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TIPS FOR SURVIVAL 2



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HAND 3



WORKPLACE WORKOUT 4



AND MUCH MORE ...



VOLUME 3, ISSUE 7

# Ft. Sill CG Addresses Planned DOD Civilian Furloughs

March 7, 2013  
By Cannoneer Staff

FORT SILL, Okla.-- Maj. Gen. Mark McDonald, Fires Center of Excellence and Fort Sill commanding general, hosted three town hall meetings last week to inform civilian employees about the impending mandatory federal spending cuts (sequestration), possible furloughs and to address their concerns.

With the deadline for sequestration approaching, McDonald chose to be proactive as he and leaders spoke candidly about what to expect if administrative furloughs are implemented, as well as regulations and procedures governing them.

Joining McDonald at the three sessions held at Sheridan Theater were: Joe Gallagher, FCoE and Fort Sill deputy to the CG; and Debra Cheek-Livingston, Civilian Personnel Advisory Center director.

The general explained that the Army has about an \$18 billion shortfall in funding for the remainder of this fiscal year.

"That's just the Army, the Department of Defense is much bigger." That is why furloughs are being considered as a way to save money, he said.

The decision to furlough Army employees will be made by Secretary of the Army John McHugh, and not individual civilian personnel advisory centers, he said.

"If furloughs are to begin, they will start on April 23, giving each employee formal and sufficient notice by law," McDonald

said.

"Congress will vote on a continuing resolution March 27," Gallagher added. Depending on that vote, things could change.

McDonald was emphatic that employees would not work from home on their furlough days. He said that workers would neither be taking Blackberries (work related cell phones) and laptops home, nor would they be answering their phones for worked-related matters.

Cheek-Livingston added that leave cannot be taken on an employee's assigned furlough days.

The deputy to the CG said the only potential exemptions to the furlough at Fort Sill are air traffic controllers, and that pending request must still be approved at the DA-level.

McDonald said the Fort Sill workforce



**Photo Credit: Mr. Jeff Crawley (IMCOM)**

Debra Cheek-Livingston (foreground), Fort Sill Civilian Personnel Advisory Center director, responds to a furlough question Feb. 28 during a town hall meeting at Sheridan Theater. It was one of three open forums about sequestration led by Maj. Gen. Mark McDonald, Fires Center of Excellence and Fort Sill commanding general (far left). Also on the panel were Joe Gallagher, FCoE and Fort Sill deputy to the CG; and Col. Jennifer Bedick, Reynolds Army Community Hospital commander.

is incredibly talented and dedicated, and the impact of a furlough on employees is not lost on Army leadership.

On March 1, President Barack Obama formally enacted the spending cuts.

For more information about sequestration and frequently asked questions about furloughs, visit the FCoE and Fort Sill Intranet's furlough link, or the Training and Doctrine Command website at this [link](#).



## Spring Clean for Resilient Living

As we continue forward into this season, one may feel the necessity to "spring clean." However, this year, spring cleaning may have a new meaning as the threat of furloughs loom in our minds. Therefore, our motivation of organization will expand beyond housework into the chores of emotional, financial, and spiritual well-being. In this edition we will explore several resources to turn your cobwebs of worry into planning for optimal resiliency.

# Furlough Resources

## Administrative Furlough Guidance

[Office of Personnel Management](#)

[Department of Defense – Defense Civilian Personnel Advisory Service](#)

[Army Civilian Personnel Online](#)

[Fort Sill Furlough Info](#)

## Installation Resources

[Employee Assistance Program \(EAP\)](#)  
580-442-4205/6306

[Army Community Services \(ACS\)](#)  
580-442-4916

[Military Family Life Consultants \(MFLC\)](#)  
580-574-7362/63/64

[RTC Mind Center](#)  
580-442-6237

[Fort Sill Religious Services \(Chaplain\)](#)  
580-442-3302

## Community Resources

[Federal Employee Education & Assistance Fund \(FEEA\)](#)

[United Way of Lawton-Fort Sill](#)  
Help Line 2-1-1  
580-355-0218

[Joint Oklahoma Information Network](#)

[Financial Training MyArmyOneSource OklahomaMoneyMatters MyMoney](#)

[Financial Budgeting ACS Financial Readiness](#)  
580-442-4916

[Click on links for more information.](#)

# 7 Tips to Survive

Moneytalksnews.com If you're a federal employee, unpaid furlough days might be in your future. Until the sequestration unfolds in coming weeks, we won't know how many will be affected, or how badly. But there are dire predictions floating around. For example, according to The Washington Post, the Pentagon estimated most of their 800,000 civilian employees could lose up to 20 percent of their paychecks for a period of 22 weeks. It's an unpleasant possibility for many federal employees. But in addition to our sympathy, we're offering some tips to help anyone in similar circumstances. Read on for ways to manage without going broke or losing your quality of life.

### 1. Consider what you'll save

While you won't be earning anything on your furlough days, you won't have any work-related expenses either. For example, if you drive 30 miles round-trip to work, using roughly one gallon of gas, buy lunch out, and wear a dry-cleaned suit, your typical spending might look like:

- Gas – \$3.76 (average national price per AAA as of March 2)
- Lunch – \$15.99 with tip
- Dry cleaning – \$10

If you have one forced day off a week, you'll save about \$30, or about \$120 a month. Small comfort, but it's something.

### 2. Trim the fat from your budget

If you're making less money, you'll have to either cut back, or dip into savings. But spending less might be easier than you think. Many of us pay monthly fees for things we don't use often (or ever). Hopefully you're tracking your expenses with a free online service like PowerWallet. If you're not, start. But whatever method you use, look at recent expenses to see what you might be paying for but not using. For example:

- Gym membership – \$29.99
- Tanning membership – \$24.99
- Streaming video subscription – \$9.99
- Once you spot leaks, call and cancel.

