



DHR, ASAP, EAP
WELL-BEING TEAM
PRODUCT

WHAT'S INSIDE?



DON'T LET THE HEAT
GET YOU DOWN 2



"THAT GUY" BLACKED
OUT! 3



LIVE WITH NO REGRETS
5



AND SO MUCH MORE!!



Happy 4th of July Team Sill!!



Fort Sill Independence Day 2012 Message from the Commanding General of the United States Army Fires Center of Excellence

This month we have the privilege of celebrating the independence of thirteen individual colonies that united to create what would become the greatest nation in the world. After generations of subjugation and tyranny, the citizens of our country's original colonies instituted a new government, an experiment of democracy, founded on the self-evident truth that everyone has the unalienable rights to Life, Liberty and the pursuit of Happiness.

Among the many Declarations our forefathers made on July 4th, 1776, the very first was the authority to levy war and conclude peace.

At this point in American history, the Continental Army had been fighting the battle for independence from Great Britain for a full year. Therefore, America and its military have had an extraordinary relationship from the onset of our shared history, and it is clear that the Army has always been the strength of the nation. During this holiday, Americans everywhere will celebrate the independence for which our forebears sacrificed dearly. **Our freedoms, secured and safeguarded by the blood and sacrifice of American patriots for 237 years, are sacred to those of us who are privileged to wear the uniform of the Armed Services.**

As we celebrate the independence and history of our great country, I encourage everyone to take part in community activities. Whatever your plans, whether participating in parades, fireworks, cookouts or other festivities, remember that you are a representative of America's most trusted profession. Our military has stood guard over the freedoms and rights of Americans for the duration of our country's history. By virtue of your chosen vocation and the honorable lineage that precedes you, **your country trusts you, and the American people expect their service men and women to live up to the values that make our country the greatest in the world.**

Ensure that your conduct during this holiday, on and off duty, reflects the trust our country places in each of us. Be proud of your service to our country, a nation founded under the principles that liberty is a right and opportunity is available to all who strive for it.

Finally, **every Soldier, Sailor, Marine, Airman, Civilian and Family Member on this installation is a valued member of Team Sill.** We need each of you to return safely from this holiday. Leaders at all levels will conduct season appropriate safety training prior to this holiday. Focus areas will include POV, ATV and motorcycle accident prevention, heat and water related risks, and fireworks safety.

For those staying in the area over Independence Day, this holiday's festivities begin with the DFMWR Army Concert, featuring Alan Jackson on June 30th at the Fort Sill Polo Field and will conclude with an observance ceremony at McNair Hall on Wednesday, July 4th at 9 a.m. I wish you all a safe and enjoyable holiday as we commemorate the independence of the United States of America.

MARK MCDONALD
Major General, USA
Commanding

Going for It—Olympic Fever

Remember what it was like to be young and fearless? Before boundless energy became bound. Before every blemish, failure, and disappointment ate away at our dreams like some cancer. When and if we failed it was OK, but did not mean we were failures. This issue is dedicated to getting that "go for it" back. We settled for too less for far too long. The Olympic spirit was born out of the idea that humans are more than just animals. We have always demanded and expected more of ourselves than the basics. And, in most cases we got just what we expected. So, let's dedicate ourselves to more of the good things life has to offer.



Triple the Digits, Triple the Safety



By Stephanie Armel, RRPC

With temperatures quickly rising into the triple digits, protect yourself, family and friends and know the risk and take the steps to make sure you and your family are safe from summer heat injuries.

Heat stroke is a medical emergency and can be fatal if not promptly and properly treated. Those most susceptible (at risk) individuals to heat strokes include infants, athletes, and individuals who work outside and physically exert themselves under the sun. The most important measures to prevent heat strokes are to avoid becoming dehydrated and to avoid vigorous physical activities in hot and humid weather.

If you have to perform physical activities in hot weather, drink plenty of fluids (such as water and sports drinks), but avoid alcohol, caffeine (including soft drinks and tea), which may lead to dehydration. Your body will need replenishment of electrolytes (such as sodium) as well as fluids if you sweat excessively or perform vigorous activity in the sunlight for prolonged periods. Take



SOLDIERS LEADERS CIVILIANS FAMILIES

Take 5

for Heat Injury Prevention

- Take it easy with outdoor activities in the heat.
- Many heat injuries are preventable.
- Stay hydrated and use sunscreen.
- Proper clothing is important.
- Monitor the wet bulb globe temperature, and your daily workload/heat exposure.
- Recognize symptoms of heat injury and know what to do.

Take 5 ... then take action.

frequent breaks to hydrate yourself. Wear hats and light-colored, lightweight, loose clothes. Keep cars locked when not in use and never, ever, leave infants or children unattended in a locked car. Know the signs of heat injuries and seek medical help if these symptoms occur: nausea, vomiting, fatigue, weakness, headache, muscle cramps and aches, and dizziness.

Let's keep our summer safe and heat injury free!



ARMY SAFE IS ARMY STRONG
A BAND OF BROTHERS & SISTERS

ARMY STRONG

U.S. ARMY COMBAT READINESS SAFETY CENTER
<https://safety.army.mil>

New Studies Shed Much-Needed Light on Alcohol-Induced Memory Blackouts

National survey studies suggest that roughly one in four college students who drink will experience a blackout in a given year, making blackouts a surprisingly common outcome of excessive drinking. Blackouts are periods of amnesia, caused by excessive consumption of alcohol, during which a person actively engages in behaviors but the brain is unable to create memories for what transpires. This leaves holes in a person's memory that can range from spotty recall for the events of the previous night (known as fragmentary blackouts) to the utter absence of memory for large portions of an evening (known as en bloc blackouts).

Blackouts are very different from passing out, when a person falls asleep or is rendered unconscious from drinking too much. During blackouts, people can participate in events ranging from the mundane, like eating food, to the emotionally charged, like fights or intercourse, with little or no recall. According to Dr. Aaron White, Program Director for Underage and College Drinking Prevention Research at the National Institute of Alcohol Abuse and Alcoholism (NIAAA), "It can be quite difficult for an outside observer to tell if someone is in a blackout. The person could seem aware and articulate, but without any memory being recorded."

Dr. White found in a study he conducted in 2002 that half of the 800 college students surveyed experienced at least one alcohol-induced blackout. 40 percent experienced one in the previous year and nine percent reported a blackout in previous two weeks. In a 2009 study of 4,500 students about to enter their freshman year of college, Dr. White found 12 percent of males and females who drank in the previous two weeks experienced a blackout during that time.

In the first few months of 2012, three new studies were published about blackouts among college students. According to Dr. White, "We know that alcohol is capable of causing episodes of amnesia, but what takes place during those episodes, the consequences that follow and why some people are more susceptible to them than others are still unclear. That is why these recent studies are so important."

