



A DHR, ASAP, EAP  
WELL-BEING TEAM  
PRODUCT

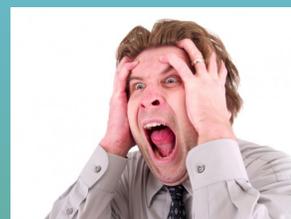
INSIDE THIS ISSUE



DON'T FORGET ABOUT ME  
2



A MEAL FOR SUCCESS?  
6



DON'T FRET, TSLA HAS A  
CLASS FOR YOU!  
10



FAREWELL TO FORT SILL



# WF P

## WORKFORCE PRIDE

*Refreshingly Relevant*

VOLUME 3, ISSUE 10



## Hagel: Furlough Reduced!!!!

### US Defense Secretary Chuck Hagel

By Sean Reilly For hundreds of thousands of Defense Department civilian employees, unpaid furloughs will end next week after the Pentagon found money from other areas to cut the number of furlough days from 11 to six.

In a statement Tuesday, Defense Secretary Chuck Hagel attributed the decision to several factors, including lower-than-expected costs for moving equipment out of Afghanistan and Congress' approval late last month of a request to shift billions of dollars from acquisition accounts to operating activities.

For most of the 650,000 employees who have been shouldering one-day-a-week furloughs since early last month, Hagel's decision means that unpaid time off will end next week instead of running through the end of the fiscal year in September, according to a senior defense official who spoke to reporters on condition of anonymity.

"I want to thank our civilian workers for their patience and dedication during these extraordinarily tough times," Hagel said in the statement. "I know how difficult this has been for all of you and your families. Your contribution to national security is invaluable, and I look forward to one day putting this difficult period behind us."

The furloughs are one small part of DoD's strategy for closing a \$37 billion sequester

-related budget gap for 2013. As Hagel noted, however, a \$52 billion reduction for next year is looming unless lawmakers and the Obama administration reach a deal to avoid it. While DoD will strive to avoid more furloughs if that cut occurs, "everything is on the table," the senior defense official said, including reductions-in-force.

For at least some employees, the chance to return to work full-time was immediate grounds for celebration.

"I have nothing but good things to say about it," Rebekah Uhtoff, a materials engineer at the Naval Undersea Warfare Center in Keyport, Wash., said in a phone interview after the announcement. "I can get the projects I have waiting accomplished and meet my family's needs."

Uhtoff was also "cautiously optimistic" about the outlook for next year, noting that the House recently voted to bar DoD furloughs as part of a recently passed 2014 spending bill. The Senate has not yet approved its version of the legislation.

Also hailing Hagel's announcement were labor unions who have argued all along that furloughs are unneeded. But the head of the American Federation of Government Employees immediately urged Hagel to reimburse workers for lost income. That step, which would likely require congressional approval, "is the only fair thing to do," AFGE President J. David Cox said in a statement. Besides eating into employees' paychecks, the furloughs have landed a direct hit on workforce morale and affected productivity in areas ranging from depot maintenance of military equipment to on-time financial reporting. They have

also prompted DoD employees to flood the Merit Systems Protection Board with appeals.

The MSPB, which normally handles about 7,000 cases per year, had received more than 20,000 by Monday, the bulk of them from furloughed Defense Department employees. As it struggles to deal with the deluge, the board announced last week that it was delaying the docketing and processing of all DoD furlough appeals. A spokesman declined comment Tuesday on whether the reduction in the number of furlough days would affect processing or adjudication of those cases. For the Defense Department and other federal agencies, the sequester was triggered at the beginning of March. The across-the-board cuts were required by the 2011 Budget Control Act after lawmakers and the White House failed to agree on a long-term \$1.2 trillion deficit reduction package.

Initially, the Pentagon had planned to furlough civilian employees for 22 days, but chopped that number to 11 under the timetable unveiled in mid-May. At the time, Hagel said he hoped to trim the total still further. At a House Armed Services Committee hearing late last week, Deputy Defense Secretary Ashton Carter reiterated that goal, but suggested that a decision was still some time off. "If we do find funds between now and the end of the year, we have two priorities," Carter said. "One is to restore maintenance and the other is to relax furloughs. So that's what we're doing."

Source: [www.federaltimes.com](http://www.federaltimes.com)

## Summer's Ending and Life's Just Beginning!

Wow! Where has the time gone? Even though the summer season is quickly coming to an end, the heat is still on! Remember summer safety, and ask yourself... "What have I done to save a life today?" At this time, you are invited to open your mind, expand your horizons, and enter into the world of refreshingly relevant information as you read this month's edition of Workforce Pride....Enjoy!!



# Pet Safety



By SGT Alyssa Jackson

It's that time of year when everyone likes to fire up the grill and enjoy the sunshine. Summer is still here and that means high temperatures and longer days. While we take precautions to ensure our family members stay hydrated, we must also remember our furry children as well. People enjoy taking their pets for a ride in the car but sometimes forget that leaving them in a car can be dangerous. The temperature inside a car is up to 20 degrees warmer than outside when the windows are rolled up. Leaving your pet unattended in a hot car can cause heat exhaustion and severe dehydration.