### 3. Wipe out unnecessary expenses

Cutting out the extras, even temporarily, can help. You probably have a few expenses you could cut out without sacrificing your quality of life. For example:

- Cancel cable – potential savings: \$75 a month (Canceling cable doesn't mean going without TV. See 3 Steps to Cut Your Cable Bill 90 Percent.)
- Keep the cable; ditch the premium channels – potential savings: \$39 a month
- Drop your land-line and use your cell phone instead – potential savings: \$30 a month
- Skip the concert tickets – potential savings: \$45 a month
- Eat out one less night a month – potential savings: \$25 a month

These five actions could save \$175 a month (or \$139 if you want to keep your basic cable). But don't stop there. Look over your expenses in the last few months, and see what you can trim without feeling the loss. Like concerts? Find free ones. Like live sports? Drop pro and go amateur. Like dinner out with friends? Host potlucks instead. Like to buy e-books? Get them free at the library.

In short, when times get tough, put your wallet away and use your imagination instead. Articles like 19 Tips to Save on Entertainment can help.

### 4. Cut back on food costs

In 2011, (the last year data is available), the Bureau of Labor Statistics reported the average American family spends \$6,458 yearly on food – or \$538 a month. This is one expense you can easily save on. In 30 Tips to Save on Food, we offer ideas like:

Shop salvaged grocery stores. Buying dented cans and damaged packages can save you 30 to 50 percent and we've got a list of salvaged grocery stores.

Use ads and coupons. I've saved up to 50 percent by planning my meals around the weekly sales.

Bring a list. Make a list before you go and only buy what's on the list. That simple move alone could save 10 percent by avoiding impulse purchases.

Buy generic. Shop the store brands on the bottom shelf and you could save 30 percent or more. See 7 Things You Should Always Buy Generic.

Prepare it yourself. It's ironic that the costliest food is often the least tasty and nutritious. If you've got more time on your hands, use it to prepare more meals from scratch. You'll eat better and spend less doing it.

### 5. Dip into savings cautiously

If you have to dip into savings, do it sparingly. Granted, the purpose of an emergency fund is for emergencies, and a 20 percent pay cut certainly qualifies. But do everything you can to reduce expenses first. Otherwise you might find yourself short when something even more urgent comes up. One company I worked for years ago cut my hours, so I dipped into savings any time I needed extra cash, assuming things would turn around. They didn't, and I found myself short when my car broke down.

### 6. Apply for unemployment compensation or loans

Rules vary by state, but in some places you may qualify for unemployment benefits if your hours are significantly reduced – it can't hurt to find out. The United States Department of Labor has a list of unemployment offices by state. You may qualify for a short-term loan from the Federal Employee Education and Assistance Fund. The loans are interest-free and up to \$1,000, but have short repayment periods. You can read more and get an application at the FEEA website.

### 7. Make extra money

Use your furlough days to make some extra cash outside the office. Throwing a garage sale is an easy way to make some extra cash: See 13 Tips for a Super Yard Sale. If getting up early on the weekends isn't your thing, sell unwanted stuff online. Check out 5 Best Websites for Turning Junk Into Cash to help get you started. You could also babysit or pet-sit in your free time. A friend of mine makes anywhere from \$50 to \$100 a week babysitting and she only works one or two days. There are other ways to work from home, but be careful not to get ripped off. See Is There Legitimate Work From Home? for specific suggestions. Another source of ideas is 8 Weird Ways to Make Extra Money.

# Furlough



# WAY TO GO TEAM SILL!!!

By Janice Carter, RRP Coordinator

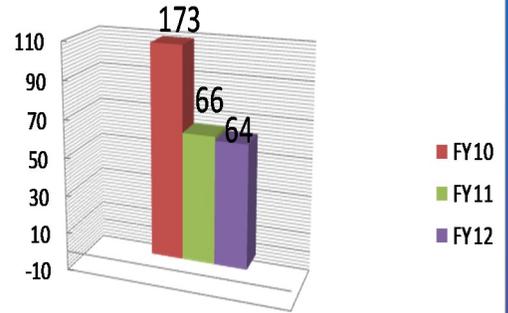
As we approach spring and the weather warms up, so do the opportunities for property crimes. While these opportunities may exist, property crime rates on Fort Sill fell for a third consecutive year. Declines in property crime rates are directly tied to the efforts of all members of the Fort Sill community. To ensure these downward trends continue we encourage all members of Team Sill to be vigilant in safeguarding their property. Applying simple but effective prevention measures will allow Team Sill Members to enjoy their property for years to come.

- Close all windows and sun roof, lock doors and remove your key from the ignition when departing your vehicle
- Never hide a second set of keys in your vehicle; thieves know all the hiding places
- Never leave your car running while unattended, even if you will only be gone for a minute
- Do not leave valuable items in plain view; items left out in the open attract thieves
- Do not leave important documents such as bank statements, credit card bills/statements or other personal information in your vehicle.
- Always be extra careful with your purse or wallet
- Contact a neighbor to watch your home and notify you of any suspicion activity
- Set a timer for indoor and outdoor lights when away from home

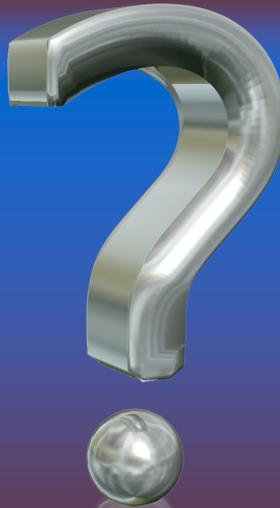
As we approach spring and the weather warms up, so do the opportunities for property crimes.

## TEAM SILL

### Crimes against Property



## Did You Know.....



Authorized DOD ID card holders can use the following facilities at no cost.