Dr. Marlon Mundt and colleagues at the University of Wisconsin School of Medicine and Public Health recently published two papers on blackouts. In the first study, they observed that **college students who black out are more likely to experience alcohol-related injuries** than those who do not.

Those reporting a history of six or more blackouts at the beginning of the study were more than 2.5 times more likely to be injured in an alcohol-related event over the next two years. The second study estimated that emergency department costs due to injuries sustained during blackouts could total \$500,000 or more per year on large campuses.



A study by Dr. Reagan Weatherill at the University of California, San Diego, and colleagues from the University of Texas, Austin, provides important insight into why some people are more likely to experience blackouts than others. Compared to subjects without a history of blackouts, those with a history of blackouts exhibited a significant decline in activity in the frontal lobe of the brain, measured using fMRI, during the completion of a memory task while intoxicated. The findings suggest that some people are more likely to experience alcohol-induced blackouts than others due to the way alcohol affects brain activity in areas involved in attention and memory. Dr. White adds that studies of twins have pointed to a genetic vulnerability to blackouts—if one twin tends to blackout, so does the other one.

The way college students drink increases the odds of blackouts, says Dr. White. "Alcohol is more likely to cause a blackout when it gets into your body, and therefore your brain, fast. It catches the memory circuits off guard and shuts them down. Doing shots or chugging beer, and doing it on an empty stomach, gets the alcohol into your bloodstream quickly."

He also notes that females are at particular risk for blackouts. They tend to weigh less than males and have less water in their bodies for the alcohol to get diluted into, which leads to higher levels of alcohol in the brain, he explains. They also have less of an enzyme called alcohol dehydrogenase in the gut that breaks down a small percentage of alcohol before it even gets into body. Females also are more likely to skip meals to save calories when they drink, so there is less food in the stomach to help absorb the alcohol. They are also more likely to drink beverages with higher alcohol concentrations, like wine and mixed drinks rather than beer.

In order to avoid blackouts, Dr. White advises drinkers not only to limit the total amount they consume, but to pace themselves, add in non-alcoholic beverages and eat food while they're drinking. For more about safe drinking limits he refers readers to the NIAAA website, Rethinking Drinking.



Alcohol Fact

Many Drivers Convicted of DUI Have Lifelong Struggle With Heavy Drinking

Almost half of adults with a drunk driving conviction said they had been struggling with heavy drinking for a long time, or had resumed heavy drinking after trying to quit or reduce their alcohol use, a new study finds.

The study of 696 adults with a drunk driving conviction found 19 percent reported a lifetime of heavy drinking, while 25 percent had resumed heavy drinking again after at least one period of abstinence or moderate drinking, Reuters reports.

The researchers write in the journal *Addiction* that there could be long-lasting benefits from using heavy drinkers' convictions to get them into treatment. The researchers found 13 percent had varying drinking patterns throughout their lives, while 14 percent had successfully cut down from heavy drinking to more moderate drinking. In addition, 21 percent had stopped drinking after some period of heavy drinking. Between one-fifth and one-third of chronically heavy drinkers met the definition for alcohol or drug dependence, or for mental health disorders such as depression.

Women were considered heavy or "risky" drinkers if they regularly had more than seven drinks a week, or four or more drinks a day. Men were considered risky drinkers if they had more than 14 drinks a week, or five or more drinks a day. Those who began risky drinking at age 15 or later quit at double the rate of those who began before age 15. While women's and men's drinking patterns were similar, women tended to begin risky drinking at a later age, and more often were able to quit.



AAA Oklahoma, June 19, 2012 – AAA projects 42.3 million Americans will journey 50 miles or more from home during the Independence Day holiday weekend, a 4.9 percent increase over the 40.3 million people who traveled last year. The number of **Oklahomans** expected to travel is up 4.7 percent over July 4th last year, to 543,500, AAA reports. (See below for a breakdown of these numbers by mode of transportation.)

The expected national 2012 Independence Day holiday travel volume will tie the past decade's previous high mark set in 2007 and represents a near 42 percent increase from 2009. The Independence Day holiday travel period is defined as Tuesday, July 3 to Sunday, July 8.

Since July 4 falls on a Wednesday, the calendar will play a role in driving holiday travel volume as the mid-week holiday provides the option of including a weekend and two week days on either side of the actual holiday. When asked about day of departure, fifty-four percent of people intending to travel this holiday said they plan to begin their trip prior to the start of the work-week that includes July 4. Response percentages by trip departure day are:

- 25 percent - Friday, June 29
- 16 percent - Saturday, June 30
- 13 percent - Sunday, July 1
- 11 percent - Monday, July 2
- 19 percent - Tuesday, July 3
- 16 percent - Wednesday, July 4

"AAA's projection for a decade high number of Independence Day travelers is being fed by Americans' appetite for travel, a mid-week holiday and lower gas prices."





Sun	Mon	Tue	Wed	Thu	Fri	Sat	
1	2	3 Gambler's Anonymous	4 Alcoholics Anonymous	5	6 Community Dinner (Patriot Club, 1700)	7 Tomato Festival (GP Coliseum, 0730) Movies at the Beach (LETRA, 2100)	
8	9 ADAPT (WBC, ASAP 0830-1630)	10 Gambler's Anonymous	11 Alcoholics Anonymous UPL Recert (0830)	ONE Brief 12	13	14 Military Appreciation/ Co-op Family Day (LETRA)	
15	16	17 Gambler's Anonymous	18 Alcoholics Anonymous	19	20 CWBO MEETING	21	
Unit Prevention Leader Training (Well-Being Center, ASAP 0800-1600)							
22	23 Vintage Baseball Game (Old Post Quadrangle, 1300)	24 Gambler's Anonymous BPL Meeting (0900)	25 Alcoholics Anonymous	26	27 2012 Olympic Games Begin	28 Movies at the Beach (LETRA, 2100)	
29	30	31 Gambler's Anonymous	ASAP Community Training (Well-Being Center, ASAP 0900-1530)				Well-Being Center, ASAP 3415 Miner Rd Tues 1800-2000 Weds 1900

Like Us on Facebook!!

[Click to visit our ASAP Website](#)

For more community events, activities, and trainings, check out the MWR and ACS websites: (click on logos)

July ASAP COMMUNITY TRAINING

Wednesday, 25 July 2012
 Location: WBC, 3415 Miner Road (Rm 106)
 0900-1100, Employee Assistance Program
 1330-1530, Electronic Addictions

Thursday, 26 July 2012
 Location: WBC, 3415 Miner Road (Rm 106)
 0900-1100, Suicide Prevention
 1330-1530, Special Presentation: Synthetic Wars

Friday, 27 July 2012
 Location: WBC, 3415 Miner Road (Rm 106)
 0900-1100, Supervising Employees with Trauma and Emotional Concerns
 1330-1530, Communication Techniques

US ARMY GARRISON FORT SILL

MISSION
 To provide Soldiers, Civilians, Retirees and their Families with a secure installation, consistent and efficient services, and quality facilities and infrastructure.

