 2869
5MAY	Portion Distortion	1030-1130	BLDG 2869
10MAY	Love and Logic Parenting Class	1100-1200	BLDG 2870
11MAY	State of the Garrison	0800-1600	RTC AUD
11May	ACS/ERP Job search class	0900-1200	RTC RM 149
12MAY	Poisonous plants and Animals of Southwest Oklahoma	0900-1000	BLDG 2869
12MAY	Men's Health Concerns	1030-1130	BLDG 2869
12MAY	ERP Job Hiring Fair	1130-1300	RTC/AUD
17MAY	Parenting Love and Logic Class	1100-1200	BLDG 2870
17MAY	Sewing Group	1630-2000	RTC RM 124
18MAY	ACS/ERP Job search class	0900-1200	RTC RM 149



Resume Writing and Interviewing Skills

Workshop held the 2nd Wednesday of every month
At B2871 Craig Rd, Ft. Sill



FT. SILL EMPLOYEE READINESS PROGRAM

Job Search Training Workshops

1st and 3rd Wednesdays 1000-1200
At B2871 Craig Rd, Ft. Sill

SW Oklahoma TEEN SUCCESS EXPO

When: Saturday, 30 April 2011

Time: 1000-1430

Location: 2934 Marcy Road

<http://www.youtube.com/watch?v=AMbol9p1aAs>



Tricare Young Adult Program

The National Defense Authorization Act (NDAA) for fiscal year 2011 includes a provision to extend health care for eligible dependent children until age 26. The TRICARE Young Adult (TYA) program available through TRICARE beginning in Spring 2011 as a month to month premium based plan. The plan may be backdated to the implementation date of January 1, 2011 as long as premiums are paid for that time frame. Initially TRICARE standard will be the only available option and currently there is no available estimated rate plan. TYA applies specifically to children who are age 21—26 and not eligible for benefits under current provisions of Title 10. To be eligible, a dependent must not be married nor be eligible for employer-sponsored health insurance. The dependent may have aged out of DEERS and may show red (ineligible).

The sponsor begins the process with TRICARE to enroll the child in TYA. If the child does not exist in DEERS, the sponsor must proceed to DEERS for enrollment of the child. Once DEERS enrollment is verified, the sponsor proceeds to TRICARE to enroll the child in TYA. TRICARE feeds enrollment to DEERS and the child will show eligible in DEERS for ID card issuance. The ID card will be for medical purposes only and will not contain privileges for the PX, Commissary, or MWR. This is a **TRICARE sponsored program** and DEERS/RAPIDS facilities support the program only by issuing ID cards to eligible dependents. All questions or concerns regarding this program should be addressed to TRICARE at 1-877-TRICARE or www.tricare.mil.

NOTE: TYA has no impact on current eligibility standards for full-time students or incapacitation. Sponsors should first ensure that the dependent is enrolled in DEERS.

Workplace Etiquette 101: Praise

- Praise a job well done. When you notice a job well done, pick up the phone, send a note, or walk by and tell your co-worker: "Great job!" Even supervisors appreciate positive feedback, as in "Thanks for noticing." And when someone praises you or pays you a compliment, remember to say thank you.

REMOVAL OF SOCIAL SECURITY NUMBERS (SSN) FROM ALL ID/CAC CARDS

Did you know? DoD is removing Social Security Numbers from ID Cards to protect your privacy and personal identity information, your Social Security Number is being replaced with a DoD ID number on all ID Cards. This will occur in three phases. Phase I removed family members SSNs beginning in 2008 and has been fully implemented. Phase II replaces SSNs with the DoD ID number assigned to CAC recipients and adds a DoD benefits number on persons eligible for benefits. Phase III will remove SSNs Embedded Barcodes during calendar year 2012.