Plan ahead when traveling with your pet. Keep a small bowl or a bottle of water in your car for long trips. Speaking of BBQ's, it is also important to remember to watch our pets while we BBQ and swim. Pets are not always aware of the dangers around open flames. They are more focused on what treats might drop to the ground around the BBQ Pit. Some pets may have trouble swimming or can cause harm to those who are swimming around them. If you put your pet in water, ensure children are being monitored. Often times, pets get scared while in the water and try to climb on the nearest thing to them. The key is to have a plan and stick to it. Here's wishing you and your family a safe and enjoyable summer!

# Summer Safety

By Janice Carter, Risk Reduction Coordinator

## Enjoy your Swim and Reduce your Risk

Oklahoma hot weather has arrived and swimming is an excellent way to beat the heat and stay cool. Swimming is a great recreational sport and can be enjoyed by everyone, but it's important to know how to be safe while you're in the water. **Keep an eye on friends and family.**

Drowning can occur in as little as 20 seconds for children and 60 seconds for an adult. Drowning is known as the "silent killer" because most victims slip beneath the water without a sound. Paying close attention to those around you can drastically reduce such accidents. Before you head out on Oklahoma's lakes and waterways, it's always a great idea to brush up on current water safety tips. The American Red Cross offers these important swimming safety tips you should be aware of before you head out to the pool or local area lakes. You can greatly reduce the chances of you or your friends and family becoming drowning or near drowning victims by following a few simple safety tips:

- Swim in designated properly marked swim areas
- Always swim with a buddy; do not allow anyone to swim alone
- Maintain constant supervision, if a child is missing, check the water first. Seconds count in preventing death or disability.
- Swim near the shore
- Have appropriate equipment, such as reaching or throwing equipment, a cell phone, life jackets and a first aid kit.
- Know how and when to call 9-1-1 or the local emergency number.
- Protect your skin. Limit the amount of direct sunlight you receive between 10:00 a.m. and 4:00 p.m. and wear sunscreen with a protection factor of at least 30.
- Drink plenty of water regularly; even if you're not thirsty. Remember swimming and alcohol can be a deadly combination.



# Household Goods: Protect them!

The summer PCS season has arrived, and now is the time to prepare for shipping your household goods to your new duty station! Review these tips so that you can set yourself up for a successful PCS in case you suffer any damage to your household goods during the move:

## BEFORE YOUR MOVE:

Make your own inventory of your belongings before the moving company arrives, listing the make, model, and serial number of valuable items (such as furniture or electronics). Consider getting a professional appraisal of your valuable antiques, artwork, or other unique possessions that would be difficult to replace. Collect receipts or other proof of ownership for your high-value items. Take pictures of your high-value items and the rooms of your home and their contents. Carry these documents with you with your other important papers when you PCS.

## DURING YOUR MOVE:



Compare your personal inventory with the one the moving company makes. Their inventory should accurately describe what is in each box. For example, does the box contain "dishes" or "crystal?" Make sure there is nothing missing on the inventory. Take your time! Any pre-existing damage on your furniture (such as chips or

scratches) and belongings must be accurately described. If that item is further damaged in shipment, it will be difficult to prove the movers caused the damage if the item was already listed as having "scratches all over" on the inventory. If you are not satisfied with the description of pre-existing damage on the inventory and the moving company will not change it at the time of pick up, note the differences in writing on the inventory when you sign the paperwork. Take a picture of the item if you have not already done so. When your household goods arrive at your new residence, look for any damaged items or crushed boxes immediately. Have the movers unpack your belongings! They have already been paid to perform this service and you should take advantage of it!

Document any damage to your property on either DD Form 1840 or the "Joint Statement of Loss or Damage at Delivery" form while the movers are unpacking your belongings. You can update that same form after the movers have left if you find additional damage. Do not throw away your broken items! Keep everything available for inspection by the carrier or a claims examiner.

## AFTER YOUR MOVE:



The carrier must receive notice that you are going to file a claim within 75 days after the household goods are delivered. You can do this online in DPS or by bringing your paperwork to your local claims office. You must visit the claims office at least five days before the 75 day deadline in order to be fully assisted in submitting your claim.

Review the carrier's settlement offer carefully! You have the right to accept or reject their offer on each damaged item separately. Go to the installation claims office to find out if the Army can give you a better offer. You can transfer a properly filed claim to the Military Claims Office (MCO) up to two years from the date of delivery.

The Fort Sill Claims Office is here to assist you with filing your claims and related questions. We are located in Building 4700, Suite 400, in the Client Services Office. Those with questions or potential claims are encouraged to stop by on a walk-in basis Monday, Tuesday, Wednesday and Friday from 0900 – 1600 and on Thursday from 1300 – 1600, or call (580) 442-2317. The Claims office is closed on all training and federal holidays.

# 10 Tips to Live Within Your Means

## 1. Know your income and expenses

The first thing you need to know is what's coming in and what's going out. Make a list of any and all income you have from your job, side work, pension or anywhere else. Then make a list of every bill you have, from rent to car payment. (Don't forget bills that may not arrive monthly, like car insurance.) These are your fixed expenses – the ones you have limited control over. The difference between your income and fixed expenses is what's left for the expenses you can control — your variable and discretionary expenses.