VISION
 With current fiscal reality, to maintain our quality services and infrastructure across the installation. To maximize available resources and to foster positive relationships with those living and working on Fort Sill as well as with our surrounding communities.

INTENT
 To develop an environment that becomes a model for integrating organizations into common footprints, thereby becoming true stakeholders of the installation. To empower Organizations by instilling pride in ownership and providing a voice. To transform the Garrison while capturing efficiencies and promoting fiscal responsibility. To maintain an environment that enhances safety, well-being, and readiness; a place of limitless opportunities to develop both personally and professionally.

Caring Words Lift Spirits

There was no mention of more sex or bungee jumps. An Australian nurse who has counseled the dying in their last days has revealed the most common regrets we have at the end of our lives. Bronnie Ware spent several years caring for patients in the last 12 weeks of their lives.



She recorded their dying epiphanies in a book called The Top Five Regrets of the Dying. Ware writes about the phenomenal clarity that people gain at the end of their lives, and how we might learn from their mistakes. "When questioned about any regrets they had or anything they would do differently," she says, "common themes surfaced again and again.;

1. I wish I'd had the courage to live a life true to myself, not a life others expected of me.

"This was the most common regret of all. When people realize that their life is almost over and look back clearly on it, it is easy to see how many dreams have gone unfulfilled. Most people had not honored even a half of their dreams and had to die knowing that it was due to choices they had made, or not made. Health brings a freedom very few realize, until they no longer have it."

2. I wish I hadn't worked so hard.



"This came from every male patient that I nursed. They missed their children's youth and their partner's companionship. Women also spoke of this regret, but as most were from an older generation, many of the female patients had not been breadwin-

ners. All of the men I nursed deeply regretted spending so much of their lives on the treadmill of a work existence."

3. I wish I'd had the courage to express my feelings.

"Many people suppressed their feelings in order to keep peace with others. As a result, they settled for a mediocre existence and never became who they were truly capable of becoming. Many developed illnesses relating to the bitterness and resentment they carried as a result."

4. I wish I had stayed in touch with my friends.

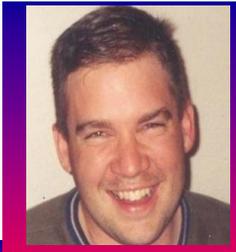
"Often they would not truly realize the full benefits of old friends until their dying weeks and it was not always possible to track them down. Many had become so caught up in their own lives that they had let golden friendships slip by over the years. There were many deep regrets about not giving friendships the time and effort that they deserved. Everyone misses their friends when they are dying."

5. I wish that I had let myself be happier.

"This is a surprisingly common one. Many did not realize until the end that happiness is a choice. They had stayed stuck in old patterns and habits. The so-called 'comfort' of familiarity overflowed into their emotions, as well as their physical lives. Fear of change had them pretending to others, and to their selves, that they were content, when deep within, they longed to laugh properly and have silliness in their life again."



Life focus



SUICIDE PREVENTION PROGRAM COORDINATOR (SPPM) ROBERT DODRILL

No Regrets!

It's summer time, this is a perfect time to have fun or just get out and do something different. You're saying to yourself "I have always wanted to do _____, But," OK let's stop right there. This summer is the time to do that thing you always wanted to do. None of us are getting younger and we all have some type of stress we need to get rid of. It really doesn't matter what it is that we do as long as we get out and do it. It can be anything from always wanting to go sky diving, riding a motorcycle, or just visiting a place you have never been to before. I have heard it before there is nothing to do here, but that's not true, there is plenty to do and most of it is free. If you're having difficulty in your marriage, a simple walk along Medicine Creek in Medicine Park on a cool evening can be just what the doctor ordered. The weather is refreshing and away from the sounds of Lawton you can focus on the beautiful night sky and the sound of the water flowing. A perfect spot to just take a walk and reconnect. Maybe you have always wanted to learn how to ride a motorcycle or even a scooter, take the time this summer and learn. Talk to someone who rides a motorcycle they will tell you it relieves stress and is rather peaceful. Riding can clear your mind. Maybe you would prefer something a little more strenuous, learning how to repel or just rock climbing the Wichita Mountain Wildlife Refuge is a great way to set or stay in shape. The refuge is just around the corner and people from all over the US visit it. And, best of all it too is free to enter. Summer is a very popular time for outdoor sports, how about a swim at LE-TRA, in the shadow of beautiful Mount Scott. They also have paddle, boats, miniature goal, and cabins to rent for reasonable prices. If riding an ATV or ORV is your thing than Oklahoma is the place to be. Oklahoma offers a lot of places to ride off road vehicles. Just remember whatever you do this summer, don't forget to take time relax and enjoy yourself again.

More summer ideas :

- Volunteer at an animal shelter
- Call or write a friend
- Go to the movies with siblings
- Make a scrapbook of the summer
- Learn how to wind surf
- Go camping
- Fly a kite
- Go paint balling
- Ride Go kart
- Go to Wal-mart late at night
- Redesign room
- Learn/Try Parkour
- Make a cookie cake
- Learn to do a handstand
- Do the famous Coke and Mentos Experiment
- Go bowling multiple times
- Start a collection I didn't know existed
- Make a pet rock
- Have a water balloon fight
- Go a whole day without electronics
- Plant flowers and take pictures daily, at the end put into a fast slide show
- Spend a day in OKC or Wichita Falls
- Go to lake and rent a jet ski



TRY PARKOUR!



EXPERIMENT!



SILLY STRING IS FUN!

We all need someone to talk to sometimes:

Call the confidential and free National Suicide Prevention Lifeline at 1-800-273-TALK (8255), available 24 hours a day, 7 days a week. The service is available to everyone. Or, call your local ASAP Office for assistance at 442-6069.

DEAR FRAN



Dear Fran,
I am fifteen years old and hate being home. My dad uses drugs. I am not sure what they are but I see bags of white powder lying around the house. Every once in a while he just goes off. Yelling and punching me and my brother and sometimes even my mom. I am afraid to say or do anything when he is in the house. My mom is OK, I guess, but she is afraid of him too.