ID Changes beginning Jun 2011:

- As of Jun 2011, SSN will no longer be printed on any new ID Cards
- Your new ID Card will have a DoD ID Number in place of your SSN
- Your DoD ID number will be used as the Geneva Conventions serial number
- If you are eligible for DoD benefits, there will also be a DoD Benefit Number printed on your new ID card. The benefits number will be an eleven-digit number generated by RAPIDS and will replace the characteristics information (height, weight, hair color, and eye color) and will be located on the back of the CAC/Teslin ID Card.
- The change is implemented when your current ID card expires, it will not be replaced if your current card has not expired unless lost, damaged, or stolen
- The only exception is those retirees who have indefinite cards, they can request the ID at any time

For online appointments go to or go to Fort Sill internet, <http://sill-www.army.mil>. Click Services Tab, then ID Cards/DEERS link for FAQ and ID appointment link, or go direct to <http://appointments.cac.navy.mil> and follow instructions. Call 580-442-5210 for telephonic appointments.

FY11 Developmental Assignment Program (DAP) Call for Applications

The intent of the Developmental Assignment Program is to sustain a multi-skilled Installation Management workforce with the knowledge, capabilities, skills and opportunities to successfully and innovatively deliver our products and services to Soldiers, Families, and Civilians around the world.

The IMCOM G1, Talent Management Division is soliciting new short term (90 day) developmental applications for the FY11 Developmental Assignment Program (DAP). DAP applications are designed for junior and mid-level employees. Eligible applicants are Installation Management Command/Family and Morale, Welfare and Recreation Command/Army Environmental Command (IMCOM/FMWRC/AEC) Appropriated-fund employees (GS7 through GS13), Non-appropriated fund employees (NF-5 and below, in positions comparable to GS7 through GS13), or equivalent Foreign National employees. This program is designed to identify high potential employees to develop breadth across the full spectrum of the command along with providing multifunctional training, and assignments to strengthen the experience of employees and prepare them for broader responsibilities, and improve organizational communication. These applications are available to IMCOM Employees in the local commuting area or world-wide depending on the availability of funding. The DAP program provides expanded opportunities for learning and development to its participants and achieves fully trained, multifunctional and responsive employees.

Applications must be received by the Office of Workforce Development NLT 28 April 2011.

Managers Memo: The Interest-Based Relational Approach to Conflict Resolution (Reference: Mindtools.com)

Conflict in the workplace can be incredibly destructive to good teamwork. Managed in the wrong way, real and legitimate differences between Soldiers and civilians can quickly spiral out of control, resulting in situations where cooperation breaks down and the team's mission is threatened. This is particularly the case where the wrong approaches to conflict resolution are used.

To calm these situations down, it helps to take a positive approach to conflict resolution, where discussion is courteous and non-confrontational, and the focus is on interests rather than on individuals. If this is done, then, as long as people listen carefully and explore facts, issues and possible solutions properly, conflict can often be resolved effectively.

An Interest-Based Relational (IBR) Approach to conflict resolution respects individual differences while helping people avoid becoming too entrenched in a fixed position.

Managers can help employees manage a conflict by remembering the following points:

Make sure that good relationships are the first priority: As far as possible, make sure that you treat both parties calmly and that you try to build mutual respect. Remain courteous and constructive and try to get the focus OFF the individuals involved in the conflict and ON the mission and mutual interests.

Keep people and problems separate: Recognize that in many cases there are real and valid differences behind conflicting positions. By separating the problem from the person, real issues can be debated without damaging working relationships.

Pay attention to the interests that are being presented: By listening carefully you'll most-likely understand why a person is adopting his or her position.

Explore options together: Allow the Soldier/employees an opportunity to brainstorm alternatives that they can mutually agree upon.

Get it on Paper: Agree and establish the objective in actionable and observable terms that will both, accomplish organizational goals and avoid further conflicts.

Follow-up. After identifying what those in conflict are willing to do, get it on paper and monitor how the employees are adhering to the action plan.

By following these rules, you can often keep contentious discussions positive and constructive. If you would like assistance with mediating a conflict in your workplace, call your Ft Sill EAP at 442-4205/6069.



Love Green? Be Green, Shop Green, and Save Green

Have you been shocked by your grocery shopping bills recently? You're not alone. Across the board, we generally see an annual inflation rate of about 3%. This may not seem like much, but there are times when items such as food and groceries increase at a much faster rate. Most families find that when creating a budget, more effort is being made to save money on gas and groceries. Here are some tips that can help you keep your grocery budget under control.



