

The Pulse

Quarterly News

Workforce Professionals
ND Chapter

October 2020

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Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight by Deanna Saragosa



Our IAWP Spotlight is on Jennifer Tipton. Jennifer is a new IAWP member this year and was referred by fellow IAWP member, Amy Bosch. Jennifer worked for Aetna and Coventry for 19 years before beginning her employment with Job Service for the last 3 years. In 2019, Jennifer was nominated for the Sodbuster Award for Excellence in Growth Mindset and was awarded the JSND Pride in Performance award. Jennifer is a Senior Claims Adjudicator and a TRA Coordinator (Trade Readjustment Allowance Act). But during Covid she works on the PUA (Pandemic Unemployment Assistance) Team.

Jennifer and Dan Tipton have just celebrated their 20th wedding anniversary in July! They have 2 daughters, Hannah and Hayley. Hannah is 18 years old and is currently enrolled in college studying to be a NICU nurse. In high school she played the saxophone and was on the track team. Hayley is 14 years old and attends middle school. Hayley enjoys playing soccer and plays the trumpet.

Pets? Yes, they do! They have 3 dogs. Jennifer's dog Miley is a Schweenie, which is a Shih Tzu and Dachshund mix. Hannah's dog Nala is a German Shorthair, and Hayley's dog Storm is a Lab

and German Shepperd. Dan, Hannah, and Hayley have 3 snakes. Triton is an Albino Corn Snake. Snape is a Hognose Anaconda. Smoky is a gray corn Snake. They have 5 geckos. Summer, Winter, Echo, and Cocoa are Leopard geckos. Peanut is a Frog-eyed gecko. Rounding out their family is a big tank full of 20 fish, but we decided not to include all their names.

The Tipton's love to hunt deer, fish, and go camping often. Jennifer said they alternate their vacation each year between Big Sky Montana and Mexico. Jennifer was a long-time volunteer for the Special Olympics for bowling. She also enjoys gambling and trips to Deadwood, SD.

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Special Points of Interest

- Congratulations to Deanna Saragosa and Becky Lankow for being our Fall Quarterly \$25 gift card winners. Deanna selected Boneshakers Coffee and Becky chose Wahpeton Drug and Gift. Names are drawn through Random Name Picker.

Did the \$600 Unemployment Supplement Discourage Work? By Nicolas Petrosky-Nadeau and Robert G Valetta | FRBSF Economic Letter | September 21, 2020

The onset of the coronavirus disease 2019 (COVID-19) pandemic in mid-March caused a sharp reduction in U.S. economic activity and quickly pushed millions of people out of work. The federal government responded

quickly in late March, enacting the Coronavirus Aid, Relief, and Economic Security (CARES) Act. The act substantially enhanced unemployment insurance (UI) benefits, most notably by granting all recipients an

additional \$600 per week on top of their usual benefit payments through July.

The large increase in UI benefits prompted concern that some recipients might choose. . . .

[Read the Letter here.](#)



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

President’s Coffee Chat by Brenda Cornell

Greetings!

I hope everyone is holding up through these crazy times, getting out a bit and having some fun. We tried our first virtual happy hour – Cindy and I had a great time catching up. I even got to meet her dog. We will schedule another social hour in October and hope a few more of you can join us. No need to be on the entire time, can come and go as it might work in your schedule.

International put on an excellent virtual conference. Those who attended have all had good reviews of the conference. We are working on some training opportunities in the months to come and hope you can fit those into your schedules.

We will be scheduling a virtual annual meeting in October, so watch for that invite. Also, we are hoping to launch a coffee break connect in the future months. They will only be 30 minutes in length, so not pulling too much time from your other duties. We would like our members to still

feel connected, since we are not able to travel for any conferences or meetings. Hope you can join us for some of these events.



COVID-19 Won’t Change Us Forever Ken Budd | The Atlantic | July 7, 2020 | Government Executive

Soon after COVID-19 struck the United States, prognosticators began sharing a dreary vision of America’s post-pandemic future. Workers will trade mass transit for their cars and [abandon cities for “the hinterlands.”](#) proclaimed a contributor to *The Washington Post*. Sports fans will swap stadiums for man-cave bunkers and music lovers will [watch concerts on their screens](#), predicted a writer for ZDNet.

“[Coronavirus Could Make Us Wary of Hugs](#),” a CNET headline warned, and might “[change friendship forever](#),” *The Wall Street Journal* pronounced. In June, news stories suggested that the pandemic will “forever” change [livestock shows](#), [life insurance](#), [banking](#), the [cannabis industry](#), the [beauty industry](#), [college dorms](#), the [NBA](#), and [golf carts](#). A writer for the *Athens Voice* in Greece declared

that the hunger for safety will destroy individuality. “We will have lost our human character and the characteristics of humanity,” he wrote. “We will [live like amoeba](#).”