Signed,
My house is not a home

Dear Afraid,
At fifteen, a young man should be spending his time on school, friends and family. Sounds like you have so much going on at home, that you are spending your time filled with anxiety and fear. Your father may be a wonderful man, yet drugs brings out the worst in people and often results in aggression and abuse. Have you spoken to anyone about this? Sometime there is a trusted friend or teacher you can tell. You did not mention the age of your brother, but I assume he is younger or he would be gone. I am glad you are asking for help because many kids just run away or move out with a friend. Are you concerned about what might happen to Mom and brother if you did take some action? Have you tried to step in and stop your Dad's punching? In Oklahoma, 85% of the young men between 15 & 18 who are incarcerated are there for stepping in to help Mom with her husband or boyfriend. So, you can see why I think this is a serious concern. Has there ever been a report to the police or to the Department of Human Services, child welfare office? If no report has been made, you could call to give them an anonymous report. They will eventually make a home visit to determine findings. Does your Dad's drug use put your family in a financial strain? Have you quietly and privately talked with your mom about how these behaviors make you feel? I would certainly try to find out why she thinks staying with an abusive husband/father is OK.

Your father's habit must be very unusual because most drug users like to keep their stash hidden, not laying around. This could indicate he is no longer using his "thinking" brain and would need extensive help to recover. No matter what you decide to do, know there will be pain and guilt with the decision. But, something has to be done because the situation will seldom get better without intervention. At our clinic, we have sharp providers who are able to see you and help you sort out the best options. She is able to see dependents, so you, your brother and mother could all come and discuss the problem in a confidential environment. We could also provide a list of AL-Teen and AI-Non meetings. These meetings are options that give you a place to discuss your fears with others who are experiencing the same issues. There are many meeting times and it would be very helpful for Mom so she could become more educated about drug use and the damage it does to a family.

Please call (580) 442-4205/6069 if you just need someone confidential to talk with while you are thinking through the options available to you. The first step in the hardest, so take control and call or visit our Well-Being Clinic at the corner of Babcock and Miner Roads.

If you have any questions or concerns that you would like Fran to address, please contact Fran through our ASAP Facebook page:



ASAP Testimonial

"I feel the (sic) program's success or failure is highly dependent on the individual counselor's skill, knowledge and talent. In my experience with Mr. Oyetunbi, he helped me learn to deal with stress and depression more than I thought possible. The additional staff was helpful and friendly."

-SSG, USA, Fort Sill

Top Ways Commanders Can Keep Their Units Healthy

Drug Testing Program

- Have at least two unit prevention leaders (UPLs) on appointment orders and have them certified through the monthly ASAP training.
- Collect random urinalysis specimens from four percent of the unit weekly, when not deployed.
- Ensure that Soldiers enrolled in the rehab program are tested monthly under RO code and include a breathalyzer screening each time.
- Use Smart testing: i.e. back to back (Monday/Friday), Weekend/Holiday, During Field exercise, and end of duty day.
- Ensure soldiers are enrolled in the treatment program with-in five duty days upon notification of a positive urinalysis. Contact 442-6069 to enroll

Prevention Program

- Ensure every Military member receives four hours of prevention education annually.
- Ensure every Civilian employee receives two hours of training annually.
- Every Soldier and Civilian must receive Ask, Care, Escort (ACE) suicide prevention training annually.
- Follow new suicide Management Control Checklist.

Risk Reduction Program

- Complete Unit risk inventory (URI) annually and after change of command (strongly recommended).
- URI must be conducted within a minimum of 30 days prior to deployments .
- Complete Reintegration Unit Risk Inventory (R-URI) must be completed 90-120 post deployment.

Treatment

- Refer soldiers using the DA form 8003 every time (even for self-referrals)
- Attend initial Rehabilitation Team meeting (RTM)
- Contact counselors directly when soldiers are unable to attend sessions and keep contact with Soldier's counselor at least monthly to monitor Soldier's progress
- Ensure enrolled Soldiers are tested at least monthly under Rehab testing (Code: RO) and that a breathalyzer is included in the drug screening



TEAM SILL SPOTLIGHT



SSG WALL
B 2/6th FA

What is your favorite phrase?

Hooah!

What is your least favorite word?

No.

What turns you on?

Jumping out of planes, toying with electronics. Reading and riding my motorcycle.

What turns you off?

Negative people.

What sound or noise do you love?

The sound of my children laughing.

What sound or noise do you hate?

Fingernails on a blackboard.

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

IT Security.

What profession would you not like to do?

Garbage man

Who do you admire the most and why?

My mother. My mother raised 7 children all by herself and never went on welfare.

What is your ideal vacation?

Taking a motorcycle cruise through the Smokey Mountains, and spending a weekend in a cabin.



BRAINTEASER

A milkman has two empty jugs: a three gallon jug and a five gallon jug. How can he measure exactly one gallon without wasting any milk?

(Answer in next month's issue)

Last month's Brain-teaser and Answer:

Two women and two doctors walk into an ice cream parlor. They each order an ice cream cone. When their ice creams come, there is only 1 strawberry, 1 chocolate and 1 vanilla. How come they didn't complain?

Answer: One doctor is a woman



TEAM SILL TALK BACK

What would you do if money and time was no object?

"I would take a cruise around the world."

-SGT Ferris
A 3rd ADA



"Enjoy every moment with my family and enjoy what life has to offer."

- SSG Wallace
B 2/2nd FA

"I would travel the world and experience things that I have only read or seen on TV."

- SSG LOHF
B 1/40th FA



EAP MENTAL HEALTH MINUTE

3 ways to de-stress from the job--while still doing your best.

* **Wake up a few minutes early.** No, not my favorite idea, either, but being able to take your time getting ready (instead of running around like a cat on caffeine) sets the tone for a less-stressed day.

* **Make the most of your lunch hour.** Go for a walk (studies show that even a modest walk can ease stress levels), get a massage, or actually take the hour to go eat lunch offsite somewhere. Really--it's OK not to multitask your lunch hour.

* **Sit in a good chair.** Assuming you work at least some of your hours at a desk, an ergonomic chair--which supports your back--is critical to reducing of physical stress. If your feet are falling asleep, or any part of you starts to ache while you're working, talk to the office manager about getting a new chair.

EAP FUNNY CORNER

When I was growing up, we had a hidden camera show for many years called "Candid Camera." Although that show is no longer airing, if you have ever taken a plane trip you may have seen it's Canadian cousin. Click on the link for uproarious good time.

PLEASE CLICK PICTURE OR HERE FOR LINK TO THIS MONTH'S FUNNY CORNER!



Wellness Window

Increase Fruits and Veggies, Decrease Smoking

Increasing consumption of fruits and vegetables may help smokers quit, a new study suggests.

Researchers asked 1,000 adults smokers about their smoking and eating habits, and called them 14 months later to follow up. They found smokers who ate the most fruits and vegetables were three times as likely to have stopped smoking for a month, compared with smokers who consumed the least, according to CBS News. Smokers who ate the most fruits and vegetables also smoked fewer cigarettes per day, waited longer to smoke their first cigarette each day, and scored lower on a test of nicotine dependence.