Don't Shop Hungry

You've heard this a million times before, and it's just common sense, right? Even so, people still do it. Maybe it is because the only time you have available to get your grocery shopping is at six in the evening after work, but it really does make you spend more. If you have to do your shopping at a time when you're likely to be hungry, try to have a snack or something before going. It doesn't have to be much, but just taking the edge off can help keep your impulse buying under control once inside the store.

Plan Your Meals Ahead of Time

One of the worst things you can do is head into the store without any sort of game plan. You will walk aimlessly up and down the aisles trying to put meals together in your head and grab whatever you come across that could work. This usually results in buying items you don't need, or buying too much of something that ends up going to waste.

Take a few minutes the night before heading to the store and plan out what you'll need for the week. If you go into the shopping trip knowing what you'll be making, it will help keep you from making the extra purchases that aren't needed. When you make your list, you then have to stick to it.

Scout Deals Before Hitting the Store

Most grocery chains will include their weekly ad in the newspaper, and some are featuring their ads right online. If you take a few minutes to find the good sales before reaching the store, you can use this information to help you create your shopping list and keep costs down.



Try Different Cuts of Meat

Keep in mind that the more refined and convenient the cut of meat or poultry, typically the more it costs. For example, take the common chicken. When you're at the store, compare the price of boneless and skinless breasts and thighs with the pieces on the bone and with skin. You may be shocked to see that buying boneless may easily cost double or more per pound. Buy with the bone, and spend 5 minutes removing it yourself at home, or better yet, try some new recipes with the bone-in varieties. Using cheaper cuts of meat can still create a tasty and healthy meal.

Stock Up on Good Deals

When you do come across a good deal, consider stocking up. This works especially well with regular necessities such as paper towels, toilet paper, and other items you go through regularly. If the price is right, pick up an extra pack since it could be another month before they go on sale again.

Stocking up works with food as well. If you are excited to see that boneless chicken breasts are on sale for \$3.99/lb. compared to \$6.99/lb., it might be worth buying a little more than you need. You can either freeze what you won't eat right away so you can have chicken in the coming weeks when it isn't on sale, or you can create a weekly meal plan that uses chicken a number of different ways to stretch through the whole week.



Don't be Afraid of Store Brands

A lot of people are hesitant to swap out their favorite name brand item for a store brand, but a lot of store brand products are just as good, and cost less. I'll be the first to admit there are some things I wouldn't swap, but for a lot of staples, you won't even notice a difference.

Don't Fall for All of the Multiple Item Sales

One of the best marketing strategies stores use to entice you to buy something is by labeling a product "3 for \$6.99" or "5 for \$5", or some other amount. A lot of times, if you take the original cost of the product and multiply it by the number they tell you to buy, you might buy three of something and only save 25 cents. If it isn't something you need a lot of, you just bought two extra items you didn't really need just to save 25 cents, yet you actually spent a few dollars than you had intended.

Take the time to do the math behind these multiple item sales. There are certainly times when these can be great deals, but you want to be careful that you aren't buying more than you need just because the sale sign makes it sound like a great deal.



Don't Ignore Coupons

For whatever reason, the idea of cutting coupons has escaped many people today. I don't know if it is because it takes a little extra time, or if it is perceived as being cheap, but there are a ton of opportunities to save money with your weekly coupons. It doesn't take more than a few minutes to flip through your local newspaper and see if there is

anything you can use, and chances are, there will be. Just a couple coupons can save you a few bucks each shopping trip.

EAP FUNNY CORNER





EAP INSPIRATION STATION

Argyll, Scotland (CNN) -- Magnus MacFarlane-Barrow was enjoying a pint at his local pub in the Scottish Highlands when he got an idea that would change his life -- and the lives of thousands of others.

It was 1992, and MacFarlane-Barrow and his brother Fergus had just seen a news report about refugee camps in Bosnia. The images of people suffering in the war-torn country shocked the two salmon farmers, who'd visited there as teenagers and remembered the warmth of the Bosnian people.

"We began saying 'Wouldn't it be wonderful if we could just do one small thing to help?' " MacFarlane-Barrow says.

After talking it over, the two men took a week off work and collected food, clothing, medicine and blankets. They loaded everything into an old Land Rover, drove to Bosnia to deliver it and returned to Scotland.