Amoeba? Really? I have to say that I find these unending “how coronavirus will change us forever” stories insulting.

[Read the full article here.](#)

Sheltering in Place Activities, Online Learning, and Mindfulness Common Sense Media Reviews

COVID Coach

Have you heard of COVID Coach? If you participate in the state’s mindfulness sessions, you’ve probably heard of it. This app is a tool to help you and your children manage stress, moods and find resources during these troubling times.

Common Sense Media is a nonprofit organization that reviews apps, books, and movies. They gave [COVID Coach](#) a 5-star rating for ages 7+.

Online Playdates, Game Nights and Other Ways to Socialize at a Distance

Whether you’re trying to keep your preschooler busy while you take a work call, give your tween someone else to discuss Minecraft with, or host a neighborly game night, these ideas -- crowdsourced from just about every parent we know -- will come in handy when you’re sheltering in place. Read Sierra Filucci’s [article here](#).

Keeping Kids Motivated for Online Learning

Helpful tips and techniques to encourage and motivate your kids during virtual lessons in what promises to be a very unusual school year. Read Caroline Knorr’s [article here](#).

#NationalSituationalAwarenessDay

Founded by Pretty Loaded

September 26th is National Situational Awareness Day founded by Pretty Loaded and declared by the @NationalDayCalendar.

2020 is the year that confirms the need for Situational Awareness skills more than ever. You need to analyze the people, things, and events in your life to keep yourself and loved ones safe.

Normalcy bias and “it can’t happen here” is not a safe place to be in these difficult times. A myriad of distractions causing one not to be aware of your surroundings and the current situation can bring harm if you are not aware of what is actually

happening. Research details on your own instead of believing what the media tells you.

Will law enforcement be there when you dial 911 for help? Do you need to be more careful and aware when you are out in public?

Do you trust the “just in time” food supply chain and other crucial necessities, or do you need to stock up on supplies today?

Have a plan for you and your family, and use situational awareness skills to

navigate your responses and actions to keep you safe.



[Pretty Loaded Safety Tip #167](#)

Researchers Say Job Candidates Are Rated Lower in Virtual Interviews

News | iawponline.org | [Open Science Foundation](http://OpenScienceFoundation.org)

According to [CNBC](#), the COVID-19 pandemic has caused as many as 8 out of 10 recruiters to turn to videoconferencing to screen and interview job candidates. This conveys a shift in hiring practices that may continue long after the pandemic’s impact wears off.

With this trend, employers and job applicants may wonder how interviews conducted through Zoom, or other video-mediated communication (VMC)

platforms, hold up when compared to face-to-face sessions, says Dr. Denise Baker, who worked on the project with Dr. Devin Burns and Dr. Clair Kueny, all assistant professors of psychological science at Missouri S&T.

To address a gap in scientific literature

on the impact of passive observation of real-time, video-based interviews versus passive face-to-face observation, the researchers created an experiment using a three-person interview paradigm.

[Read the full article here.](#)

“What we’re saying is that you can’t fairly compare them with face-to-face sessions, and employers need to keep things standardized.”



Retiree Corner

by Deb Gross, Retiree from Central Office IT Dept.

Retirement really is everything it's cracked up to be! But don't take my word for it. One of our retired members graciously volunteered to share a little about her life in the ranks of the retired. Read what she has to say about retirement and how nice it is! Be sure and check out the next edition of *The Pulse*. Hoping we will hear from another happy JSND Retiree. - Merlin

Hi! I'm Deb Gross and have been retired from the State for over 6 years already. Time really does fly when you're

having fun! This has been a year that I sure hope we never get to experience again!

It's great meeting up with some of my JSND friends now and then. They're certainly life-long friends!

My one and only grandchild, Farrah, is 11 years old already. She lives in Dickinson, and it's such a treat to spend time with her. Among other sports, she plays hockey. Watching her play, and learning more about the game is so much fun.

Some cleaning jobs keep me from getting bored, although I can't even imagine being bored! I have helped my church with delivering Meal on Wheels, one month each year, for many years and have continued with that. I've also been sewing COVID masks and still have more to complete.

Enjoy the rest of our "Summery" Autumn weather!

An Old Guy and a Bucket of Shrimp

Submitted by M. Morgenstern

If you don't know the story, it's not long but it is an important life lesson.