"We may have identified a new tool that can help people quit smoking," study author Jeffrey P. Haibach of the University of Buffalo said in a news release. "Granted, this is just an observational study, but improving one's diet may facilitate quitting." He noted that fruits and vegetables may help smokers quit because of their high fiber content, which make people feel fuller. Smokers who feel full may have less of a need to smoke, since they sometimes confuse hunger with an urge to light up, he added.

"Foods like fruit and vegetables may actually worsen the taste of cigarettes," he said. The findings appear in *Nicotine and Tobacco Research*.



For more information regarding the **IMCOM & DOD Wellness Program** please click the following links: [IMCOM WELLNESS](#) and [DOD WELLNESS](#)

Cooking Excellence

GOT 15 MINUTES?

LET'S MAKE PITA POCKETS



Ingredients

- Handful cilantro leaves
- Handful mint leaves
- Handful basil leaves
- 1 cup Greek style plain yogurt
- 1 tablespoon cumin, a palm full
- 1 tablespoon plus 1 teaspoon grill seasoning blend, 1 1/3

- palm fulls (recommended: McCormick Montreal Seasoning)
- 1 1/2 pounds ground chicken or ground lamb
- 2 tablespoons extra-virgin olive oil, 2 turns of the pan
- 4 pita pockets
- 1 cup mango chutney

8 leaves tender lettuce

Directions

Spiced exotic chips recommended: Taro root chips)
Place the herbs in a food processor and pulse grind them into a fine chop. In a bowl combine the herbs, yogurt, cumin and grill seasoning. Add the meat and mix to combine.. Form into 4 large, very thin patties. Wash up and preheat a large nonstick skillet with a couple tablespoons extra-virgin olive oil over medium-high heat. Cook patties 3 to 4 minutes on each side. Heat a small second skillet over high heat and blister the pitas on each side. Cut tops off the bread and fill pita pockets with patties, lettuce and chutney.

Reference: The Food Network



PEACEFUL PLAZA: Fearless Affirmative Control

Take Control of Your Life and Use Affirmations

The idea behind affirmations is pretty simple. Most of us grow up learning to put ourselves down for any real or imagined reasons. We grow up believing certain things about ourselves or comparing ourselves negatively to others. The use of positive affirmations is a technique to change that negative self-talk into something more positive. The following technique can be used anywhere and is simple to start at this very moment. Please note that there is a level of dedication necessary for the technique to gain effectiveness.

Anywhere technique: Whenever you catch yourself thinking something you would rather not, here is a technique that works rather well.

Hear the phrase you said diminish in volume until it disappears. Then replace it with something more positive and let it grow louder. Or, you can see the "picture" of what you didn't like go spin away from you and have the picture of what you do want spin towards you. In this way we lessen the defuse the negative thought and give greater importance to the positive thought.

Guided Imagery: Belleruth Naparstek has a great segment on affirmations. Click the following link to enjoy a moment of positive self-talk and relaxing peacefulness.

Click **AFFIRMATIONS** to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through healthjourneys.com

AFFIRMATIONS



By Jay Khalifeh



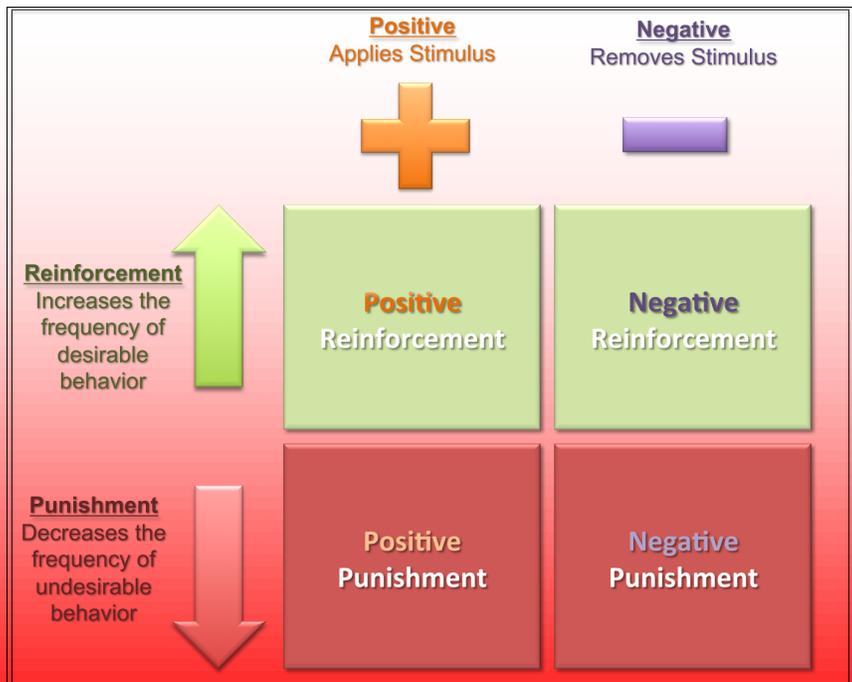
Motivation: Go for It!!

This issue of our newsletter is dedicated to going for the gold. However, going for it requires an extra push called motivation. Motivation is that special energy that prompts us into action and directs and influences our choice to go for it. For managers the questions becomes how do we best nurture and channel that energy towards organization goals? There are different views on workplace moti-

vation out there and what gets us going. But, basically we are all motivated in two ways—by things that we want and things that we don't want. Motivation in the workplace has been one of the most researched topics. It's important to know some of these theories on motivation to better harness its potential. The **content theory of motivation** is the notion that people are motivated by their needs. A manager's task becomes to know their needs so that they can design relevant reward systems. Abraham Maslow led this school of thought when he theorized that humans are motivated by multiple needs in hierarchal order. Physiological, safety, social, esteem, and self-actualization needs. These needs would only serve as a motivation if the preceding need was met. For example, I cannot expect to be motivated to fulfill my social needs unless I first had enough to eat and a roof over my head, and I felt safe on-the-job. Maslow concluded that once a need is satisfied it declines in importance and the next higher need is activated. Alderfer whittled Maslow's theory to only three needs which he referred to as the ERG Theory –**Existence** needs, **Relatedness** needs, and **Growth** needs. Frederick Herzberg, a psychologist, theorized that job satisfaction and job dissatisfaction act independently of each other. The Two-factor theory states that there are certain factors in the workplace that cause job satisfaction while a separate set of factors cause dissatisfaction. If working conditions, pay, job security, and supervisors were OK then they would not result in job dissatisfaction. These factors were referred to these as hygiene factors and it is important to note that they only served to eliminate dissatisfaction on the job.