- Nye Library
- LETRA– archery and trails
- Golf Learning Center
- Rinehart Fitness Center
- Goldner Fitness Center
- Honeycutt Fitness Center
- Batting Cages
- NEOS Gaming System
- In-Line Hockey Rink
- Tennis Courts
- Cannoneer Complex
- RecPlex
- Financial Readiness Programs
- Family Member Employment Readiness Program

Ref: MWR Marketing Team

## Potential Furlough Impact

- Potential loss of child care space within our CDCs.
  - Increase training days for Garrison led on-post training.
  - Commissary closed on Wednesdays.
  - Elimination of mail and distro runs. All customers pick up mail and distribution directly from the installation mail room. (Bldg 4700)
  - UPL training classes will be conducted quarterly instead of monthly.
  - Impacts ETS/PCS orders processing timelines. ID Cards by appointment only. Call (580) 442-5010 or via web site at <http://appointments.cac.navy.mil/>
  - ACES counseling by appointment only. Call (580) 442-3201.
- Key East gate closed and reduction in 52nd street gate hours (0500-1400).

Ref: <http://www.sillmwr.com/>

## Basic Budgeting for Civilian Employees



The Financial Readiness staff at Army Community Service has put together a schedule of basic budgeting classes for civilian employees. The schedule is: Wednesday, March 13 from 9 a.m. to 3:30 p.m. – 4 different sessions of 1 hour each. Tuesday, March 19 and Thursday March 21 from 9 a.m. – 3:30 p.m. 4 different sessions of 1 hour each. Every Friday starting march 15 from 9 a.m. – noon 2 different sessions of 1 hour each. These classes are very helpful as staff is looking at their budgets and the changes to their income. If you would like a class at any of your facilities for your employees, please coordinate with Zilpa Oseguera and she will arrange the location and the instructor. For information, call 442-4916.



Sun	Mon	Tue	Wed	Thu	Fri	Sat	
Well-Being Center (WBC) is located at 3415 Miner Road						1	2
3	4	 5	 6 Alcoholics Anonymous (WBC, 1900)	7	8	9	
ADAPT (WBC 0800-1600)							
10	11	 12 Gambler's Anonymous (WBC, 1800)	 13 Alcoholics Anonymous (WBC, 1900)	ONE Brief 14	15	16	
17	18	 19	 20 Alcoholics Anonymous (WBC, 1900)	CWBO MEETING 21	22	23	
Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)							
24	25	 26 Gambler's Anonymous (WBC, 1800)	 27 UPL Recert (0830)	28	29	Easter Egg Hunt Butner/Cowan Field (1200)	
							

Click to join ASAP on Facebook 

Click to visit our ASAP Website 

For more news, check out the Cannoneer!

 **the Cannoneer Online**

sill-www.army.mil/cannoneer

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

Looking for more to do?

 **LAWTON FORT SILL**  
Chamber of Commerce

Check out the Community Calendar.

**Easter Egg hunt**

SATURDAY, MARCH 30  
11 AM - 1 PM  
BUTNER/COWAN FIELD  
EGG HUNT BEGINS AT 12 PM!  
OPEN TO CHILDREN 18 MOS - 11 YEARS



Sponsored by:       

# 10 Ways to Build Resilience

**Make connections.** Good relationships with close family members, friends, or others are important. Accepting help and support from those who care about you and will listen to you strengthens resilience. Some people find that being active in civic groups, faith-based organizations, or other local groups provides social support and can help with reclaiming hope. Assisting others in their time of need also can benefit the helper.



**Avoid seeing crises as insurmountable problems.** You can't change the fact that highly stressful events happen, but you can change how you interpret and respond to these events. Try looking beyond the present to how future circumstances may be a little better. Note any subtle ways in which you might already feel somewhat better as you deal with difficult situations.

**Accept that change is a part of living.** Certain goals may no longer be attainable as a result of adverse situations. Accepting circumstances that cannot be changed can help you focus on circumstances that you can alter.

**Move toward your goals.** Develop some realistic goals. Do something regularly -- even if it seems like a small accomplishment -- that enables you to move toward your goals. Instead of focusing on tasks that seem unachievable, ask yourself, "What's one thing I know I can accomplish today that helps me move in the direction I want to go?"

**Take decisive actions.** Act on adverse situations as much as you can. Take decisive actions, rather than detaching completely from problems and stresses and wishing they would just go away.

**Look for opportunities for self-discovery.** People often learn something about themselves and may find that they have grown in some respect as a result of their struggle with loss. Many people who have experienced tragedies and hardship have reported better relationships, greater sense of strength even while feeling vulnerable, increased sense of self-worth, a more developed spirituality, and heightened appreciation for life.

**Nurture a positive view of yourself.** Developing confidence in your ability to solve problems and trusting your instincts helps build resilience.

**Keep things in perspective.** Even when facing very painful events, try to consider the stressful situation in a broader context and keep a long-term perspective. Avoid blowing the event out of proportion.

**Maintain a hopeful outlook.** An optimistic outlook enables you to expect that good things will happen in your life. Try visualizing what you want, rather than worrying about what you fear.

**Take care of yourself.** Pay attention to your own needs and feelings. Engage in activities that you enjoy and find relaxing. Exercise regularly. Taking care of yourself helps to keep your mind and body primed to deal with situations that require resilience.

Additional ways of strengthening resilience may be helpful. For example, some people write about their deepest thoughts and feelings related to trauma or other stressful events in their life. Meditation and spiritual practices help some people build connections and restore hope.

- Except from "Resilience in a Furlough" by Lisa Lofton-Berry, Fort Bragg Employee Assistance Program Coordinator

# Life focus

## Smart Apps for Healthy Support



**T2 Mood Tracker** is a mobile application that allows users to self-monitor, track and reference their emotional experience over a period of days, weeks and months using a visual analogue rating scale. Users can self-monitor emotional experiences associated with common deployment-related behavioral health issues like post-traumatic stress, brain injury, life stress, depression and anxiety. Additional rating can also be added. With each self-rating, notes on environmental influences on emotional experiences can be added. Self-monitoring results can be a self-help tool or they can be shared with a therapist or health care professional, providing a record of the patient's emotional experience over a selected time frame.



