

The Pulse

Quarterly News

Workforce Professionals - ND Chapter

October 1, 2018

Volume 4, Issue 4

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight

Our member spotlight for this issue is Debbie Gross. Debbie has been a member of IAWP for 12 years. She retired from Job Service in 2014 after 31 years and a total of 37 years with the state. She also retired from the Army Reserve after serving 25 years! She loved serving in the Army. Germany and Tonga Island were two of her favorite training locations. Since retirement Debbie has not slowed down. She is enjoying her life, her family and remains very active in work, learning, socializing, volunteering, and has many hobbies.

She has 2 sons, Troy and



Wyatt. Troy is a consultant and lives in Chicago. Wyatt lives in Bismarck, is a salesman and has a daughter named Farrah. Wyatt followed in his mom's footsteps and served in the Army Reserve as well. Debbie and her granddaughter Farrah are very close and love Facetime on a weekly basis. Debbie has a cat named Peanut.

Knitting, crocheting, gardening, volunteering, and making Ukrainian Easter Eggs are just a few of her many hobbies. She crochets dish clothes and lap blankets. Debbie volunteers for Meals on Wheels. She demonstrates

how to paint Ukrainian Easter Eggs at Capital A'fair and she recently put on a demonstration for a 3rd grade class.

Debbie recently joined OLLI through Bismarck State College. OLLI stands for Osher Lifelong Learning Institute. OLLI is for people ages 50 and over and offers an assortment of activities like movies, classes, and events. She loves the classes and continuing her education, making new friends and looks forward to her regular lunch dates with lifelong friends.

IAWP Fall Conference

The 2018 IAWP Fall Conference will be held on October 6th at the Quality Inn in Bismarck from 8:30 am - 3:30 pm.

The conference is free to all members, and non-members are welcome to attend for just

\$50. The chapter will reimburse members for their lodging, mileage and meals. Lunch will be provided for all attendees.

This one-day opportunity will have training on workplace violence/self-protection, refugee resettlement, and stress management techniques

including getting motivated. A brief chapter meeting will be held at the close of the training.

Let Susan Ogurek know you're coming so she can arrange for enough lunches. You can reach Susan at 701-857-7544 or sogurek@nd.gov.

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Special Points of Interest

- Vote on the new Constitution and By-laws at the annual meeting.
- The Pres-elect position is still open. This is a great leadership opportunity and looks great on your resumé too. Contact Tammy Barstad if you're interested.



Break time and reading rejuvenates your mind; so take a break, and read The Pulse today!

President's Coffee Chat by Tammy Barstad

Fellow IAWP Members,

The conference is less than a week away and I'm hoping to see many of you there. Rumor has it at least a couple of retirees are planning to attend so it'll be a great time to catch up. The fun starts on Friday evening, with training and the annual meeting on Saturday. A shout out to the conference committee, they did a great job arranging for speakers to inform and delight. Remember, as members the training and meals are free. Please contact Susan Ogurek, sogurek@nd.gov if you plan to attend.

The annual meeting will include a vote on the proposed Bylaws. The nature of the proposed changes is to provide a structure that will allow for an emphasis on direct activity and event planning. Thank you to those members who have responded to Cindy's email. If you have any concerns, please contact a board member.

We're in a new era for our ND chapter. It's time for members to have their say, time for members to decide the activities and events and choose the nature and content. Several committees have been formed for input, they're listed on the back page of the newsletter. Please contact one of the committee members with your thoughts and ideas.

It's hard to believe that summer's over and school has been back in session for almost six weeks already. School activities have started quickly with band concerts, club and sports activities. Football fills much of the weekends (Let's go Patriots!) and life generally gets a little busier. The daylight is already short enough and NO, I'm not ready for the snowflakes that may fall as early as this weekend. But...fall is a

great time to take a deep breath, appreciate the cool crisp air and look forward to the holidays and the family/friends time that comes with it. Just the thought gives me a warm feeling. As I reflect on the memories made on adventures throughout the summer, I'm grateful.



9 Ways to Future Proof Your Career MindTools.com

What will your job look like five years from now? Will it even exist in five, 10 or 20 years? And what will happen to the organization and industry you work for?