Motivators are the second factor in this two-factor theory. To be satisfied, we all need challenge, recognition, opportunities for personal growth. **Process Theories** of motivation suggests that we select actions to meet our needs and determine if our choices were successful. The two basic process theories are the **Equity** and **Expectancy** theory. The equity theory focuses on our perception of how fairly we are treated in comparison with others. If we perceive ourselves as either under-rewarded or over-rewarded when compared to co-workers, we experience distress, and that imbalance leads us to efforts to restore equity in the workplace. Expectancy-motivation depends on our perception about our ability to perform tasks and received desired awards. Expectancy Theory proposes that we will decide to behave or act in a certain way because we are motivated to select a specific behavior over others because of what we expect the result of that selected behavior will be. **Reinforcement theory** demonstrates a relationship between behaviors and consequences employing immediate rewards and punishments to change on-the-job performance. Think the old carrot and stick approach. Social Learning theory states that motivation can result also from our thoughts and beliefs and observations of others behaviors. Vicarious learning – (observational learning) occurs when we see others get rewarded for certain behaviors. Some of us are even self-reinforcing our motivation by setting our own goals and rewarding ourselves as we meet our goal. Self-efficacy is our belief in our ability to accomplish a task. Managers promote self-efficacy by ensuring that employees have training, skills and resources to perform well. Empowerment is one of the latest motivational development. Here power and authority is delegated to front line staff to improve performance and quality. Empowerment heightens task accomplishment because we are able to choose the most effective and creative path to a job objective. It requires that we are provided information, knowledge, responsibility, authority, and rewards. In these days of flatter organizations the three elements that motivate the knowledge age worker most are meaningfulness of the job, connection to company or to each other, and chances to learn, grow, and advance. **The challenge to managers today is how to organize the workplace in a way that each person can learn, grow, and contribute.**

- Instill a sense of support and meaning
- Help employees obtain intrinsic reward
- Focus on learning, contribution, and growth



USAG Ft. Sill to Hold First Annual WFD Symposium

Mark your calendars: US Army Garrison Fort Sill will hold its 1st annual Workforce Development Symposium, on August 10, 0900-1630.

Yes, we do listen. Our last workforce engagement survey asked Garrison employees if they felt that someone at work encourages their development and if, in the last year, they had the opportunity to grow and develop. Your responses showed that workforce development for our Garrison employees is an area we need to improve on. We understand that not everybody may want to develop but we want to make sure that everybody has the opportunity to. Money is tight, but there is a multitude of training and development opportunities available to you that is either centrally funded, available locally, or online, and doesn't cost your organization a dime. To make sure all Fort Sill Garrison employees and their supervisors are aware of what's available we have put together a USAG Fort Sill training fair. The Garrison Commander's opening remarks and a Civilian Education System overview provided by the Army Management Staff college are scheduled on 10 August from 0900-1030 in the Patriot Club Ballroom.

This will be the place of duty for all non-mission critical Garrison employees. Starting at 1100, the event will move to the education center, with various breakout sessions and information booths.

USAG Fort Sill employees are given up to 2 hours to attend sessions of interest or just browse the various information tables. Subjects to be discussed include civilian workforce transformation, internship, fellowship and mentorship programs, Career programs and ACTEDS funding for your college education, the IMCOM Academy and MWR Academy, climbing the corporate ladder, team sill leadership academy, as well as, courses that are available to DA civilians that are offered by the GRTC, ACS, and ASAP. We will be sending out more information and a schedule for the day to all Garrison employees by e-mail as we get closer to the event date.



Central Texas College



13 Aug-8 October:

M-F	11:40-12:40	Principles of Management Composition II US History I
M/W	5:00-7:30 p.m.	Music Appreciation Fundamentals of Writing II Human Relations
T/TR	5:00-7:30 p.m.	College Algebra (5:00-8:30 p.m.) Business Principles Introductory Algebra Correctional Systems and Practices (5:00-8:00p.m.)
Sat	0900 A.M.-2:00 p.m.	Introduction to Computing Composition I Western Civilization II Psychology of Personality Public Speaking

Wayland Baptist



Fri 5:30 p.m.-9:40 p.m. Sat 9am-4:30 p.m.

MGMT-*Organizational theory –Hybrid Course meets 20 Aug, 10 Sep. 1 Oct and 22 Oct w/additional coursework on line

HIST-**Studies in 19th Century America-The Civil War

CNSL-**Counseling Theories
**Theories & Techniques in Marital & Family Counseling

**Classes meet Aug 19-20, Sep 9-10, Sep 30-Oct1, Oct 21-22

Columbia College



Fall I Term (13 August – 6 October 2012):

All classes held from 5:00 p.m. – 10:00 p.m.

Monday	MGMT 461	Human Resource Development
Tuesday	MATH 150	College Algebra
	MGMT 339	Cross-Cultural Management
Wednesday	ECON 294	Microeconomics
Thursday	CISS 170	Introduction to Computer Information Systems

Cameron University



Aug-15-Dec 15:

M-F	11:40-12:40 p.m.	Abnormal Psychology	Oct 11-Dec 15
		American Federal Govt	
		College Algebra	
		English Comp I	Aug 15– Oct 10
		English Comp II	Oct 11-Dec 15
		Fundamentals of Speech	Aug 15-Oct 10
		General Psychology	
		Intermediate Algebra	
M/W	5:00-7:30 p.m.	American Federal Gov	Aug 15-Oct 10
		Beginning Chinese (Mandarin)	Oct 11-Dec
	15 (5:00-8:30 p.m.)		
T/TR	5:30-8:15 p.m.	Criminal Procedures	Oct 11-Dec 15
		Fundamentals of Speech	Oct 11-Dec 15
		Org and White Collar Crime	Aug 15-Oct 10
		US History to 1865	Aug 15-Oct 10
		Composition I	
		Western Civilization II	
		Psychology of Personality	
		Public Speaking	

Upper Iowa University



Aug-27-Oct 21

MW	5:00-7:15 p.m.	English Composition TI
	7:30-9:45 p.m.	General Psychology
TR	5:00-7:15 p.m.	Accounting Principles I
	7:30-9:45 p.m.	American Civilization II
R	5:00-10:00 p.m.	International Management (Goodyear)

Oklahoma University



August 3-5 & 10-12

IAS 5940-106-13	Afghanistan in Conflict, MAJ Barnes
ECON 5633-104-13	International Economics – Finance, Dr. Zhen Zhu

Webster University



6:00-10:00 p.m.		
Management	W	Jul 16-Sep 14
Mgmt & Strategy	T	
Applied Bus Statistics	R	Aug 13– Oct 12
Current Econ Analysis	T	
Info Tech Mgt	T	
Trng and Development M	T	
Org Dev and Change	R	
Org, Behavior	R	

Team Sill Leadership Academy

* open and free to Military and DA Civilians

July 9-13

0900-1215 (M-F) Interpersonal Relationships
1230-1630 (M-TH) Critical & Creative Thinking

July 16-20

0900-1215 (M-F) Effective Military Writing II
1230-1630 (M-TH) Stress Management

July 23-27

0900-1215 (M-F) Personal Financial Management I
1230-1630 (M-F)..... Advanced Microsoft Excel

July 30 – Aug 3

0900-1215 (M-F) Conducting Briefings
1230-1630 (M-F)..... Acad Research/ Internet



Thinking About Retirement? Top Places to Rest

We canvassed data to come up with a list of top U.S. cities for seniors. Factors included living and housing costs (both very important!), taxes, weather, doctor availability, serious crime rates and stay-active opportunities via paid or volunteer work and outdoor facilities.