**PTSD Coach** was developed by T2 in cooperation with the Veteran Affairs Administration's **National Center for PTSD**. The goal was to develop a mobile application to assist Veterans and Active Duty personnel (and civilians) who are experiencing symptoms of Post Traumatic Stress Disorder (PTSD). It is intended to be used as an adjunct to psychological treatment, but can also serve as a stand-alone education tool. The CCT app is available for download on the **Apple iTunes App Store** and the **Android Market**. Click on the links.



**Breathe2Relax** is a portable stress management tool. Built on the iPhone mobile app platform, Breathe2Relax is a hands-on diaphragmatic breathing exercise. Breathing exercises have been documented to decrease the body's 'fight-or-flight' (stress) response, and help with mood stabilization, anger control, and anxiety management. Breathe2Relax can be used as a stand-alone stress reduction tool, or can be used in tandem with clinical care directed by a healthcare worker. **Breathe2Relax featured on The Dr. Oz Show on December 31, 2012.**



**The Tactical Breather** application can be used to gain control over physiological and psychological responses to stress. Through repetitive practice and training, anyone can learn to gain control of your heart rate, emotions, concentration, and other physiological and psychological responses to your body during stressful situations. Many of the techniques taught in this application were provided with permission by Lt. Col. Dave Grossman from his book "On Combat: The Psychology and Physiology of Deadly Conflict in War and in Peace". Although these techniques were developed primarily for the warfighter during intense combat situations, anyone can benefit from the ideas taught in this application to help with nearly any stressful situation in life.



**LifeArmor** Touch-screen technology allows the user to browse information on 17 topics, including sleep, depression, relationship issues, and post-traumatic stress. Brief self-assessments help the user measure and track their symptoms, and tools are available to assist with managing specific problems. Videos relevant to each topic provide personal stories from other service members, veterans, and military family members.



**The Positive Activity Jackpot** app uses augmented reality technology to combine a phone's GPS and camera to find nearby enjoyable activities or pleasant diversions. You begin by selecting people from your contacts who you might want to invite for an activity. You then select your favorite activities from an extensive list of pre-programmed activities. If you cannot make up your mind which fun thing to do, "pull the lever" and let the app's jackpot function make the choice for you. This app uses a professional behavioral health therapy called pleasant event scheduling, or PES, which is used to overcome depression. While this app does not require clinical training to use, it should not be used as a substitute for treatment by a therapist.



**PE Coach** is the first mobile app designed to support the tasks associated with prolonged exposure treatment for PTSD. Providing hip-pocket access to the necessary tools for successful PE participation, the app includes audio recording capability for easy playback after sessions; tools to support patient tasks between sessions; and visual displays of symptom reduction over time. In addition, PE Coach is integrated with smartphone calendar functionality to encourage patient recall and session attendance. PE Coach will help providers and patients overcome certain barriers to PE implementation, dissemination, and adherence. For a free download, log on to the Apple App Store or Android Market.



**Circle of Six** With Circle of 6, you can connect with your friends to stay close, stay safe and prevent violence before it happens. The Circle of 6 app for your iPhone makes it quick and easy to reach the 6 friends you choose. Need help getting home? Need an interruption? Two touches lets your circle know where you are and how they can help. Icons represent actions; so that no one can tell what you're up to. Designed for college students, it's fast, easy-to-use and private. It's the mobile way to look out for your friends, on campus or when you're out for the night.



**The DoD Safe Helpline** app gives members of the military community access to resources and tools to help manage the short- and long-term effects of sexual assault. The app helps you create a plan that is right for you, from exercises that aid in reducing stress to tools to help you transition to civilian life. You can even store your customized plans and exercises so you can refer back to them at any time. To learn more about Safe Helpline, visit [www.SafeHelpline.org](http://www.SafeHelpline.org).



**The Wingman Toolkit** mobile app offers Airman and their families access to useful information and resources to help them overcome stress and strengthen their abilities to confront life's challenges. The mobile app is equipped with a breakdown of the Four Pillars of Comprehensive Airman, fitness to help you and others improve physically, mentally, spiritually and socially, quick access to the 24/7 National Suicide Prevention Lifeline, a handy working level to help you balance real life projects, and serve as a visual reminder to maintain a balanced lifestyle. Download the app for iPhone and Android today at [www.AFRC.WingmanToolkit.org](http://www.AFRC.WingmanToolkit.org).

# DEAR FRAN



Dear Fran,

I have been on four tours two to Iraq and two to Afghanistan. It is difficult for me to forget some of the things that I saw there. I have tried just about everything, but from time to time I get these flashbacks or I dream the same awful dream that I had to live. That is when I am able to sleep I do not want to bother my wife or kids with this, they have enough to worry about. I try to avoid the whole thing by staying busy. My wife said that I am at work so much that the kids are resentful. Although my wife says that she understands, I

think she is feeling left out as well. I just can't bring myself to tell her about what I am feeling so I avoid it.

Signed,  
Hurting

Dear Hurting,

I am not surprised you are hurting. Men are especially good at trying to help and fix everything but themselves. We are finding that this war and the required deployments have left many soldiers with problems they cannot fix with time. Just trying to stick it out and avoid sharing what is truly going on with your sleep, and the intrusive way the memories keep butting into your life, will only cause you longer periods of symptoms. What you describe are actual symptoms of PTSD. Post Traumatic Stress Disorder, more commonly known as PTSD, is real. It is not something that happens to you because you are weak or inadequate. It is something that happens to someone who experiences a life threatening event, one that the brain cannot forget easily. As long as you ignore it, the brain will continue to place you back in that situation, so it can work again at understanding what happened and make peace with it. We have thousands of Vietnam Vets who learned the hard way that time does not make it better. Thousands are just now coming for help. They have continued to carry their pain, despite their determination to ignore it. And, for many it has meant damage to quality of life for themselves and those who love them. Please get help. There are several ways to do that. You can visit your primary care doctor and he can make a referral to the right provider. You can come by ASAP and ask for help if you have been choosing to self-medicate with substances. You can walk into behavioral health and ask for help. You can talk to your wife and let her know what's going on. She already knows there are problems. What she learns from what you tell her, is so much better than what she might imagine is wrong. Your kids will also be more forgiving if they know you are not ignoring them because you don't love them. And, trust me, they always think it is something they have or have not done. The best medicine you can give yourself to help with the healing is awareness, acceptance and reaching out. The Army knows the war has created problems for their soldiers. Give them a chance to help heal with the healing. Remember, you can always call me. I will listen and help talk you through your best solution for you.