We don't know what the



Don't be left behind ~ stay tech-savvy

future holds, but we do know that we live in changing, **turbulent times**. This means that your job description could be very different – or even irrelevant – in the years to come.

If your skillset or experience fall "behind the times," you may struggle to find work or gain promotion. But there are strategies that you can put in place now to ensure that you don't hit a career "dead end."

Read the full article [here](#).

Become a Stronger Active Listener

Laura Croston, July 26, 2018 at pryor.com

Active listening is among the most sought-after skills in today’s business marketplace. Active listeners forge stronger relationships, inspire more trust and formulate better solutions than their less-engaged counterparts. Unfortunately, active listening is a skill that many claim, but few possess.

The problem is that we spend so much time listening that we assume we must be good at it. This is truer today than it ever has been, as we are “listening” more persistently to more

sources via more channels than we ever have before. Despite the overwhelming volume of information that we peruse every day, most of us end up retaining very little of it. Further, our commitment to all those channels means that we often fail to focus on any one of them – even when it’s a person standing in front of us.

So, what is the difference between active listening and passive listening? Active listening includes not just being present for a conversation (or email or text/IM), but also *engagement* in that interaction.

Read the full blog [here](#). Be sure to take the six question, multiple choice quiz so that you get to the remainder of the article. It’s worth your time!

7	4	3	6	1	5	2	8	9
5	9	8	3	7	2	6	1	4
1	6	2	8	4	9	7	3	5
6	1	9	5	2	8	4	7	3
2	3	4	7	9	1	5	6	8
8	7	5	4	6	3	1	9	2
4	8	6	2	3	7	9	5	1
9	5	7	1	8	4	3	2	6
3	2	1	9	5	6	8	4	7

The Forgotten (or Missing) Element to Achieving Goals

Business Training Center from Pryor.com, August 25, 2014

Is it just me or does it seem like everyone talks about setting goals, yet only a handful seem to accomplish their goals? I’ve learned about setting goals since elementary school, so I’m pretty good at writing my goals, but only after employing techniques that helped me accomplish my goals did I begin to see results.

Even my school-aged children were being taught the SMART goal setting formula that I’ve seen repeatedly. Not familiar with a SMART goal? Here’s a quick rundown of what SMART stands for and you can get more information by searching the Internet for “SMART Goals.”

- S = Specific
- M = Measurable
- A = Attainable
- R = Realistic
- T = Time-related

Read the full blog [here](#).

“Life has a habit of getting in the way of plans. Do not be discouraged by this.”



Your Retirement Plan: Quadruple Your Retirement Savings

Chris Hogan, Financial Coach Ramsey Solutions

If you had the chance to double—or even quadruple—your retirement savings, you’d probably jump at that opportunity, right? Well, there’s one simple change you can make today that’s sure to boost your retirement savings.

What’s the secret? I thought you’d never ask!

An HSBC study of worldwide retirement saving habits discovered that

people with some kind of retirement plan have more than three times as much in their nest egg than those with no plan at all.

And savers who take it one step further by working with an investing advisor to put their plan to paper? Their average nest egg is a whopping 445% bigger than non-planners That’s a big deal.

Read the full article [here](#).

IAWP member Faye Wangen and her husband Duane lead the Financial Peace University course. Lessons include Super Saving; Relating With Money; Cash Flow Plan; Dumping Debt; Real Estate and Mortgage Planning; The Role of Insurance and more.

The next in-person class will be in January 2019 at Charity Lutheran Church, Bismarck. For more information contact Duane or Faye at duanewangen@yahoo.com.

Real Wages are Essentially Back at 1974 Levels, report shows

Daniel B. Kline 8/14/2018

If you get a \$1,200 annual raise on the same day that your rent goes up by \$100 a month, you don't need an accountant to tell you that you didn't actually make any financial progress. And while that's an excessively simplified example, it's nonetheless a pretty fair representation of what has been happening to more American workers over the past four decades.