Albuquerque, New Mexico
Fast Fact: World's largest hot-air balloon event staged each October
Pros: Terrific weather, good air quality, low taxes, lot of doctors, below average cost of living, average home price \$163,000, active-lifestyle encouragements
Cons: Crime, high unemployment

Austin, Texas
Fast fact: Hosts annual music, film and tech happening, South by Southwest
Pros: Growing economy, no state income tax, below average cost of living, average home price \$188,000, good weather, outdoor exercise culture
Cons: Average air quality



Boise, Idaho
Fast Fact: Home of Boise State University's famous blue football field
Pros: Low crime, low cost of living, average home price \$118,000, above-average air quality, attractive semi-arid climate
Cons: Poor economy

Carolina
Fast fact: State capital
Pros: Below average cost of living, typical home price \$141,000, favorable state tax climate, good weather
Cons: Poor economy, high crime rate



Corpus Christi, Texas
Fast fact: Home town of actress Farrah Fawcett
Pros: Growing economy, low cost of living, average home price \$136,000, good weather
Cons: Crime rate



Fargo, North Dakota
Fast Fact: Named for a Wells Fargo cofounder
Pros: Solid economy, low cost of living, average home price \$154,000, active-lifestyle encouragements, low crime rate
Cons: Cold winters

Knoxville, Tennessee
Fast fact: Site of 1982 world's fair
Pros: Good economy, low living costs, average home price \$137,000, good medical staffing
Cons: High crime



Lynchburg, Virginia
Fast fact: Self-styled "City of Seven Hills"
Pros: Good economy, cost of living 6% below nation, average home price \$134,000, good air quality, low crime
Cons: So-so tax climate



Pittsburgh, Pennsylvania
Fast Fact: George Washington was city's co-founder
Pros: Decent economy, below average cost of living, average cost of home \$121,000, tax breaks for retirees
Cons: Cold winters



Salt Lake City, Utah
Fast Fact: Most residents aren't Mormons
Pros: Good economy, cheap living costs, average home price \$183,000, Low living costs, low taxes, great mountain scenery, bracing but appealing climate, incentives for active retirement
Cons: Crime rate
Cons: Sluggish economy



Tulsa, Oklahoma came in number
Fast fact: Most inland river port in the U.S
Pros: Decent economy and tax climate, low cost of living, average home price \$129,000, good metrics for active retirement
Cons: Crime



Workplace Etiquette 101: Cell phones

If you must have your phone on in the workplace, keep it on vibrate only. If a call comes in leave and go to a quiet separate area, where no one can see or hear you.



A COUPONING TIP YOU CAN CLIP!

Most shoppers use traditional paper coupons found in the newspaper when they shop for groceries and other consumer packaged goods. Almost 90 percent of all coupons redeemed in 2011 were distributed in freestanding newspaper inserts, according to a report from NCH Marketing Services, Inc. The same study notes that digital coupons, whether print-at-home or electronic, accounted for about 1 percent of all coupons distributed last year in the United States. It's safe to say that paper coupons aren't going away any time soon, but digital coupons are on the rise. E-coupons are paperless, electronic coupons can be loaded to a store loyalty card or account via an online interface or phone app. Shoppers simply click or touch the coupons they wish to use. When your purchases are scanned at checkout, the coupons you've selected are deducted automatically.



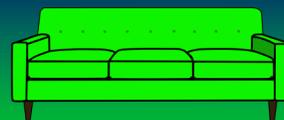
Did You Know?

Short sleep duration (average ≤6 hours per 24-hour period) was reported by **30.0% of employed U.S. adults** (approximately 40.6 million workers). Among workers in all shifts, workers in the middle age groups of 30-44 years (31.6%) and 45-64 years (31.8%) were significantly more likely than workers aged 18-29 years (26.5%) or ≥65 years (21.7%) to report short sleep duration," according to a 2012 analysis of National Health Interview Survey data. Luckhaupt, S. E. (2012). Short sleep duration among workers - United States, 2010. Morbidity and Mortality Weekly Report, 61(16), 281-285. Retrieved from www.cdc.gov.



The "Character" Couch: Fearless

without fear; bold or brave; intrepid



Excerpt from Aryana.com

EAP INSPIRATION STATION: No Fear!

FEARLESS

Definition: Facing danger with a spirit of determination, for God gives us the spirit of power.

“For God hath not given us the spirit of fear, but of power, and of love, and of a sound mind.” II Tim.1: 7

Fearless men are free men. Paul wrote the Hebrews that Satan, through men’s fear of death, kept men in perpetual slavery. Fear grants the devil a handy handle with which he gets his hooks into people. Through threats and intimidation a fearful populace can be ruled by a tyrant and his few henchmen armed with high-powered weapons. On the other hand, once people are no longer afraid of dying, no amount of force can take away their freedom. Of course, Christians are to submit to authorities, even bad ones, for the Lord’s sake and not to resist evil with evil. Yet they should not do so out of the fear of man but rather out of reverence for God and the desire to save all men - even their persecutors and oppressors. Perfect love becomes the motive for the new creation in Christ rather than self-centered fear for security and protection. Many unfortunately are trading their salvation for a false security. They will be highly disappointed in the end! Fearlessness, then is a state of mind of one in which there is an absence of fear, and the presence of courage. There are many forms of fear:

- Fear of discovery of past misdeeds.
- Fear of failure.
- Fear of physical pain.
- Fear of rejection.
- Fear of the unknown.
- Fear of embarrassment and loss of face.



Psychologists make mucho denari off of what they have called “phobias” – everything from arachnophobia (fear of spiders) to hydrophobia (fear of water) to the well-known claustrophobia (fear of enclosed spaces). All sarcasm aside, people really do suffer many, many fears much more devastating than children’s fear of the imagined nighttime “boogie man” under their beds. Paralyzed by fear, these people have their entire lives strait-jacketed by their phobias. It really isn’t a laughing matter.

Fearlessness should not be confused with foolishness. Many macho men are imprudent and careless with their life. Folly masquerades as courage. Rather than brave, these worldly men are brash and bragging. Showoffs who must seek out “extreme sports” to prove their manliness. Many tragic accidents could have been avoided if alcohol induced craziness had been avoided. “Liquid courage” produces the kind of stupidity that gets people killed. Seeking and causing trouble like picking fights or vehemently arguing with everybody who looks the wrong way at us is not true fearlessness, but rather foolishness.