Fran, ASAP Clinical Supervisor  
580-442-6069

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



## Study: Death Linked to Teen Smoking



The risk of dying before age 55 is increased in teens and young adults who smoke, are obese and have high blood sugar levels, a new study suggests.

Researchers at the Centers for Disease Control and Prevention (CDC) analyzed data from 9,245 people ages 12 to 39. More than 30 percent were smokers, and more than 15 percent were obese; 298 died before reaching age 55. Those who had smoked between the ages of 12 and 39 were 86 percent more likely to die before 55, compared with nonsmokers. Being obese as a teen or young adult increased the risk of dying before age 55 by 39 percent, while having high blood sugar early in life tripled the risk of dying young. The study appears in the journal *Pediatrics*. "There is a need for more effective strategies to try and prevent obesity and smoking, and improve the overall health of the younger population," lead researcher Sharon Saydah, a CDC senior scientist, told *HealthDay*. "Any time somebody dies before age 55, it has an overall societal impact." A government report released in November found current cigarette smoking among teenagers declined significantly between 2002 and 2010 in 41 states. Nationwide, teen cigarette use fell from 12.6 percent to 8.7 percent.

## 8 Percent of Men, 3 Percent of Women Heavy Drinkers, Study Finds

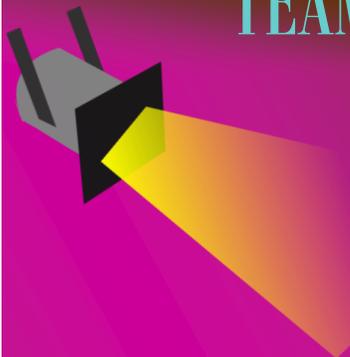
By Join Together Staff

A new study finds 8 percent of men and 3 percent of women are heavy drinkers, according to government guidelines. On any given day, 18 percent of men and 11 percent of women drink more alcohol than advised by federal dietary guidelines, Reuters reports. The recommended limit is two drinks per day for men and one for women, the article notes. The study found 8 percent of men had five or more drinks, and 3 percent of women had four or more. "And in fact, most adults don't drink at all on any given day. But the fact remains that it is a significant public health problem that many people do drink in excess," Patricia Guenther, the lead study author and a nutritionist at the U.S. Department of Agriculture's (USDA) Center for Nutrition Policy and Promotion, told Reuters. Among males, the largest percentage of heavy drinkers was found in the 31-to-50-year-old age group. Among women, the heaviest drinkers were ages 51 to 70. "People need to be aware that there are people of all ages who drink to excess," Guenther said. The researchers studied data from about 5,400 adults over age 21. They found 64 percent of men and 79 percent of women did not drink any alcohol the day they were surveyed. They reported their findings in the *Journal of the Academy of Nutrition and Dietetics*.



# TEAM SPOTLIGHT

# Ft. Sill Talks Back



Mr. James Frierson, DHR Workforce Development Program Specialist



**If you could offer a newborn child only one piece of advice, what would it be?**

Learn as much as possible and listen more than you talk.

-SSG William Cannon, FCOE



**What is your favorite word?**

Yes

**What is your least favorite word?**

No

**What turns you on?**

Money

**What turns you off?**

Lack of money

**What sound or noise do you love?**

Music (Jazz)

**What sound or noise do you hate?**

SCREAMING!

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

Business management

**What profession would you not like to do?**

Mortician

**What is your ideal vacation?**

Rome



Work hard, play hard in the future, take a knee and drink water.

- SSG Jason Chung, E I-40 FA

Don't go in a lion's den wearing pork chop drawers.

- SGT LeBrone Marzette, HHC I68 BSB



Treat others as you would want to be treated.

- SSG Matthew Jordan Unit: HHB 2-18 FA

# Brainteaser



## March Brainteaser: A Twofer

1. Divide 50 by half and add 20. What number do you get?

2. Which month has 28 days?

## February Answer

Who would be the president if the vice-president dies in office.

Answer– The president remains the president in the event of the vice-president's death.



## Wellness Window

# Tips for Exercise at Work

### Meet on the Run

When a colleague needs to bounce ideas off of you, take a walk around the building as you talk. This gives you a break from your chair and burns a few calories. If you need to ask a colleague questions, walk to his office instead of emailing or calling him. When you do use the phone, stand up and do a few squats while you talk. Depending on your job, these simple changes to your routine can add a lot of exercise each day.



### Exercise During Lunch

If you prefer a long workout over a few reps here and there, lunchtime offers the opportunity to exercise. Instead of spending your lunch break driving to a restaurant, bring along your own healthy meal that you can eat at your desk. Take a long walk, either by yourself or with colleagues, at the beginning of your lunch break. When you return to your desk, your brown bag lunch is waiting for you. A lunch time workout gives you an energy boost to help you through the long afternoon.



### Create Healthy Environment

The environment of your office helps promote physical activity throughout the day. A pair of hand weights or a resistance band in your desk drawer provides a reminder to stay active. An exercise ball in place of a regular chair engages the ab muscles all day long. The ball also works well for additional exercise moves during break time. A water bottle on your desk instead of a soda keeps you hydrated. Inspirational quotes and other visual reminders also help.