## 2. Track your expenses

A spending plan, otherwise known as a budget, is the single best way to ensure you live within your means. A spending plan is exactly what the name implies: It lays out what you plan to spend. To keep tabs on your progress, or lack thereof, you'll need to track your money as you spend it. If you want to live within your means and reach your goals, you have to track where your money's going. It's the only way to nip problems in the bud.

## 3. Separate wants and needs

When it comes to shopping, knowing the difference between a want and a need will help keep you out of debt. Before you make a purchase, ask yourself if you really need it. If you don't, wait before you buy it. I use the 48-hour rule. If I see something I want to buy but don't think I absolutely need, I'll wait 48 hours before I buy it. More often than not, I change my mind.

## 4. Don't compete

Don't fall victim to the "keeping up with the Joneses" mentality. Sure, your friends or neighbors might drive nicer cars, have the newest technology, or take expensive vacations, but that doesn't mean you have to do the same.

## 5. Pay in cash

It isn't always easy or immediately gratifying, but adopting a pay-in-cash lifestyle can save you from falling into a debt trap. If you can't afford to buy something now, don't pull out the plastic. Instead, save up and pay cash.

## 6. Keep an emergency fund

Life is unpredictable. If you don't have three to six months of expenses saved up, start saving now. When something goes wrong, and it will, you won't have to reach for your credit card or take out a loan to pay for it.

## 7. Save money wherever possible

Saving money will help you stop overextending yourself financially. Try these tips to get started:

**Never walk into the grocery store unprepared.** Before you shop, clip or print out coupons, check the weekly circular, and make a list.

**Don't pay retail.** Sign up for a store's newsletters to get coupons and learn about sales. When shopping online, always compare prices at several sites and look for a coupon or promotional code. Sites like Dealnews, Savings.com and RetailMeNot will help you find the best deal.

**Skip designer coffee.** Sure, it tastes fantastic, but it's also \$4.50 a cup. Make your coffee at home.

**Buy secondhand.** You can find incredible deals at garage sales or in thrift shops.

## 8. Cut down on expenses

If you're still struggling to live within your means, take a hard look at your expenses.

There is probably something you can cut out or at least cut down on. For example: Gym memberships, Hair and nail salons, Cable TV, Cell phone bills, Shopping trips.

Go through your bills and cancel any service you don't use frequently. For the stuff you do use, call the provider and see if you can get a better deal.

## 9. Boost your income

If all else fails, boost your income. The simplest and most gratifying way is to make more at your current job by getting a raise. If that's not in the cards and you routinely find yourself struggling to make ends meet, it's time to look for a better-paying job.

You have no right to complain about being underpaid if you're not at least looking for better alternatives. Of course, there are many other ways to increase your income, from selling your stuff to side jobs to turning a hobby into a business. Where there's a will, there's usually a way.

## 10. Don't deprive yourself

While this is the last tip, it's the most important one. In short, you can live within your means and still enjoy life. The trick? Substituting imagination for money. Think about what you really enjoy — then find a way to get it for less.



16-20 Sep  
7-8 Oct  
4-5 Nov  
9-13 Dec  
Well-Being  
Center,  
ASAP  
(0800-1600)

### UPL Training



9-10 Sep  
7-8 Oct  
4-5 Nov  
2-3 Dec  
Well-Being Center,  
ASAP (0800-1600)

### ADAPT



UPL  
Recertification  
course dates:

11 Sep 13  
16 Oct 13  
13 Nov 13  
18 Dec 13  
Well-Being  
Center, ASAP  
at 0830



Alcoholics  
Anonymous  
Well-Being  
Center, ASAP  
Wednesdays  
at 1900

[Click to join ASAP on Facebook](#)



[Click to visit our ASAP Website](#)



For more news, check out the Cannoneer!



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



Looking for more to do?



Check out the Community Calendar.

# Substance Abuse Prevention and Awareness Training



**Dates:** Tuesday, 27 Aug 13 & Wednesday, 28 Aug 13

**Times:** 0900-1100 & 1330-1530

**Location:** Summerall Hall Auditorium, Bldg 840 Geronimo Road (Rm 8)

**Topic:** The Truth About Drugs

For more information, please contact RaShonda Labrador at 2-6306/4205.



## Theater of War

Presented by Outside the Wire

### A Dramatic Reading of Scenes from Sophocles' **AJAX**

A new version by Bryan Doerries

#### FEATURING ACCLAIMED ACTORS



GLENN DAVIS

Credits include:  
24  
The Unit  
Jericho



ERICA NEWHOUSE

Credits include:  
The Good Wife  
Law & Order  
Blue Bloods

Theater of War is an innovative suicide awareness/prevention training that presents readings of Sophocles' *Ajax*, an ancient Greek war play, as a catalyst for town hall discussions about suicide, combat stress, alcohol and substance abuse, and the impact of war on individuals, families, and communities.

→ DATE: **Thursday, September 26, 2013**

→ TIMES: **0800, 1100, & 1400**

→ LOCATION: **Sheridan Theater**

ADMISSION IS FREE. SEATING IS LIMITED.

# 10 Steps to a Healthy Mind

**Build Confidence** - Identify your abilities and weaknesses together, accept them, build on them and do the best with what you have.