Christ came to address man’s deepest needs – spiritually, socially, psychologically, and physically. The Christian has the great benefit of the Comforter (Parakletos). This is of course the gift of the Holy Spirit. Jesus always says to his disciples: “Shalom”. This peace is beyond human comprehension. (Phil.4: 4-5) It is an inner peace produced by the clean conscience of the immersed individual who takes on in his inner man the character of Christ. Mice become tigers when they have Jesus living in them. Timid Timothy became “Tiger” Timothy, for example.

Notice in the gospels that Jesus never demonstrated fear before men. Only in the private Gethsemane garden did he display what might be called fear, and by powerful prayer he took care of it. Afterwards, he was always totally in command, right up to his painful torturous death by crucifixion. Surely the Spirit of that same God/man will also bring to us the same courage.

The angel of the Lord told Joshua, “Take courage”. (Mk. 9:2) Like wisdom, we can just take it when we need it. Before visiting the dentist, or getting an injection. Before departing to a new country to preach the gospel. Before doing our first Bible studies. Before speaking in

public, the number one fear of American men, by the way. As the Lord told Joshua before his invasion of Canaan, “Be strong and very courageous.” (Joshua 1:7) Paul was also told by both the Lord himself and later an angel, “Do not be afraid, Paul.” (Acts 18:9; 27:24) God knows when we are in frightening situations, and He cares for us. Cast your burdens, unto Jesus, for He cares for you!

Christians automatically possess a brave spirit because they possess the Holy Spirit. Perfect love will cast out all carnal fears. As Jesus stood boldly before the Sanhedrin, Pontius Pilate and his Roman executioners, we too can face our worst fears. The fishermen Peter and John demonstrated this before the same murderous men, the conspiring Sanhedrin that had falsely judged Jesus, to death. Unflinchingly they stood like true warriors of Christ, and said:

“...we cannot stop speaking what we have seen and heard.” (Acts 4:20) They were not afraid of what men could do to their bodies, but rather feared He who can both kill their bodies and condemn their souls to hell. Their fearlessness came from the resurrection power of Pentecost. Jesus, glorified and exalted on high, was directly strengthening their will in the face of danger.

Greater is He that is in us than he (Satan) who is in the world. If we believe this, then we can fearlessly go and evangelize the lost and pass through every devilish trap placed in our path. Faith renders them as nothing more than smokescreens. Every demonic phobia and scary thing is knocked down. God can make anyone a Braveheart like William Wallace by giving them His own heart, the same heart that valiantly beat in Jesus’ own breast.

So dear Christian, the next time you fear missing the bus, or being embarrassed in public, or something other petty thing, remember, “God has not given us a spirit of fear, but of power and love and discipline.” Be fearless!

Because Someone Cared



Thomas M. Easterly

We have been discussing Maslow’s hierarchy of needs and how they all tie into our lives. We have discussed how to better ourselves and build self-confidence. For this article I would like to share my personal life story with you - the reader. What I write about I have lived. I have been through hardships and challenges that are hard for even me to believe. But as the song goes; “I got by with a little help from my friends”. And, all it took was one person to take an interest in me and it has made all the difference in the world.

We lived in the inner city of Detroit, Michigan (Fischer and Jefferson). I was raised by my grandparents. We survived off my grandfather’s meager Uniroyal Tire and Rubber company disability income, which meant many trips to 2nd hand stores and a lot of stew for lunch and dinner. School was not good for me as I was in a fight almost every day, yes, almost every day. Our house was to be demolished several times but my Grandpa was always able to talk them out of bulldozing it. On our way to the local grocery store, we were robbed at gun

point several times.

Although I was a young child in the late 1960s, I remember being born into street riots and persistent social turmoil. By the 10th grade I had, had enough of the beatings and I dropped out of school. However, I received my GED diploma in what would become a lifelong commitment to learning and self-improvement. Despite saying I would never go into military service, at age 23 and with a new wife expecting our first child, I decided to raise my right hand to serve my country. My first drill sergeant took an sincere interest in me and told me, “Take care of your Soldiers, go to boards and get an education”, and that impactful message at that crucial time in my life has remained with me until today. I wish for everyone to have had someone like that in their lives; someone with wisdom and who understood the bigger picture that is hidden from youth and immaturity.

We all have faced adversities and road blocks in our personal and professional lives. And, yes sometimes it’s very hard to see past the fog blurring our vision. However, we get passed it, we strive for and become “better than that” and what do we get from overcoming this -- pride, self-esteem and a feeling of self-confidence that no one can touch. I came from a place many do not leave. Those I left behind on the mean streets of Detroit chose to become part of the situation, ingrained in the mindset “I cannot get out”. If you do not like where you are in your life, change it. I retired with over 21 years of Army service. I was able to earn a master’s degree and complete coursework toward a doctorate degree in education. I have recently received an Honorary Ph.D in Theological Studies. I also own my own Limousine Company. All of this had to be earned by “blood, sweat, and tears” as the saying goes. I believe if you want it - go get it. And, believe me, hard work and determination equals success. All that said, I am no different than anyone else. I still have issues and am glad I have people I can talk to about them. I served thirteen months in Afghanistan and that combat tour left some permanent mental and physical scars. However, by our nature we are fighters and can overcome just about anything thrown at us. What we do need from time to time are family, friends, and/or professionals to talk to. I hope you all are fortunate enough to know someone like I did who guided me through the rough spots during critical times. If you have had a mentor like that in your life, do the world a favor and, “pay it forward”. You will gain just a much from the experience as they will. Life is good.



**Happy 4th of July
Team Sill from
your Fort Sill
ASAP Family!**



COME VISIT US AT:

Well-Being Center, ASAP

3415 Miner Road
Fort 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>
Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>

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.
- Consultation to management about trends in employee needs, work groups, and related concerns dealing with work/life/wellness support programs.

Sneak Peek: What to Expect Next Month

DOG DAYS OF SUMMER AND SCHOOL TIME SUCCESS



Next month's edition will provide information regarding how to make the most of the remaining summer, and provide tips for preparation for school success. Time management is good anytime of the year, especially now. Taking control of our time can make the difference between high and low stress as a result of the demands that the school year and holidays may bring.

WE WANT YOU TO SHARE YOUR GIFTS!!



WE WANT YOUR FEEDBACK!

Please contact us if you HAVE ANY SUGGESTIONS!! Your comments will be greatly appreciated!!!

ANYTHING ELSE YOU WOULD LIKE TO SHARE??

Contact me at 580-442-4205/6306 or at rashonda.labrador@us.army.mil.

I look forward to hearing from you!!

RaShonda M. Labrador, MS, CEAP
(580)442-4205/6306
rashonda.labrador@us.army.mil



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