"I came back here thinking that I did my one good deed and it would be back to work, but it [didn't work] out like that," he says.

When they arrived home, the brothers found an avalanche of goods that people had continued to donate while they were away.

"I was touched by the overwhelming generosity of others," MacFarlane-Barrow remembers. "I saw all of those donations in our family home and thought, 'Wow, people really are good,' and it inspired me to be good too."

After much thought and prayer, Magnus MacFarlane-Barrow quit his job, sold his home and dedicated himself to helping people in need.

He returned to Bosnia with aid 22 more times during the Bosnian War, and over the next 18 years his work expanded and evolved. Today, his program -- Mary's Meals, named after the Virgin Mary -- provides free daily meals to more than 400,000 children around the world.

MacFarlane-Barrow found his current focus in 2002 while working in Malawi -- a country ravaged by famine and AIDS -- when he met a local teenager who just wanted a decent meal and an education.

"The mother of the family was dying of AIDS. She was lying on her bare mud floor, and she had her six children around her," he says. "I started talking to her oldest child, Edward. And Edward said, 'I'd like to have enough food to eat. I'd like to go to school one day.' "

In response, he launched Mary's Meals, which strives to break the cycle of poverty by feeding children a daily meal at school. The food -- in most places a mug of maize-based porridge -- gives students an incentive to continue their schooling and helps them focus better on their studies. It's a formula that MacFarlane-Barrow says is working.

"Pass rates go up dramatically in the schools where we start providing Mary's Meals," he says. "We've seen huge improvements in attendance rates and academic performance."

Mary's Meals partners with local residents, who handle the daily work of cooking and serving the food. In Malawi -- the group's largest effort -- more than 10,000 volunteers donate their time on a regular basis.

The program operates in more than 500 schools and child-care facilities in 15 countries, a global effort that MacFarlane-Barrow coordinates from a tin shed on his parents' property in Scotland. While the married father of six lives on the property, he spends most of his time abroad, overseeing the project and visiting the schools where meals are served.

"I see the children's faces as they eat their meal," he says. "Knowing I can transform their lives keeps me motivated."

But there are always new challenges to overcome, most recently in Haiti, where Mary's Meals has operated since 2006. Working in partnership with a local Catholic priest, the group was feeding about 12,000 children a day when the earthquake hit in January.

Much of the infrastructure the program relied on in the slums of Cite Soleil was destroyed, so the group's mission expanded. They helped create temporary classrooms and are rebuilding eight schools in the area. In addition to their school-based feeding program, the group now feeds about 2,000 elderly Haitians and is providing additional food and medicine to the community.

MacFarlane-Barrow is driven by his Christian faith, but there is no ministry aspect to his work. "We are very careful to never link feeding and faith," he says. "We serve those who are in need ... period."

"When I think of Mary's Meals I think of it as a series of lots and lots of little acts of love," he says. "I've learned ... that every small act of kindness does make a difference."

Emotional Literacy

By: Dave Rauls ISG (RET)



Dave Rauls and son, Nicholas

Throughout life we face a broad range of personal issues. As I meet each issue I must choose how I respond to them. Some are easy to deal with and others not so much, for instance the loss of a loved one or a trusted friend. My responses are conditioned based on my personal feelings and beliefs. The emotions I display are tied directly to my ability to feel. It could be fear, anger, distrust

or the flip side love, peace, & trust. Understanding how I feel is paramount to maintain quality of life. If I cannot interpret the meaning of my feelings I am stuck in reaction mode and throw "cause and effect" to the wind. My emotions and feelings are like a foreign language. Although I can speak the words do I really understand them? Can I place the words of this emotional language together to make phrases and really understand the true meaning, hence the question am I emotionally literate? My responses are not the "cause" but they sure can have plenty of "effects". So much of my life has been spent avoiding my emotions that when I had to confront tragic loss I could choose to shut down emotionally. I chose to take the "high road" the one defiantly less travelled. Suffering from tragic loss has guided me to become emotionally literate. If I am swept away by feelings such as anger, jealousy, sadness or depression I am choosing to stop what I am doing and move my attention to why I feel that way. Choosing to allow myself to feel what I am feeling and why I feel that particular way guides me to be emotionally literate. If I can be "open" to the possibility that a certain experience (positive or negative) is an opportunity to learn more about my emotions I can learn more about myself. My emotional literacy can be the foundation for the positive responses that assist in the interpretation the story of my continuing journey!!!