**Accept Compliments**

- Many of us have difficulty accepting kindness from others but we all need to remember the positive strokes when times gets tough.

**Make Time for Family and Friends** - These relationships need to be nurtured; if taken for granted they will not be there to share life's joys and sorrows.



**Give and Accept Support**

- Friends and family relationships thrive when they are "put to the test".

**Create a Meaningful Budget** - Financial problems cause stress. Over-spending on our "wants" instead of our "needs" is often the culprit.



**Volunteer** - Being involved in community gives a sense of purpose and satisfaction that paid work cannot.

**Manage Stress** - We all have stressors in our lives but learning how to deal with them when they threaten to overwhelm us will maintain our mental health.

**Find Strength in Numbers** - Sharing a problem with others who have had similar experiences may help you find a solution and will make you feel less isolated.

**Identify and Deal with Moods** - We all need to find safe and constructive ways to express our feelings of anger, sadness, joy and fear.



**Learn To Be At Peace with Yourself** - Get to know who you are, what makes you really happy, and learn to balance what you can and cannot change about yourself.



# Life focus

## Teens, School, and Suicide Prevention

Back-to-school stress can be a huge challenge for many teens which could lead to thoughts of suicide. According to the [Center of Disease Control](#), (CDC) children between the ages of 10 and 24, suicide is the third leading cause of death; approximately 4500 young people take their own lives every year. But the numbers do not stop there. More young people survive suicide attempts than those that die. "Approximately 149,000 youth between the ages of 10 and 24 receive medical care for self-inflicted injuries at Emergency Departments across the U.S." (CDC)

**There are many triggers that put our teens at risk of suicide these are:**

- History of previous suicide attempts
- Family history of suicide
- History of depression or other mental illness
- Alcohol or drug abuse
- Stressful life event or loss
- Easy access to lethal methods
- Exposure to the suicidal behavior of others
- Incarceration

Of course this listing does not cover every issue only those that are most common.



**The American Academy of Child and Adolescent Psychiatry (AACAP) tells us that the warning signs for suicide are much like those of depression:**

- change in eating and sleeping habits
- withdrawal from friends, family, and regular activities
- violent actions, rebellious behavior, or running away
- drug and alcohol use
- unusual neglect of personal appearance
- marked personality change
- persistent boredom, difficulty concentrating, or a decline in the quality of schoolwork
- frequent complaints about physical symptoms, often related to emotions, such as stomachaches, headaches, fatigue, etc.
- loss of interest in pleasurable activities
- not tolerating praise or rewards



If you are a professional (i.e. teacher, youth director) and you've not already been through official training, please contact Robert Dodrill, Suicide Prevention Program Manager at [robert.dodrill@us.army.mil](mailto:robert.dodrill@us.army.mil) or 580-442-1644.

One note on depression – this is for either after a suicide attempt or prior intervention – some antidepressant medication can cause suicidal behavior in adolescents. It's very important to work closely with a professional Psychiatrist, (as well as a Psychologist) and make sure any medication prescribed is healthy for adolescents.

For us parents – I don't need to say how something like this can impact our lives – you already know this. I know we walk that tightrope every day. Many of the triggers listed above can be normal weekly behavior for some of our teens. And as our teens, with normal development, are trying to push away from us, here we are needing to watch them more closely ... it is a very fine line.

One thing is for certain however. If you ever hear the words come out of your teens mouth; "I wish I was dead", "I want to kill myself", "I don't feel anything", "I just wish this would all end", or something similar to this, it's time to drop everything and take notice. It's time to seriously open the channels of communication without judgment and with only love and empathy.

**If you are in crisis:** Call the toll-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 anyone. All calls are confidential.



# DEAR FRAN

I just returned from my fourth deployment and after spending a month with my family I am ready to go back. My wife has changed, and has changed everything around our

house. I feel like we have less and less in common with each other. The kids treat me like a visitor and can't wait until I leave again. Even the dog that I raised from a pup growls at me now. I feel like a failure as a husband, father and a Soldier. I feel worthless! When I am deployed I look forward to returning home and when I am home I look forward to deploying. I feel trapped and don't feel like I belong anywhere!

Signed  
**Fighting on two fronts**

Dear Fighting,

I am glad you wrote to express your feelings about this very common problem experienced by many Soldiers, although it is not happening only to Soldiers. Any couple that has extended time away from their normal home environment, experiences periods of alienation when they return. Guys who work on oil rigs in the ocean complain of the same dilemma.

Belonging is definitely a state of mind. Nothing can make you fit-in or "belong" except your feelings and attitude. Because things are different, does not mean you are not still welcome. Have you taken the time to find out what precipitated these changes? I feel certain it was not your being deployed. Perhaps the changes were the result of your spouse having to do more with less, and she found another way that felt more efficient or safe. There were probably times your spouse felt like a failure. Although you are the one gone, everything has to change around that gap you were forced to leave. When you return, it may be hard to see yourself as a gap-filler: somewhat like pliable putty that must be content to stand and serve as you seep into all the places that need filling. Most men are fixers but they see themselves as "hands-on, attack and conquer" rather than being still and seeing where they should find the most appropriate place for the time. When you feel uncomfortable or awkward, it causes tension in everyone. Even the dog has to begin to feel safe around this new stranger. Everything changes. It's inevitable, and you know it is an unstoppable process. When you do not get help, it can lead to divorce or worse. I would suggest a family meeting where you express how things feel for you. I bet your kids would welcome a chance to talk about how different it is to have you back home, and what changes they like or wish could return to before you left. Your spouse had to make many decisions alone and may not see that you feel left out now. Habits are hard to make, but easy to change when there is discussion around the problems they are creating.

