

August 1, 2018

Volume 4, Issue 3

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Amy Carlson works for Job Service North Dakota in the Finance department. Amy is a new member of IAWP, joining in September 2017. She earned her Accounting degree from the University of Mary. She has always been good with numbers and accounting was a good fit. She enjoys her job and says it is never boring.

One challenge she faces is working for companies who were for profit and then moving to Job Service which is non-profit and having to learn different budgets as well as rules and regulations when spending money for things such as grants. The reason why she loves her job is because she is doing something different

every day. Other than a few annual or semiannual reports, the projects she works on vary almost every day and it never gets repetitive.

When Amy isn't working she spends a lot of time with her 8-year-old sister, Kaylee. Kaylee is actively involved in dance with Let's Dance Studios. Kaylee will be performing in Tangled at the Belle Mehus Auditorium September 9th and will provide entertainment at the Harlem Globetrotters half-time show on November 2nd at the Bismarck Event Center. Amy volunteers many hours to help with both practices and dance productions.

Amy enjoys being home with her Miniature Dachshund Izzy relaxing, watching Netflix, and reading books. One of her favorite authors is Larry Watson. Larry Watson is a North Dakota native and the locations for his stories are often local, including Bismarck. A couple of book recommendations are *Laura*, *White Crosses*, and *Montana 1948*.

Skill Shift: Automation and the Future of the Workforce McKinsey Global Institute May 2018

The study looked at changes in 25 core workplace skills for 5 sectors: Healthcare, Manufacturing, energy, banking and retail for 2030. They found a decrease in demand for some basic skills and an acceleration of technological skills as

expected. However, they also noted a larger demand for basic digital, programming and social leadership skills. Creativity demands are show to be needed by an increase of 24%.

The study pushes employees to stay on top of their industry trends and

network even if happily employed due to inevitable changes and reorganizations in the future.

Read the full article [here](#).

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Special Points of Interest

- Fall Conference
October 5 & 6
Bismarck at the
Comfort Inn
- By-law review is
underway.
Updates will be
sent to the
membership for
input and
suggestions.



President's Coffee Chat by Tammy Barstad

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

Greetings fellow members,

The board is reviewing the by-laws, moving firmly in the direction of personal and professional development. Changes will be reviewed by the membership and voted on at the annual meeting this fall.

Mark your calendars, the fall conference will take place on Friday and Saturday, October 5 and 6. Plans are to provide a social and meal on Friday evening with training taking place on Saturday. Susan Ogurek and the rest of the conference planning committee are arranging for speakers who will share

interesting and significant topics.

Summer's here and I just returned from a week of vacation in nature. My family held a reunion where we drove through Yellowstone National Park and then camped in the mountains of Wyoming for a few days. While in Yellowstone we saw a big grizzly bear right beside the road, breaking up branches and digging in the dirt – pretty exciting for all of us but more for the family riding motorcycles. I love the smell of the campfire and the pine trees, riding on the four wheelers, and cooking hot dogs, hobo meals, and smores. We keep it simple leaving lots of time for fishing,

hiking, and visiting. What a great time. For me, there's nothing better than time with family and friends relaxing in the beautiful summer weather of the mountains of Sunlight Basin in Wyoming.

I hope each of you are able to take time out to pursue your passions and rejuvenate your souls.



Yellowstone River Lower Falls



4-Wheeling Fun



Sunlight Basin

How Do Criminals Pick Their Targets?

Pretty Loaded, April 11, 2018

Convicted violent criminals were shown a short video of pedestrians walking in New York City. Coincidentally and illustratively, in less than seven seconds the criminals all picked out who they would attack and they all came up with nearly the same targets.

As it turns out, their choices had nothing to do with race, age, or gender. They picked out:

- slow walkers,

- people who seemed to not walk with a purpose,
- people with their head down and little or no eye contact at all,
- distracted looking individuals (had it been a current study, people on their cell phones would be included.)

Grayson and Stein were convinced that when people understand how to move confidently they can “be taught how to walk that way and substantially

reduce their risk of assault.”

Read the study [here](#).

This is just one simple tip that once implemented can make all the difference. Our LIVE presentation promotes a valuable training environment and is full of information that can be put into action immediately.

Personal Safety Training from prettyloaded.org

10 Creative Ways to Declutter Your Home

becomingminimalist.com Written by Joshua Becker

The idea of living a simplified, uncluttered life with less stuff sounds attractive to many. They have considered the benefits of owning fewer possessions: less to clean, less debt, less to organize, less stress, more money and energy for their greatest passions. They are ready to declutter but some get quickly tripped up by the very next question... where in the world do I begin?

Many begin to feel overwhelmed, anxious, and defeated around the idea of decluttering their homes. That’s too bad. The decluttering journey doesn’t need to be as painful as some make it out to be. In fact, there are a variety of people who

have come up with some pretty fun, creative ways to get started.

Read the full article [here](#).

***“People rarely succeed unless they have fun in what they are doing.”
- Dale Carnegie***



Retiree Corner

Simplify Your Retirement With These 8 Money Tips

Craig Stephens, usnews.com, March 15, 2018

Workers nearing retirement tend to assume their life will slow down once they leave the workforce. But many retirees find the opposite is true. As you develop a retirement routine and your calendar fills up, you’ll want to spend less time on mundane tasks, such as managing your money, to make room for leisure. Simplifying your finances is one way to reduce your monthly workload and lower

your stress at a time when your priorities should be focused on relationships and activities. Here are eight money tips to help simplify your retirement so you can spend your time doing what matters.