It Couldn't Be Done By Edgar Guest



Somebody said that it couldn't be done,

But he with a chuckle replied

That "maybe it couldn't," but he would be one

Who wouldn't say so till he'd tried.

So he buckled right in with the trace of a grin

On his face. If he worried he hid it.

He started to sing as he tackled the thing

That couldn't be done, and he did it.

Somebody scoffed: "Oh, you'll never do that;

At least no one ever has done it";

But he took off his coat and he took off his hat,

And the first thing we knew he'd begun it.

With a lift of his chin and a bit of a grin,

Without any doubting or quiddit,

He started to sing as he tackled the thing

That couldn't be done, and he did it.

There are thousands to tell you it cannot be done,

There are thousands to prophesy failure;

There are thousands to point out to you, one by one,

The dangers that wait to assail you.

But just buckle in with a bit of a grin,

Just take off your coat and go to it;

Just start to sing as you tackle the thing

That "cannot be done," and you'll do it.

Farewell to Our Dear Barbara

Mrs. Barbara Richardson will be leaving the ASAP team on 13 May 2011 after 5 dedicated years to this organization. She has a total of 20 consecutive years of Civil Service. She is moving to Fort Drum, NY with her husband in hopes of working at the ASAP there. She loves fishing, shopping, and most of all spending time with her family. Barbara will be missed by all of the ASAP family. We wish you nothing but the best!



COME VISIT US AT:

Well-Being Center, ASAP

3415 Miner Road
Ft. Sill, OK 73503

Phone: 580-442-4205

Fax: 580-442-5704

E-mail: rashonda.labrador@us.army.mil

Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

RaShonda M. Labrador, MS, EAPC

YOUR EAP IS READY TO SERVE

EAP Services to Employees and Supervisors:

- Assessment, problem identification, and short-term counseling/intervention.
- Referral for treatment and rehabilitation to appropriate community counseling/treatment resources.
- Follow-up services to aid an employee in achieving an effective readjustment to his or her job after treatment.
- Training and education for supervisors and employees about alcohol and drugs.

EAP Services to the Installation Organization:

- Training and consultation for supervisors and managers on how and when to make proper use of EAP services for improving employee performance and conduct.



Sneak Peek: What to Expect Next Month

SCHOOL'S OUT!?!?



Well, not just yet....but next month we will be preparing for that time of year. Wow, those of us with school age children will be trying to figure out what to do to keep our kids occupied and our of our cupboards when we are working. And those of you who do not have little one's are trying to keep them away from your yard during the day!! Next month we will explore constructive ideas to keep the kids active and healthy throughout this summer break. Also, tips on summer vacation planning will be provided.

MAY ASAP COMMUNITY TRAINING

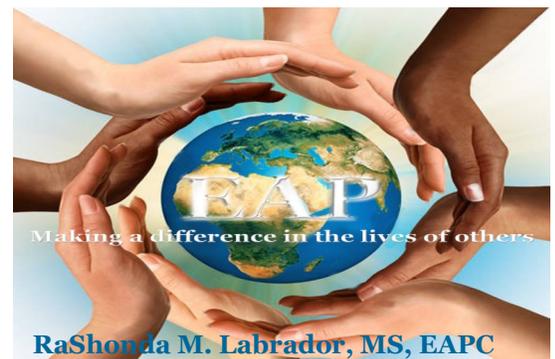


Next month's community training will provide the opportunity to enlighten your boundaries exponentially. Don't miss out on the outstanding trainings that April will bring. I look forward to seeing everyone at the upcoming trainings. ASAP Community Training is an open event and the public is welcome to attend. Please invite your family, friends, and co-workers. An experience is always more memorable when you share it with a loved one!!

HAVE SOMETHING THAT YOU WOULD LIKE INCLUDED?

If you have any suggestions for upcoming training topics, newsletter articles or pictures, please feel free to contact me at 580-442-4205 or rashonda.labrador@us.army.mil.

I look forward to hearing from you!!



RaShonda M. Labrador, MS, EAPC