Our Well-Being Center has an EAP which would assist your family with issues if they cannot be solved through discussion. Community Mental Health can help you address issues around your sagging self-esteem. ASAP is here to help you talk through any problems that you have been avoiding by using substances of any kind. We know you are looking for ways to deal with these issues, so give me a call and I will listen and direct you to the best resources to address your feelings before they develop into something that could lead to unhealthy decisions or harming self or someone in your family.

Fran

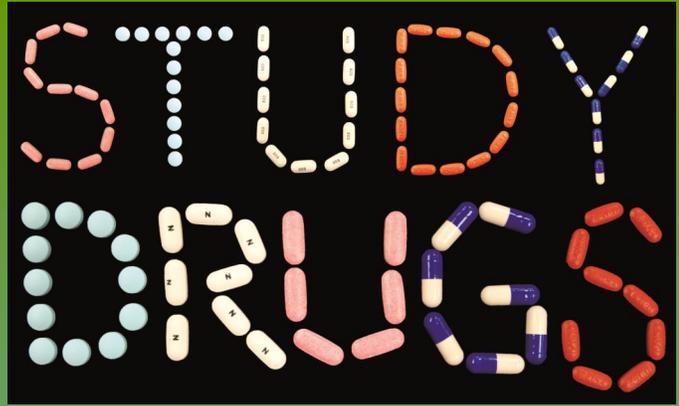


**Fran Alltizer,**  
LCSW, ASAP Supervisor

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



# Back-to-School Drugs?



Parents listen up!! Back-to-school is in full effect and your kids are talking to each other about this:



It's time for the big test. You're ready to take your midterm or your SAT or that quiz that will determine if your parents will ground you. You're cramming, so you're trying all the tricks –

drinking water, pacing the room, eating chocolate, and....taking pills?

"Study drugs," are prescription pills like Adderall and Ritalin that a student abuses to gain. 1 in 5 college students across the country already are hooked on it.

With busy school and social lives, students turn to Adderall to get through "all-nighters" of writing and studying. For people with ADHD, Adderall calms them. For people without diagnosable attention problems, however, these drugs trigger hyperactivity and (what they think is) productivity. Funny thing is, these medications don't increase memory or make you any smarter. They keep you awake and alert, but there's no guarantee you retain more information for the test.

Using a drug that you don't really need can have some serious consequences. If you use Adderall for a long time you can develop a tolerance, and eventually you'll need to take more and more to get the results you want. Ultimately, you may become addicted and feel a need to take the drug in order to avoid withdrawal symptoms like hunger, fatigue, depression, or nightmares. Adderall abusers can have sudden, stroke, heart attack, seizures, or even death.

Oh, yea and it's a crime to possess this kind of medicine without a prescription.

Nevertheless, students continue to press on, feeling like they'll be more alert when taking the SAT.

As competition increases to get the highest class rank, students might even start using just to keep up.



Source: [dosomething.org](http://dosomething.org)

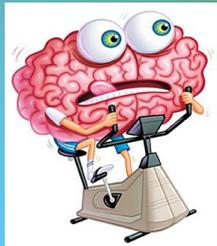
# Team Spotlight



**WELCOME!!!!**

**Ms. Cynthia Hannah,  
Fort Sill Army Substance  
Abuse Program Manager**

Ms. Hannah retired from the Army in 1998 after serving for 20 years of service. Prior to arriving at Ft. Sill as the Alcohol and Drug Control Officer (ADCO), she was employed as an Alcohol and Drug Abuse Specialist at Headquarters Department of the Army G1 (HQDA G1) and was the Employee Assistance Program Point of Contact for the Army Center for Substance Abuse Program (ACSAP). Prior to arriving at HQDA G1, Ms. Hannah served as the Alcohol and Drug Abuse Program Manager at Ft. Leonard Wood, MO. Her other assignments include: Alcohol and Drug Control Officer at Ft. Monroe, VA, and Torii Station, Okinawa, Japan. She also served as the Installation Biochemical Testing Coordinator at Torii Station, Okinawa, Japan. Ms. Hannah served as the Employee Assistance Program Coordinator as a contractor at Ft. Polk, LA and GS employee at Torii Station, Okinawa, Japan. Ms. Hannah has a Bachelor of Science degree in Human Services, a Masters in Human Relations, and holds certification as a Certified Employee Assistance Professional (CEAP).



## BRAINTEASER

Adam's mother had three children. The first child was named April. The second child was named May. What was the third child's name?