Even though the official unemployment rate has been hovering around record lows in recent years, wage

growth has stayed stagnant, a new study from Pew Research reveals. In fact, the real average wage, which Pew defines as "the wage after accounting for inflation" has roughly the same purchasing power as it did 40 years ago. And while some workers have seen gains, most of the increases have gone to those who were already the highest-paid.

Average hourly wages for non-management, private-sector workers were \$22.65 in July, up 2.7% from the a year earlier, according to Bureau of

Labor Statistics data cited by Pew. That's in line with general patterns over the past five years, when wage growth has been between 2% and 3% annually.

Read the full article [here](#).



How to Avoid the Office Cold

by Eleanor Bruce, September 6, 2018 at [MindTools.com](#)

Have you ever fallen prey to the office cold? It's no surprise if you have.

When it comes to catching a cold, your office is one of the main "danger zones". In fact, unless you regularly travel via public transport, your workplace is probably the riskiest area. The reason is simple: people.

Colds are spread from person to person. The more people you mix with, the higher the risk of getting a cold.

How to Prevent Catching a Cold From Someone

But how can you avoid the office cold without shunning everyone you know, and becoming a recluse for the fall and winter?

Here are a few ideas. . .

Read the Eleanor's blog [here](#).

"Staying healthy is possible even during cold and flu season - you just have to put some effort into caring for yourself"

How to Get Organized When You Live in a Small House

Abby Lawson, [justagirlandherblog.com](#)

I have lived in a lot of small spaces in my lifetime. During my first year of college, my dorm room was what they called a "converted triple," meaning that it was actually made for two people, but they stuck three of us in there. Good thing I loved my roomies- it was close quarters!

Right after we got married, Donnie and I lived in the obligatory one bedroom apartment. It was just the two of us, so it wasn't terrible, but it was

definitely cozy to say the least!

By the time Connor was born, we were living in a teeny tiny two bedroom townhouse where we had to push our dining room table back into a corner to make way for a pack-n-play.

Currently, our family of four lives in a three bedroom townhouse, which is where we've been for nearly seven years now. SEVEN! Though we hadn't planned on being here for that long, it

has been fun to have the time to transform the space and truly make it ours. I am so thankful for our home, but there have definitely been times where I have said, "We just need MORE ROOM!!" It's kind of a tight squeeze with four of us, especially as the boys get older, but we have managed to make it work and we even all still love each other, so I feel like that's a win!

Read Abby's blog [here](#).

Don't Strain your Brain. . .Train your Brain with this Sudoku Puzzle - Are you up for the challenge?

7					5	2	8	
			3			6		4
	6							5
				2	8			3
		4	7		1	5		
8			4	6				
4							5	
9		7			4			
	2	1	9					7

Answers are on page 3

Sudoku puzzles are provided by www.sudokuoftheday.com - visit them and get a new Sudoku every day.

The aim of Sudoku is to complete the entire grid using the numbers 1 - 9. Each number can only be used once in each row, once in each column, and once in each of the 3x3 boxes. Visit www.sudokuoftheday.com for further tips and help about how to play - and good luck.

Know the Difference - e.g. versus i.e.

The English language, in written form, is full of abbreviations. Sometimes we use initials which are the first letters of the word (PC = personal computer), other times they are made up from letters in the word (St = street) and then there are those where we just dropped syllables from a word (decaf = decaffeinated). What about all the abbreviations that stem from Latin words or phrases? e.g. and i.e. are both examples of Latin terms that have been abbreviated; but do you know the difference between them? e.g. represents "for example" and i.e. represents "in essence or in other words". These two abbreviations are often misused or used pell-mell. To better understand the difference and proper use of these two abbreviations, read the article [here](#).



IAWP
 1000 E Divide Ave
 PO Box 5507
 Bismarck, ND 58506-5507
 Phone: 701-328-1643
 Fax: 701-328-4000
 E-mail: clynk@nd.gov

**[We're on the Web!
iawpnd.com]**

Our Mission

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.

Our Vision

To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.

Member Benefits At-A-Glance

- ◆ Conferences
- ◆ Education
- ◆ Networking
- ◆ Professional Development/Recognition
- ◆ Publications/Newsletters
- ◆ Learning Tree (funds for training and professional development)

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