It happened every Friday evening, almost without fail, when the sun resembled a giant orange and was starting to dip into the blue ocean. Old Ed came strolling along the beach to his favorite pier. Clutched in his bony hand was a bucket of shrimp. Ed walks out to the end of the pier, where it seems he almost has the world to himself. The glow of the sun is a golden bronze now. Every-body's gone, except for a few joggers on the beach. Standing out on the end of the pier, Ed is alone with his thoughts...and his bucket of shrimp. Before long, however, he is no longer alone. Up in the sky a thousand white dots come screeching and squawking, winging their way toward that lanky frame standing there on the end of the pier.

Before long, dozens of seagulls have enveloped him, their wings fluttering and flapping wildly. Ed stands there tossing shrimp to the hungry birds. As he does, if you listen closely, you can hear him say with a smile, 'Thank you. Thank you.' In a few short minutes the bucket is empty. But Ed doesn't leave. He stands there lost in thought, as though transported to another time and place.

When he finally turns around and begins to walk back toward the beach, a few of the birds hop along the pier with him until he gets to the stairs, and then they, too, fly away. And old Ed quietly makes his way down to the end of the beach and on home.

If you were sitting there on the pier with your fishing line in the water, Ed might seem like 'a funny old duck,' as my

dad used to say. Or, to onlookers, he's just another old codger, lost in his own weird world, feeding the seagulls with a bucket full of shrimp. To the onlooker, rituals can look either very strange or very empty. They can seem altogether unimportant ... Maybe even a lot of nonsense. Old folks often do strange things, At least in the eyes of Boomers and Busters. Most of them would probably write Old Ed off, down there in Florida. That's too bad. They'd do well to know him better.

His full name: Eddie Rickenbacker. He was a famous hero in World War I, and then he was in WWII. On one of his flying missions across the Pacific, he and his seven-member crew went down. Miraculously, all of the men survived, crawled out of their plane, and climbed into a life raft. Captain Rickenbacker and his crew floated for days on the rough waters of the Pacific. They fought the sun. They fought sharks. Most of all, they fought hunger and thirst. By the eighth day their rations ran out. No food. No water. They were hundreds of miles from land and no one knew where they were or even if they were alive. Every day across America millions wondered and prayed that Eddie Rickenbacker might somehow be found alive. The men adrift needed a miracle. That afternoon they had a simple devotional service and prayed for a miracle. They tried to nap. Eddie leaned back and pulled his military cap over his nose. Time dragged on. All he could hear was the slap of the waves against the raft... Suddenly, Eddie felt something land on the top of his cap. It

was a seagull!

Old Ed would later describe how he sat perfectly still, planning his next move. With a flash of his hand and a squawk from the gull, he managed to grab it and wring its neck. He tore the feathers off, and he and his starving crew made a meal of it - a very slight meal for eight men. Then they used the intestines for bait. With it, they caught fish, which gave them food and more bait . . . And the cycle continued. With that simple survival technique, they were able to endure the rigors of the sea until they were found and rescued after 24 days at sea.

Eddie Rickenbacker lived many years beyond that ordeal, but he never forgot the sacrifice of that first life-saving seagull... And he never stopped saying, 'Thank you.' That's why almost every Friday night he would walk to the end of the pier with a bucket full of shrimp and a heart full of gratitude. Reference: (Max Lucado, "In The Eye of the Storm", pp..221, 225-226)

PS: Eddie Rickenbacker was the founder of Eastern Airlines. Before WWI he was race car driver. In WWI he was a pilot and became America 's first ace. In WWII he was an instructor and military adviser, and he flew missions with the combat pilots. Eddie Rickenbacker is a true American hero. And now you know another story about the trials and sacrifices that brave men have endured for your freedom.



Autumn Word Scramble

Instructions: Unscramble the letters to find the Autumn/Fall words from the list below.

u d d e s o c i u _____
i a e l g o f _____
o r e i f n b _____
a c r r o d h _____
e r u l r s i q _____
n e g d l r d o o _____
n p u m i k p _____
e n m r e o b v _____
b t c o r e o _____
r a i g t n i m o _____
l s o n f w u e r _____
e e w r s t a _____

Word List

bonfire migration pumpkin sweater
deciduous november squirrel orchard
foliage october sunflower goldenrod



Retired IAWP Members Invited to Meet Online October 15, 2020

On October 15th retired IAWP members are invited to meet online.

IAWP President Linda DeMore stated, "With COVID-19 curtailing travel plans for many, IAWP is offering this opportunity for our retired members to meet online. Hopefully, we can catch up with one another and say hello.