Answer on the back page

**Last Month's  
Answers**

Heavy it is but reverse it's not?  
Answer: ton



The most challenging part about being a veteran in recovery from post-traumatic stress disorder (PTSD) and a substance use disorder is that I don't look like your typical "Disabled Veteran." I have all my limbs and no battle scars. My wounds are internal. But people notice my behavior: I shy away from them. I get anxious in crowds. Loud noises make me jump. I don't attend parties or go out to clubs. Once they get to know me though, people see the strengths I've used in my recovery, including courage, compassion, honesty, sincerity, loyalty, faith in a higher power, a sense of humor, and the ability to ask for help when I need it and to give help as well. These strengths have supported my recovery in many ways, including learning how to advocate for myself and others. I am fortunate in that I was able to receive both inpatient and outpatient addiction treatment. Those treatment centers directed me to 12-step recovery, which helped me learn where my thinking needed re-adjusting. I follow the 12 steps, attend meetings on a regular basis, and my higher power steered me to my current sponsor who demonstrates unconditional love. If I am hurting, I have learned it is okay to find a friend I trust and let them know what I am going through. It is okay to be me. Loyalty to my friends and my recovery keeps me grounded. Being honest and sincere lets people know who I am and that they can trust me too. A sense of humor allows me to laugh at my shortcomings and not take myself so seriously. My faith in my higher power has given me the ability to let go of trying to control everything. This gives me a sense of belonging and a serenity that was unknown to me before. For this I am grateful.

# Ft. Sill Talks Back



**Where are  
you looking  
forward to  
visiting?**

I would like to visit Route 66 to California, Sitka (Alaska), and Las Vegas. I haven't been anywhere in 5 years...so anywhere would be welcome.



I am looking forward to visiting the black sand beach in Maui, Hawaii

- SSG LaDonna Burnett, C3/6  
ADA 30th BDE



I am looking forward to visiting the Grand Canyon. It's been 15 years since I was there last and I really want to be able to show my wife all the splendor while we go down the canyon on horseback.

- SGT Ryan Scott, 77th Army Band



## Wellness Window

### Beat the Heat and Exercise Smartly

If you are exercising in the heat, you can't just ignore it because you could wind up with heat stress, heat stroke or other problems. So to keep the heat from melting your workouts, The American Heart Association recommends you:

1. **Hydrate, hydrate, hydrate.** Maintain salt-water balance by drinking plenty of fluids (preferably water) before, during and after physical activity. Avoid alcoholic and caffeinated beverages.
2. **Exercise smarter, not harder.** Work out during the cooler parts of the day, preferably when the sun's radiation is minimal — early in the morning or early in the evening. Decrease exercise intensity and duration at high temperatures or relative humidity. And don't hesitate to take your exercise inside, to the gym, the mall or anyplace else where you can get in regular physical activity.
3. **Ease in to the heat.** Allow your body to adapt partially to heat through repeated gradual daily exposures. "An increase in the body's circulatory and cooling efficiency, called acclimatization, generally occurs in only four to 14 days," Franklin said.
4. **Dress the part.** Wear minimal amounts of clothing to facilitate cooling by evaporation. "Remember, it's not sweating that cools the body; rather, the evaporation of sweat into the atmosphere," Franklin said. Wear lightweight, light-colored clothing in breathable fabrics such as cotton.
5. **Team up.** If you can, exercise with a friend or family member. It's safer, and could be more fun.



Source: www.heart.org

## Cooking Excellence

### Bubble Pizza

Simple and easy!!

canned biscuits



+ toppings



+ sauce



+ cheese



= Bubble Pizza

Directions:  
Preheat oven to 400°. Cut each biscuit into quarters. Place the biscuit pieces in a greased 8 x 8 glass baking dish. Top with sauce and pepperoni, sausage, etc. Bake uncovered for 20 minutes. Remove from oven

Source: Pinterest.com

## PEACEFUL PLAZA: Release Your Worry



Click [RELEASE](#) to take a moment to liberate your worries.

Click: [RELEASE](#) to be still and enjoy this month's featured "Peaceful Plaza" Guided Imagery segment.

Reference: sourceofinsight.com

# Manager's Memo: Rev up Engagement



"Passion for the mission. Extra effort to get the job done. Commitment to the organization. These are traits and behaviors exhibited by employees who are highly engaged. Engagement is the result of a series of activities that need to be embedded into every step of the employee life cycle process from the employer brand portrayed, recruiting and onboarding, to leadership, learning and development, and reward and recognition. Workforce engagement can be enhanced by following these 10 vital steps according to i4cp.com:

## 1. Design/enhance your employer brand around key engagement drivers.

Engagement is a driver of performance—there is no better way to bring future stars than by engaging them from the start on those attributes of the job and the organization that drive their passion and energy. Build an employee value proposition and workplace environment around attributes that most engage employees.

## 2. Hire people who are more likely to fit your organization from a values/culture standpoint.

Embedding values and behaviors into candidate identification, interviewing and assessment practices inculcates new staff more quickly into the organization.

## 3. Focus the onboarding process on assimilation.

Implementing a process to ensure managers meet with new staff on start dates, have working environment prepared including technology and are assigned "buddies" to help new staff with acclimation and introductions to key people in the organization.