Reference: [livestrong.com](http://livestrong.com)

## Cooking Excellence

### Spaghetti Pomodoro with Bacon and Basil



#### Ingredients:

- 32 oz of canned tomatoes (San Marzano), hand-crushed and seeds removed
- 8 garlic cloves, sliced thin
- 10 basil leaves, hand-torn to small pieces
- 2 oz olive oil
- 1 oz extra virgin olive oil
- Salt and pepper to taste
- 8 oz. bacon
- 1 lb. dry spaghetti pasta

#### Directions:

- In a large pot, heat up the olive oil and brown the garlic.
- Add tomatoes and bring to a simmer. Cook for 20 minutes.
- Add salt and pepper.
- Fold in the basil and extra virgin olive oil and set aside.
- Place bacon in baking trays and bake at 350 degrees for 15 minutes or until crisp
- Remove bacon from the pan and transfer to some paper towel to drain the fat
- Bring a large pot of water to boil with a few pinches of salt
- Drop the spaghetti in the pot and boil until al dente
- Drain the pasta and transfer to a large serving bowl
- Pour the warm pomodoro sauce over and crumble the bacon on top

Reference: Chef Jorge Montes

## PEACEFUL PLAZA: Renew Your Mind



Click: [AFFIRMATIONS](#) to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through [healthjourneys.com](http://healthjourneys.com)

There are certain signs of self esteem that you can look out for. People who have these characteristics tend to have healthy self esteem. Wherever you have an opportunity to express these in your own life - do it! It will have a positive effect on how you feel about yourself. Some of these attributes take time to develop. Maybe years. But don't underestimate the effect that they can have on your life and happiness. Or the effect it can have on your well-being when these qualities of high self esteem are neglected. Consciously bringing more of these attributes into your own style of being will assist you in developing positive self esteem.

Click [AFFIRMATIONS](#) to take a moment to relax and get started with positive self talk.

### Characteristics of Healthy Self-Esteem

- Self awareness
- Self acceptance
- Self motivation and internal locus of control
- Inner strength
- An attitude of gratitude
- Self trust
- Discernment and good judgment
- A knack for finding happiness
- Assertiveness & non-verbal assertiveness
- A service orientation
- Congruency and integrity
- Forgiveness

Reference: [doorwaytoselfesteem.com](http://doorwaytoselfesteem.com)



By Jay Khalifeh



## Manager's Memo: Leading Never Takes a Furlough

All the talk of furloughs and the additional consequences of looming sequestration demand that managers get out front and shape the narrative to keep the organization moving towards achieving its mission and purpose. Leaders may be tempted to take a "wait and see" attitude until all the facts become known before addressing staff members. These unknown variables do not always reveal themselves in a timely manner. In the meantime staff members are left anxious often exaggerating the consequences beyond imagination. The truth is all the unknowns may never reveal themselves until long after the crisis. Leadership is all about the process of influencing others through change towards some stated vision. Therefore, one can say that leaders are all change experts, leading others from one change to the next. The organizational change cycle is

well worn and involves first, denial of the change, followed by organizational turbulence and exploration. Finally, if the change is managed well staff members will arrive at some level of commitment. During times of upheaval leaders must do what they can to maintain and restore balance and help employees regain a sense of personal efficacy throughout the turmoil. Being aware and sensitive to the needs of the staff also helps control rumors, and reduces anxiety and accelerates acceptance and commitment to the change.

**First:** Bring together staff members and acknowledge the current situation. As best as possible present objective and credible info. If you don't know, don't be afraid to say it. Ensure that you do all you can to convey concern and care about their personal situation and challenges. Leaders should communicate competence, compassion, self-efficacy, and commitment to the mission. Example: "I know many of you have heard through the media and command that there is a potential furlough of employees" Now that sequestration has occurred we as employees of the Army can expect...

**Second:** After presenting and acknowledging the facts (as much as possible) about the crisis, open the floor for staff members to allow them to discuss their thoughts and feelings about the crisis and hardships it places on them. When acknowledging what is said try reflecting back what you heard so that they feel heard and to capture and record concerns accurately. Listening and responding in this way will promote further sharing. Expect and welcome anger or resistance. Resistance can provide information that can assist in supporting employees during the crisis. Once everyone who wants to participate have said their peace, summarize what you understood for further clarification. It is a good idea to provide a survey for those who preferred writing down their concerns instead of sharing them in a group.

**Third:** Establish and let them know there are multiple avenues of back and forth communication about any concerns that arise. Encourage them to use the open door policy, email, newsletters, Facebook, etc...

**Fourth:** Anticipate issues as much as possible to mitigate impact of the change to your organization.

**Fifth:** Let staff know that in the near term it is normal to feel stress response. They may experience bouts of insomnia, eating too much or too little, anxiety or panic attacks, short-temper, numbness, and difficulty concentrating. They may even find themselves self-medicating with alcohol or drugs. However, emphasize that they are more resilient than they may currently feel. To combat stress leaders may want to encourage staff to take action to do what they can do to minimize the impact of the furloughs. Leaders may also want to encourage staff members to exercise, rest, and avoid sugar, caffeine and alcohol. Yoga, meditation, and prayer may also be useful for some. Encourage them to complete tasks that bring satisfaction and that promote self efficacy. Ensure you provide community resources to help with stress. Your ASAP EAP and ACS can help. It is a good idea at the end to provide handouts summarizing common reactions to change and self-care tips. As the process moves along keep mission and vision focus celebrating milestones to organization objectives. Try and meet more frequently than normal to help build emotional reserves of your staff. And, finally, leaders should not forget that they too are human and we must first care for ourselves. Like masking first before helping other in the event of loss of cabin pressure on an airplane, you are no good to your staff if you do not care for yourself first.

See page 2 for more furlough resources.



"Bring together staff members and acknowledge the current situation."

## Workplace Etiquette 101: Chewing Gum

Chewing gum and popping bubble gum in the presence of co-workers is neither cool nor dignified. Never do it whilst attending customers.