The one hour meeting will start at:

- 10 AM Pacific
- 11 AM Mountain
- 12 PM Central
- 1 PM Eastern

Please connect to the Zoom meeting here:

<https://zoom.us/j/7116711671>

Meeting ID: 711 671 1671

One tap mobile

+16699006833,,7116711671# US (San Jose)

+19292056099,,7116711671# US (New York)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 929 205 6099 US (New York)

Meeting ID: 711 671 1671



workforcedev2020
REIMAGINE. REENERGIZE.
RECONNECT.

august 27-28, 2020

Presented by IAWP, Developing & Connecting Workforce Professionals since 1913

Thank you for the opportunity to participate in the “WorkforceDev 2020” virtual conference” through HOPIN, a program like ZOOM.

Keynote speaker for the first day was Elisabeth Sanders-Park; (elisabeth@worknetsolutions.com). Her message was:

***Know, Go, Flow, Grow, Slow – Five Strategies to help ourselves and our clients**

KNOW the New Rules

Know Myself – interests, passions, skills, experience, values, barriers

GO – follow my skills & passions, reach out relentlessly, act on the rules

Interest inventory is measuring on exposure – we don’t know what we are interested if we haven’t been exposed to

FLOW – mental state achieved while performing an activity in which you are fully immersed in a feeling of energized focus, complete absorption, and enjoyment.

FLOW - A state in which challenges and skills are equally matched.

FLOW: Force yourself into flow, embrace ambiguity, Get comfortable

GROW: Expect, Pursue, Excel at Growth

SLOW: BREATHE!!

How well do I SLOW? Value a “state of slow” – know HOW to slow and do it!

Identify one dynamite thing that you are good at – then one that you need to work on.

I then joined the breakout session with Daniela Nastasi (www.unmastery.com). The topic was **Rejuvenation through Meditation**.

1st technique – BREATHE – will control the state of mind you are in

2nd technique - Visualization meditation – will alter your state of mind & mood

Building awareness about your thoughts. Find your passion!

Anxiety is usually about events that haven’t even happened yet.

Breathing through your chest is signaling the fight or flight – can cause health issues.

Breathe through your diaphragm or belly – more relaxing

We must take care of ourselves to take care of others

Be aware of why the thoughts are so negative

Visualize an event that you WANT to happen

Your mind doesn’t know if your thoughts are real or not

Cut toxic people out of your life

Your intuition – all the answers we need are within us

Then I attended **Becoming A Person of Influence** with Kevin Wayne Johnson

*Top characteristics you want on your team are; Honesty, Trust, and Character

* This session was about building relationships with people that we work with, building trust and good working relationships.

Keynote speaker for the second day was Richard Feller and his topic was **“What Color is My Parachute”**.

Success as . . .The Good Life . . . How do you define it? Living in the place you belong, with the people you love . . . doing the right work . . . on PURPOSE.

The next breakout session I chose was **Emergence: A New Paradigm for the Post-Covid World** by Jessica Campain.

Comfort Zone is a beautiful place . . . but nothing grows there

- You cannot learn anything inside of your comfort zone
- You can't learn something and stay the same person
- You must allow yourself to be a bit uncomfortable to entertain new ideas

“We can't direct the wind, but we can adjust the sails.”

Then I attended **Wellness and Self-Care** by Grant Axwell.

- Must take care of ourselves to take care of others
 - Breathing exercises
 - Zone out on TV
 - Running
 - Dancing
 - Walking
 - Eating healthy
 - Take care of yourself
 - Take your breaks/lunch
 - Drinking lots of water
 - Move at least 30 minutes a day
 - Drink ½ your body weight in water
 - Keep looking and sharing ideas of taking care of yourself
 - Build quality rapport and relationships
-

A couple of times throughout the conference we had an opportunity to connect with other attendees. The system would auto connect you with someone and you had 2 ½ minutes to get to know each other. I met members from Florida, Kentucky, Washington, Oregon, and Maryland.

Great information – thanks again!!

Becky Lankow

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We're on the Web!
iawpnd.com

Member Benefits At-A-Glance

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

Board of Directors

- Brenda Cornell, President
- VACANT, President-elect
- Tammy Barstad, Treasurer (temp)
- Cindy Lynk, Exec Secretary
- Barry Glum, West Area Representative
- Becky Lankow, East Area Representative
- Elaine Wentz, Central Representative
- Merlin Beto, Retiree Representative
- Nathan Kimball, Webmaster
- Tammy Barstad, Past President

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.

\$\$ Learning Tree Funds Available \$\$

The learning tree committee has funds available for educational and professional development. Remember, educational funds are available to members and their families. Applications are available on our website



<http://www.iawpnd.com/learning-tree.html>

Committees

Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

Conference:

Barry Glum, Deanna Saragosa, Brenda Cornell

Membership:

Tammy Barstad, Dusty Hillebrand

Retirement:

Merlin Beto

Learning Tree:

Elaine Wentz, Mary Houdek, Nathan Kimball

Training:

Becky Lankow, Marlys Morgenstern, Danica Chaput