## 4. Train (and retrain) front-line leaders on effective performance management practices

Companies must ensure that their employees have line of sight from the work they do to the bigger strategic goals of the organization and/or business unit. Leaders can help connect the dots by educating employees on the mission, making organization performance data available, identifying drivers of performance, and showing how what employees do affects them.

## 5. Involve employees in organizational strategy.

Listening to employees is essential to increasing engagement. Some organizations do this formerly through an employee council to gather inputs and feedback from employee representatives on the organization's strategy and plans. Others use focus groups, town halls and other vehicles that encourage employees to voice feedback and submit ideas for improvements. One-on-one interactions between employees and leaders are also important.



## 6. Focus on developing better leaders and managers.

Training managers in coaching and mentoring skills such as giving and receiving feedback, conducting performance appraisal meetings, addressing employee performance issues, and employee goal-setting equips them to become better at engaging employees.

Source: i4cp.com

## 7. Hold leaders accountable for engagement.

The tone of an organization's culture is set by its leadership and the basis upon which employee engagement is built (or not). If the conduct of the organization's leadership is in conflict with the messages being sent to the workforce, investments in building engagement with employees are wasted. Tie engagement scores of direct reports and/or business unit to appraisals and rewards.

## 8. Provide ample learning options and opportunities.

Learning is a powerful driver of engagement for many employees—the more opportunities the better. To stoke engagement, establish development plans and career paths for all job roles. Offer blended approaches of classroom, online, and experiential learning. Provide career development support including online portals and tools and coaching and mentoring.

## 9. Use social and collaborative tools.

Social media provides a vehicle for organizational transparency and open communication. Implement a social media rich intranet to facilitate quicker communication, information sharing, collaboration and connecting team members to communities or groups in which they have interest. Use social media and collaborative tools to tap into individual diversity and unique creativity of your workforce.

## 10. Prioritize and communicate ongoing employee recognition and rewards.

Making employees feel valued and appreciated is another surefire way to increase their engagement. Implement programs such as spot rewards, through which managers can reward employees who go above and beyond. Spotlight employees who consistently demonstrate organizational values and/or come up with innovative ideas that improve company performance.



## Workplace Etiquette 101: Blame Game

Never **blame** someone else if it is your mistake.





# Team Sill Leadership Academy

## September 2013 Schedule

The Team Sill Leadership Academy (TSLA) courses are on-duty classroom leadership skill enhancement courses geared towards Soldiers' Career Development. TSLA courses are available at no cost and no tuition assistance dollars are spent to attend these classes. Army Soldiers have priority with DA Civilians and other services encouraged to attend on a space available basis. Each course is worth one semester hour of college credit from Central Texas College. Each course is 4-5 days long either in the morning or in the afternoon held at the Truman Education Center, Bldg 3281. Active duty Soldiers process enrollments through [www.GoArmyEd.com](http://www.GoArmyEd.com) using the "On Duty Courses" enrollment link. Be sure to **PRINT** the form out and return signed form no later than **NOON** the **THURSDAY** before the course start date. For alternate enrollment form, DA Civilians and other services can email: [Jenny.Ballew@us.army.mil](mailto:Jenny.Ballew@us.army.mil), call (580) 442-3201 or visit the Education Services offices, Bldg 4700, 5<sup>th</sup> floor.

### Week of September 9-13

#### 0900-1215 (M-F) Conducting Briefings

Class ID# 11501: Prepare and conduct military style information briefings.

#### 0900-1215 (M-F) Personal Financial Mgmt I

Class ID# 10897: Techniques for planning personal financial affairs such as budgets & debt management.

#### 1230-1630 (M-TH) Career Management

Class ID# 11321: Techniques for career planning, training/professional dev & establish/work career goals.

#### 1230-1630 (M-TH) Preparing Efficiency Reports (NCOER).

Class ID# 10898: Teaches aspects of the NCOER system: counseling sessions, completing reports & appeals.

### Week of September 16-20

#### 0830-1230 (M-F) Academic Research Using Internet

Class ID# 11326: Reviews conducting research online & writing research papers using MLA/APA styles.

#### 0900-1215 (M-F) Managing Resources

Class ID# 11502: Inventory control, efficient use of resources & problem solving within budget constraints.

#### 1245-1645 (M-TH) Stress Management

Class ID# 11509: Techniques to manage personal stress constructively as well as assist subordinates.

#### 1230-1630 (M-TH) Personal Financial Management II

Class ID# 11503: Pre-requisite - Financial Mgmt I. Covers investment concepts, IRAs, retirement, & estate planning.

#### 1230-1630 (M-TH) Styles of Leadership

Class ID# 10900: Discusses leadership styles within the military organization using hands on exercises.

#### 1230-1630 (M-TH) Professional Ethics

Class ID# 11506: Current definitions of ethics; group/personal analysis of ethical issues.

### Week of September 30-October 4

#### 0830-1230 (M-F) Introduction to Computers

Class ID# 11510: Beginner course on computer software, hardware, terminology & Windows system.

#### 0830-1230 (M-TH) Interpersonal Relationships

Class ID# 11511: Understanding oneself/others, differences between people & techniques for difficult people.

#### 1245-1645 (M-TH) Performance Oriented Training

Class ID# 11512: Discusses rationale, methods, & procedures for determining training needs.