Select primary accounts. If you’ve accumulated multiple bank and investment accounts during your working years, you can simplify your financial life by choosing

one institution and moving all your assets there. If possible, limit your finances to one checking and one savings account, a single credit card and one primary brokerage account or manager for your investments.

Read the full article [here](#).

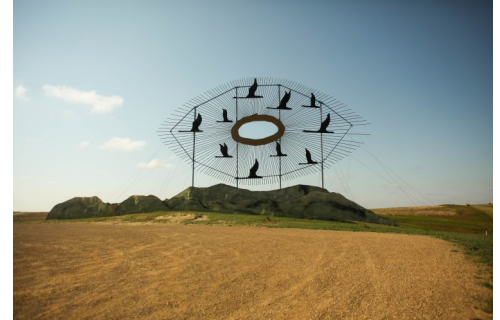
Day Trips Around North Dakota

North Dakota is rich in history and our State Historical Society works hard to preserve that history for us and future generations. The Heritage Center, located on the Capitol Grounds in Bismarck, is the state's largest museum with four museum galleries. But did you know that we also have 57 other state owned historic sites and museums? No matter where you live in the state, there is history for you to explore that's close to home.

The State Historical website is a great place to start when you want to plan your

next day trip. Under the [Historic Sites tab](#) you can find information on eight different road trips as well as a FlipBook or pdf overview of the state's museums and historic sites. For more detailed information such as times and costs (most sites are free) use the drop-down list to select the sites you're most interested in.

So, get out and enjoy some history today – pack a lunch, grab your spouse, kids, friend or anyone you enjoy spending time with and check out a historical site near you.



Enchanted Highway's Geese in Flight
ND Tourism

Overused and Incorrectly Used Words

Is there a word or phrase that drives you crazy? Is it the new buzz word, used all the time or used incorrectly? I think we all have at least one word that really bugs us.

I recently read an article on [grammarly.com](#) that addressed the 10 most overused words in writing. The number one overused word appeared over five million times in a day across Grammarly products; the word was Other. While I wasn't

shocked at the word, I was surprised at the number of times it appeared in one day. To learn about the other nine overused words and suggestions for alternatives, read [here](#).

Another article from [vappingo.com](#) was on understanding the difference between Use and Utilize. This especially hit home for me because it seems that utilize is being used more and more often. Almost as if the writers think the words are interchangeable and utilize sounds better.

Read [here](#) to learn the difference between the two words.

“In practice, the word *utilize* is probably one of the most misunderstood words out there. . .”

Manipulate Time With These Powerful 20 Time Management Tips

John Rampton, [forbes.com](#) May 1, 2018

We all have 24-hours in a day. But, why does it seem that some people are able to get the most out of every minute of the day? Believe it or not, they don't have the power to slow down time. They do, however, know how to properly manage their time.

Want to know how you can become a master of time management as well?

Start by using these 20 super-powerful time management tips.

1. **Create a time audit.**

When it comes to time management, the first step you need to take is finding out where your time actually goes. You may believe that you only spend 30 minutes on emails, but in reality that task is eating-up an hour of your day.

The easiest way to keep track of your time is to download an app like RescueTime, Toggl or my app Calendar to track everything you do for a week. You can then access a report to find out what's stealing your time. With this information, you can then make the appropriate adjustments.

To read the full article, click [here](#).

North Dakota Word Search

A A V W D T T S M B O G S Y U G X N D I Q Y S Q R
E Q J F E E A I K G J H N L D U D A X B H Y O O B
W X R F U R S S O S H N G O M K C D E C V F U U N
A A R Q A S V L Z N C F I X T Y G N W N N G T F B
K B V K O L V Z A K L E W H I S F A N S H G H F R
A K I U E P E E C C T A M M V X I M V R G I E Y R
K R R E D W D W F Z S M U G R U B L I U C N O S Q
A I S J I Q K I I O U Y A W F N M D L H B C D R C
S N O T E P H A W S N J D D A Y E Q V I L L O C D
Q K P Y W Y G D X O S X I G A R Q B O Q W A R R Q
B Q D F W B R O O S E V E L T N F A R G O R E Y B
Y H C D F D R K O Q T U N Z H D A T N E R K O X G
W Y D V Q I Z G O L S P C J C F I C E Y X J G M W
L Q O K P E M B I N A Z G X X L R Z N W X O A L S
J P Z S C B Z I G E A T W W K I G S Q M A M D D U
H H Q T O R D E B Z E Q G R J C I O E W U U R J R
E B H Y N Y A C N D J F C E T K S D A R T A K E A
K R B B R F W M X S Q D K C J E O O D A Z M B O R
K A S H Z N Y T S M O H J N U R F Z E Z O Q Q V N
R E W O L F N U S I Y W C E A T I H I D L D B M C
E G F C Z X Q F B S B O W R Z A W L I D M J P E V
H I Y D U V O I E H M G E W C I B A G T B G J I V
Z K Q V I K S R A D G R N A N L T L Q B P Z G V T
H D Y G L O X F Z X X D T L F N B V O T R N F V Q
C M L Q N T P V N I K H V P J D I L C L D V S P X

ARIKARA
BISMARCK
BISON
BLIZZARDS
BURGUM
CANADA
CLARK
DESLACS
FARGO

FLICKERTAIL
LAWRENCE
LEWIS
MANDAN
MEDORA
MISSOURI
PEMBINA
ROOSEVELT
ROUGH RIDER

SAKAKAWEA
SUNFLOWER
SUNSETS
TEWAUKON
THEODORE
WAHPETON
WELK
WHEAT
WILLISTON

Created by [Puzzlemaker](#) at [DiscoveryEducation.com](#)



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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