



PESU NEWSLETTER

MARCH

2019

"It's A Spring Thing"

What's the Buzz?



We congratulate and wish our members below the best on their retirements. We thank them for their dedication and years of service. Their knowledge and presence will be missed:



- ◆ Peter Shewitz, Asst. Admin. Supervisor
- ◆ Rhonda Al-Aziz, Data Processing Tech.

We are happy to announce that our member, **Lucero Rodríguez**, welcomed her new grandson, **Cameron**. He was born on November 30, 2018 and weighed 7 pounds 10 ounces. We congratulate her and her family on their new bundle of joy. What a great way to bring in the New Year!



We also congratulate all our newly promoted members and applaud them on their successes and achievements.

MARCH IS:

National Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed a public law which authorized and requested the President to proclaim a week in March as Women's History Week. In 1987, after being petitioned by the National Women's History Project, Congress pass another public law designating the month of March as Women's History Month. It is a celebration of women's contributions to history, culture, and society. We amplify women's voices to honor the past, inform the present, and inspire the future. For more information including stories, exhibits, collections, and more; please visit: <https://www.womenshistorymonth.gov/>

Brain Injury Awareness Month

The goal is to bring awareness of the causes, symptoms, and prevention of brain injuries. Over 3.5 million Americans sustain a brain injury each year; however, the actual number may be higher due to unreported incidents. Brain injury is unpredictable in its consequences and can change everything about us in a matter of seconds. The #ChangeYourMind campaign provides a platform for educating the general public about the incidence of brain injury and the needs of the people with brain injuries and their families. It also lends itself to outreach the brain injury community to de-stigmatize the injury, empower those who have survived, and promote the many types of support that are available. For more information and resources, please visit: <https://www.biausa.org/>



Recipe Corner

Garlicky Lemon Baked Tilapia

Ingredients:

- 4 tilapia
- salt
- black pepper
- 5 tbsp. butter, melted
- 2 cloves garlic minced
- 1/4 tsp. red pepper flakes
- juice and zest from 1/2 lemon
- 1 lemon, sliced into rounds

Directions:

- Preheat oven to 400 degrees.
- Season tilapia with salt and pepper and place on small baking sheet.
- Mix together butter, garlic, red pepper flakes, lemon juice, and zest then pour over tilapia.
- Place lemon rounds on top and around tilapia.
- Bake tilapia for 10 - 12 minutes or until fish is fork tender.

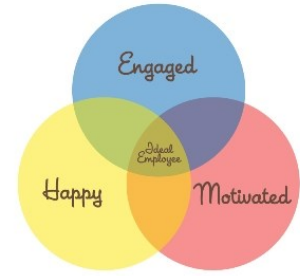


TO MOTIVATE EMPLOYEES, DO 3 THINGS WELL

By: Emma Seppala from <https://hbr.org/2016/01/to-motivate-employees-do-3-things-well>

Given the extraordinary low levels of engagement in the U.S. workforce — a recent Gallup poll showed that 70% of employees are “not engaged” or “actively disengaged” at work — many leaders are looking for solutions. Some turn to material perks (bonuses, game rooms, free food) in the hopes of making employees happier. However, research suggests that these efforts, while appreciated, do not address more effective drivers of long-term well-being. Instead, leaders should be mindful about giving their employees three things:

EMPLOYEE TRIFECTA



Inspiration. No matter what your organization does — whether it’s offering a service or building products — it is important that your culture be infused with meaning. Studies show that people who have a sense of purpose are more focused, creative, and resilient, so leaders should make a point of reminding employees how their work is improving people’s lives. Leaders, too, can be great sources of inspiration to employees. Studies show that when they act selflessly, proving they care more about the group than themselves, workers are more trusting, cooperative, dedicated, loyal, collegial, and committed. Bosses who show they are fair also inspire greater dedication, citizenship, and productivity. Make sure to work alongside your team members on a daily or weekly basis, showing your allegiance to them and to the broader organization.

Kindness. We are profoundly social creatures, yet workplaces interactions are often no more than transactional exchanges. This is a mistake. According to a U.K. study, companionship and recognition are more important than even high salaries in promoting employee loyalty. Other research confirms that positive and warm relationships are one of the most important predictors of psychological well-being, so leaders must be mindful about the culture they are creating and the sentiments they express at work. The basics of a kind culture involve consideration and respect, which increase creative output at both the individual and team level. Leader warmth also matters: research from has shown that it can make subordinates more motivated and productive, as well as making managers much more effective. Studies have found that expressions of anger or negative emotions generally cause managers to be seen as less effective. Kind leaders do small things to show they care about their staff as people, not just employees.

Self-Care. Many offices pay lip service to the idea of employee wellness — for example, by offering gym memberships, yoga, or meditation classes. Wellness programs don’t work unless you create a culture in which it is acceptable and encouraged to prioritize self-care. When you do, however, the results are profound. According to the University of Konstanz in Germany, exercise, breaks from work, relaxation practices, and more strict boundaries between work and home can reduce job stress and increase employee well-being and engagement. Make sure to model taking care of yourself, too.

When we strive to be better than we are, everything around us becomes better too. — Paulo Coelho

During a busy work week, or in the throes of an important project, it’s easy to lose sight of what really drives employee well-being. The best leaders are able to take a step back and maintain a human touch in the workplace by inspiring employees, being kind to them, and encouraging them to take care of themselves.

JUMBLE

Unscramble these four Jumbles, one letter to each square, to form four ordinary words.

UPTYT

PRAAK

MESSTY

ATTORE

Answer:

THAT SCRAMBLED WORD GAME

by Mike Argirion and Jeff Knurek

C'mon, finish your half. I've got a date.

A CO-WORKER WHO TAKES HIS TIME CAN DO THIS.

Now arrange the circled letters to form the surprise answer, as suggested by the above cartoon.

G
A
M
E
C
E
N
T
R
A
L

Superheroes Word Search

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

- IRON MAN
- WONDER WOMAN
- JUSTICE LEAGUE
- CAPTAIN AMERICA
- X MEN
- BATMAN
- HULK
- GREEN LANTERN
- SUPERMAN
- ELASTIGIRL
- STORM
- THOR
- ROBIN
- AQUAMAN