## Tips to Spring Clean House, Finances, and More



**1. Save money on your cleaning products:** If green or organic cleaners are your thing, check out [8 Places to Save on Green Household Products](#). After nearly doubling my cleanser budget going green, I found eight sites that run great deals on organic products: [Amazon](#), [Drugstore.com](#), and [Alice](#) are three of my

favorites. If you'd rather go the traditional route, read [8 Ways to Save on Household Cleaning](#). Tips include buying generic, which could save you up to 38 percent, using coupons, and buying refills. Of course, you could skip the store altogether and use what you already have around the house. Check out [19 Uses for Baking Soda, Dryer Sheets, and Beer](#) for a list of ideas like using white vinegar to clean your windows or polishing metal with beer.

**2. Clean the easy way:** In [6 Tips and Products for Cleaning Tough Stains](#), we have ideas, courtesy of Consumer Reports. For example, easily clean your microwave with lemon juice. Pour 1/4 cup of lemon juice in a bowl, microwave on high for one minute. Remove the bowl and wipe the oven cavity, using the condensation that formed to clean it. Clever!

**3. Sell what you don't use:** No spring cleaning would be complete without clearing clutter. Go through your closets and pile up anything you haven't worn in six months – then sell it for some quick cash. In [5 Places to Turn Spring Cleaning Clutter Into Cash](#) we list five sites to try, including [thredUP.com](#) for kids' clothes or [NeverLikedItAnyway.com](#) for everything else.

### Clean your finances...

A lot can happen in a year: Papers pile up, important documents go missing, your budget gets outdated. So while you're spring cleaning, why not organize your finances? In [Clean Up Your Finances in 7 Easy Steps](#) we've got a whole bunch of ways to get organized. Examples:



**1. Fight identity theft with a shredder:**

Before you toss unwanted documents, look for information an identity thief could use like your Social Security number, bank account number, or credit card information. If you find sensitive info, shred it.

**2. Toss out what you won't use:** Go ahead and toss expired warranties, out-of-date insurance policies, old receipts, or anything else you won't use again. For stuff you want to keep, file the temporarily needed stuff toward the front of your filing cabinet so you can grab it and toss it as soon as it becomes outdated.

**3. Don't keep it if it's already online:** If someone else is already keeping a digital copy, you don't need it. For example, online banking has made saving paper bank statements unnecessary. My bank stores all of my old statements online and I can access them there.

**4. Go paperless:** Maybe this is the spring you go digital. We've got a list of what you'll need in [5 Tips for Paperless Finances](#). For example, after investing in a scanner, start storing important documents on your hard drive and backing them up online. There are lots of online storage sites like [Google Drive](#) and [Evernote](#) (which has a matching app). With online storage and a scanner, you won't need to sort your filing cabinet again next year.

**5. Update your budget:** I also use spring cleaning as a time to give my budget a quick tune-up. Since I already have one in place, it only takes a few minutes to go through it and make sure everything is still accurate. Don't have a budget? Now is a great time to make one. Check out [Resolutions 2013: How to Make a Budget You Can Stick With](#) for tips, but the best thing you can do is start budgeting digitally and automatically.

Ref. [moneytalksnews.com](#)



### A Third of Older Adults Not Confident About Their Retirement Assets

"Among adults between the ages of 36 and 40, 53% say they are either 'not too' or 'not at all' confident that their income and assets will last through retirement.

In contrast, only about a third (34%) of those ages 60 to 64 express similar concerns, as do a somewhat smaller share (27%) of those 18 to 22 years old," according to a 2012 Pew survey.



**CENTRAL TEXAS COLLEGE**

Central Texas College will begin to offer courses in Restaurant and Culinary Management very soon. If you're interested in learning to manage a restaurant or become a chef, you will have the opportunity to do so right here on post! We also offer courses in Paralegal/Legal Assistant, so if you've been looking for a new career – one that will travel with you when you PCS – check out

our Paralegal/Legal Assistant program. If you've become increasingly aware of cyber security issues and want to brush up on information security or join a growing career field, then check out our Information Security Management degree. We offer classes at various times to meet your needs, including lunch hour, Monday/Wednesday evenings, Tuesday/Thursday evenings, and Saturdays. We also have tons of online courses that provide the convenience you are looking for! Degree Programs offered at Central Texas College-Fort Sill:

- [Associate of Arts in General Studies;](#)
- [Associate of Science in Business Administration;](#)
- [Associate of Applied Science in Child Development](#)
- [Associate of Applied Science in Fire Protection](#)
- [Associate of Applied Science in Information Security Management](#)
- [Associate of Applied Science in Paralegal/Legal Assistant](#)
- [Associate of Applied Science in Restaurant and Culinary Management](#)



New Courses being offered for Spring Term IV 2013:

- |           |  |
|-----------|--|
| BUSG 1371 | Entrepreneurship and Business Plan Development |
| HAMG 1321 | Introduction to Hospitality Industry           |
| HRPO 1311 | Human Relations                                |
| ITSW 1407 | Introduction to Database                       |
| ITSY 1400 | Fundamentals of Information Security           |
| LGLA 1355 | Family Law                                     |

Please check out our [web site](#) for more information

You can also find us on [Facebook](#)

**Are you a CTC student who has overcome hardships to get your degree? Has it been difficult due to deployments and hardship tours? Have multiple PCS's kept you from completing your degree as quickly as you would have liked? What kind of experiences have you had? CTC wants to hear your story! Send them to [director.sill@ctcd.edu](mailto:director.sill@ctcd.edu) or post on our [Facebook](#) page**

The Fort Sill Graduation Recognition Ceremony will be here before you know it! The date is April 25, 2013 at 5:00 p.m. in Kerwin Auditorium. Please contact the CTC Office in Building 4700, Fifth floor, to find out if you're ready to participate, or e-mail [director.sill@ctcd.edu](mailto:director.sill@ctcd.edu)



## Free Camp to Military Minors

Camp Corral was created to be a fun learning experience, but most importantly, to give these campers a week to just be kids in the great outdoors. Campers wake up early each morning and spend their day doing amazing things most have never done before. All of us at Golden Corral are so happy and proud to be a part of the wonderful idea. Please click below or [download our FAQ](#) to see how this amazing camp is expanding... and how your child could be a part of all this fun!