#### 1245-1645 (M-TH) Problem Solving

Class ID# 11513: Presents problem solving/decision making models for mgmt settings - uses hands on practice.



# EAP INSPIRATION STATION:

## Do Something New

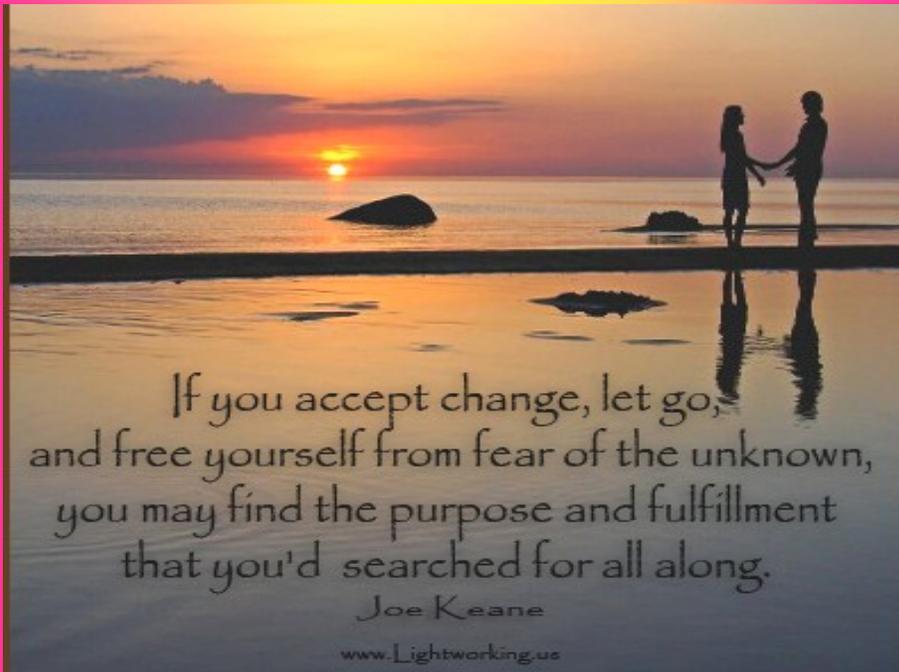


*Do not [earnestly] remember the former things; neither consider the things of old. Behold, I am doing a new thing! —Isaiah 43:18, 19*

In today's scripture, God says He is doing a new thing. As you move into the future He has for you, you will encounter all kinds of new opportunities, and challenges. The days ahead

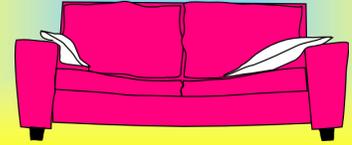
will be full of new experiences, things you have never done before. You may not know how to do them, but you will learn. Everything you are doing today was new to you at one time—and look, now you can do it. Continuing to face new challenges and develop new abilities is extremely important to your growth and maturity. As you walk with God into your future, you will hear Him say, "You have not done this before, but don't be afraid. I'm taking you to a place you have never been before. I'm going to ask you to do something you don't know how to do!" God has already been where He is leading you, and He has prepared the way. Step out in faith and you will experience the faithfulness of God. We think and say, "It's time for a change! I need something new," and then we hesitate to embrace that new thing when it comes. If you are ready for something new and fresh, don't be afraid to embrace it when it comes. Don't stay trapped in the past. Let go of what lies behind and press into the great future God has planned for you. I can promise you: God is with you. He will lead you. He will strengthen you. He will help you.

**Love God Today:** With God's help, I will embrace every new thing He brings into my life.



## The "Character" Couch:

**Creativity-** productive originality



## EAP FUNNY CORNER



My friends are so funny !!  
 Click me to laugh!

### 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.

**Well-Being Center, ASAP**  
 (580)442-4205

What lies behind us and  
what lies before us are  
tiny matters compared to  
what lies within us.

- Ralph Waldo Emerson

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](mailto:rashonda.labrador@us.army.mil)

Facebook



Website



## Farewell Team Sill: Until We Meet Again

At this time I would like to announce that I have accepted another position, and I will be departing from Fort Sill within the next few weeks. Team Sill, it has been a joy to work with you, for you, and around you. To know that I am a part of a highly engaged workforce makes me extremely proud to say that I belong to the best of the best! Always follow your dreams, open your heart to change, and live your life to the fullest. This goodbye is not the end. It is only the beginning to a new journey of opportunity that each of you have helped to create. Thanks for all of the feedback, support, and encouragement over the years. I challenge you to never stop striving for everything that you desire, and continue

to thrive in all that life gives to you. Until we meet again.....God bless!

- RaShonda Labrador



### 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](mailto:rashonda.labrador@us.army.mil).

I look forward to hearing from you!!

### Disclaimer:

Information, views or opinions expressed in the Workforce Pride e-newsletter originates from many different sources and contributors throughout the general community. Please note that content and hyperlinks external to the US Government websites does not necessarily represent or reflect the views and opinions of the Fort Sill Garrison, the Fires Center of Excellence or the United States Army or their affiliates nor are the events endorsed by the same.

Answer to this month's brainteaser: Adam