## EAP INSPIRATION STATION: Making Melody

Excerpt from Joel Osteen

ONE OF THE SECRETS to becoming a better you is to keep singing the song that God has put in your heart—even if you can't carry a tune in a bucket! Let me explain. Too many people go around negative and discouraged, allowing their problems and circumstances to weigh them down. They live stressed out, dragging through each day, not really excited about life. I've had people tell me, "Joel, I've got too many problems to enjoy life," or, "The reason I'm discouraged and not happy is because I have all these things coming against me." The fact is, God has put a well of joy on the inside of each one of us. Our circumstances may be negative; things may not be going our way. But if we can learn to tap into this joy, we can still be happy. We can live with enthusiasm in spite of what comes against us. One of the keys is found in Ephesians 5:18. It says, "Ever be filled with the Spirit." Notice, you don't just get filled one time and then live happily ever after. Scripture says to be "ever filled." That means we can be filled on a continual basis. How can we do this? The next verse reveal the secret: "By speaking to yourselves in psalms and hymns, by making melody in your heart, and by being grateful." In other words, the way to keep your life full of joy and the way to overcome the pressures of life is by keeping a song of praise in your heart. All through the day, we should be singing, if not aloud then at least silently allowing a song of praise to dance through our minds. You may not actually vocalize words and music. You may simply express a grateful attitude. In your thoughts, you are thinking about God's goodness. Or maybe you go around humming a tune. Maybe it's something as simple as whistling while you work, but throughout the day, you're making melody in your heart. Under your breath, you're saying, "Lord, thank You for this day. Thank you that I'm alive and healthy." When you do that, you are filling up on the inside; God is replenishing your strength; He's refilling your supply of joy and peace. The very things that so often become depleted through the stress, disappointments, and rigors of the day, God wants to refresh your life. When you keep singing the song of praise, you can be continually refilled, filling up faster than the depletion caused by life's taking a toll on you. That's how we stay full of Spirit. "Well, I went to church on Sunday," Mike said. "I read my Bible before I went to work. Isn't that enough?" No, this is an ongoing process. To be ever filled means we have to get in a habit of being refilled throughout the day—especially on those tough days. Think back to when somebody gave your child some helium-filled balloons on her birthday. For the first few days following the party, the balloons remain bright and beautiful. They fly high at the end of their strings, bobbing in the wind. If you let go, the balloons would take off into the air. In a couple of days, though, the balloons begin to shrivel and shrink, sinking down, lower, smaller, weaker. Day by day, the balloons drop lower and lower. Finally, they land on the floor, totally deflated. The balloons have lost their life and attractiveness, not to mention their potential to rise higher. Ironically, all you'd have to do to replenish those balloons and give them a fresh new start and appeal by filling them back full of helium. If you did so on a regular basis, those balloons would last for months, bringing happiness and joy to all who saw them. The same principle is true regarding our lives. Throughout the day, no matter how filled we are at the start, we "leak"; we get pressured or stressed; life happens. You get stuck in traffic, and a little helium goes out. You find out you didn't get the contract you were hoping for, and a little more escapes your balloon. You get home at the end of a hard day only to discover that your child is not feeling well, and you must deal with that. The dog got into the trash, you have to clean up that mess, and your balloon loses a little more of its shape. The only way to stay full and to keep your joy and peace is to have a song of praise in your heart.

**Today's Prayer to Become a Better You**  
Father, I thank You for this day. Thank You that I'm alive and healthy. Thank You for teaching me more and more to live each day with You.

**Today's Thought to Become a Better You**  
Welcome, Holy Spirit, to every moment of this day.



## The "Character" Couch:

**Flexibility—Willingness to change plans or ideas without getting upset**



WORRYING  
DOES NOT EMPTY  
TOMORROW  
OF ITS TROUBLES



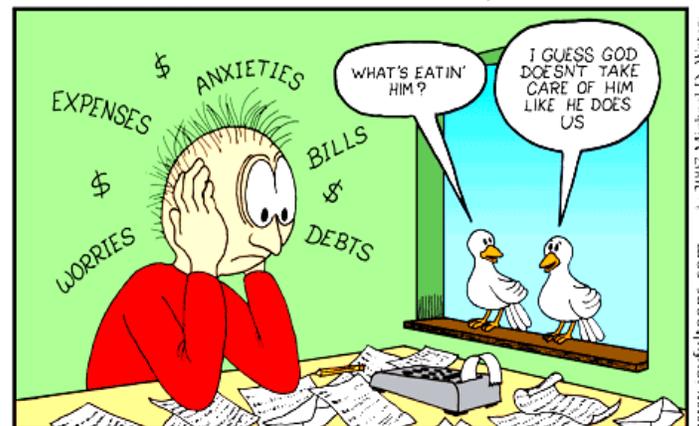
IT EMPTIES  
TODAY OF ITS  
strength

-Corrie Ten Boom

## EAP FUNNY CORNER

**DON'T WORRY**

A Joyful 'toon by Mike Waters



Look at the birds of the air; they do not sow or reap or store away in barns, and yet your heavenly Father feeds them. Are you not much more valuable than they? Who of you by worrying can add a single hour to his life?

- MATTHEW 6:26-27 NIV



*And in the end,  
it's not the years in your life that count.  
It's the life in your years...  
-Abraham Lincoln*



**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](#)



**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**

**ALCOHOL AWARENESS**

**GOT SOMETHING ON YOUR MIND???**



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April is the kick off for the Army Substance Abuse Program's Alcohol Awareness Month Campaign. The next edition of Workforce Pride will be filled with information regarding prevention, intervention, and treatment of alcohol related disorders. Also, storms are in our weather forecast! We are prepared to help you get ready for the tornado season while also providing tips for internal and external relationship storminess. Til then...take it easy!

**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!!

**NEED ASSISTANCE?**

**YOUR EAP IS HERE FOR YOU!**

**Disclaimer:**

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