UNOPA Notes, Volume 49, Issue 7, March 2011
President's Message — Spring is here!

Mari Greer, President

It’s almost here, springtime! Pretty soon we will see the beautiful crocus flowers popping out of the ground all around campus. On your lunch break, take a little time to walk around and enjoy all of the trees and flowers as they start to bud and bloom, then listen to the birds as they start to sing. Oh, isn’t it lovely?

Many of us work with students on a daily basis, but do we really know what is going on around campus when it comes to students? Our March 8th general meeting addresses that question. Justin Solomon, ASUN student body president and University of Nebraska student regent, will make a presentation on what is happening around UNL. It is a meeting you will not want to miss!

Don’t forget to nominate a UNOPA member for the Rose Frolik award! Check the UNOPA website for all of the details.

I hope you have turned in your registration form and will join me at our half-day workshop that will be held on Tuesday, March 22, from 1:00-4:30 p.m. We are excited to have Kim Ratz back in Lincoln to teach us about “Women, Men, Generational Communication Styles” and “Open Space Technology.” I am looking forward to it.

What is a Student?

Donna Boone, Program Director

I found the following definitions of a student in dictionary.com: 1. A person formally engaged in learning, especially one enrolled in a school or college, such as a student at Yale. 2. Any person who studies, investigates or examines thoughtfully, such as a student of human nature.

These two definitions actually make us all “students” in one way or another.

At our general meeting on March 8, 2011, we will have as our speaker, Justin Solomon, President of the Association of Students of the University of Nebraska (ASUN). When I asked Justin to speak to our members he asked what we would like the subject of his speech to be. As I considered this question, the first question that came to my mind was, “What is ASUN and how does it benefit the students here at the University?” Then as the little “cogwheels and gears” began turning I started wondering how we, as office professionals, could help the students during their time spent at the University.

Since I came to the conclusion we are all students in one way or another, wouldn’t it be a misapplication to let one another go to waste? Justin will introduce us to ASUN, the organization, and how it benefits the students as well as the University. He will also give us a few ideas on how we may be of service to the students.

Please plan to attend the March 8, UNOPA General Meeting in the Jackie Gaughan Multicultural Center on City Campus. Send your RSVP to Belva Harris by Thursday, March 3, 2011.

I always say, “The day is wasted when I don’t learn something new.” So come and learn something new!
PSP — Professionals Standards Program

Mary Guest, CEOE, Career Development Co-Director

What is it? The PSP is a voluntary, certification program based on experience, education and professional activities. The program was established by the National Association of Educational Office Professionals (NAEOP) to encourage educational office professionals to grow professionally.

What’s in it for me?
• Show pride in your profession by attaining a PSP certificate.
• Receive a certificate from NAEOP and be recognized at a formal banquet held at the annual conference.
• Be enriched by the activities you will participate in while working toward your goal. You will enhance UNOPA and be a contributing member of your community.
• Upon successful completion of each level of the Program or recertification you will be among the best and know you have met the challenge of excellence!

How can I find out more?
Contact UNOPA’s Career Development—PSP Director, Mary Guest (402-472-3204 or mguest2@unl.edu) and start on your path to certification!

Attention: UNOPA members, spouses, family & friends!

Lorraine Moon, CEOE, Co-chair PSP Luncheon Committee

Ancient Roman Religion and Nebraska Football
April 2, 2011

Professor Michael Hoff from the Art History Department is a fan of college football. He is also an archaeologist who understands the workings of ancient Roman cult. This brought about the realization that there were similarities between this religion and college football. At the 5th Annual PSP Luncheon on April 2, Dr. Hoff will share insights on how UNL’s football program, like ancient Roman religion, is an institution that binds together the different populations within the state.

Reservations are $15 each. ($5.00 off to UNOPA members with coupon—contact Jeanne Andelt at jandelt1@unl.edu or 402-472-6625). Registration forms are available on the UNOPA website:

Recap of February 8th meeting

Gretchen Walker, CEOE

At the February 8, 2011, general meeting, speaker Heath Tuttle, On-Line Learning Project Leader for Information Services, provided an interactive presentation on Skype, Facebook and Twitter.

Heath demonstrated Skype by uplinking to his wife, a teacher at Culler Middle School.

Tuttle suggested those who use Facebook for both personal and work purposes should create separate Facebook accounts. He also alerted us to check the security settings of our Facebook accounts.

Many UNOPA members provided comments and additional tips for Skype, Facebook and Twitter.
My journey

Lola Young, CEOE, NAEOP Vice President & Membership Director

My professional journey began in 1981 when I first started working at UNL. In my first position, I was a very shy Clerical Assistant working for University Housing in the Abel maintenance office. After a year, I transferred to the central Housing Office and was their receptionist for a year. Next, I was fortunate enough to move into the Housing Director’s secretary position. For fifteen years I absolutely loved working with Doug Zatechka. While there, one of the ladies who worked for Educational Psychology in the same building encouraged me to join UNOPA, so I could come to a meeting and hear Bob Kerry speak. It sounded like a worthwhile opportunity so I did. Those ladies became my friends and before I knew it I was serving on the membership committee.

Dr. Zatechka was always supportive of me, and I distinctly remember bringing him with me to a UNOPA Bosses Luncheon where he encouraged me to run for office. I did so, resulting in my serving as President for the remainder of her year followed by my entire year (1997-99). Needless to say, I really didn’t expect to win both elections so I was very busy in 1998-99 serving as President of both UNOPA and NAEOP. In 2002, I received NAEOP’s Educational Office Professional of the Year award.

Making 1997 even busier, I changed positions and became the Complex Staff Assistant (now renamed Residence Life Services Supervisor) for the Cather-Pound-Neihardt (now Cather-Pound-Neihardt-Husker-Courtyards) complex. My new supervisor was equally supportive of me in my busy roles. My next endeavors included NAEOP. Having attended all but one National Conference since 1990, with the encouragement and support of my supervisors, I had the opportunity to serve as an Advisory Council Delegate a number of times. After receiving NAEOP’s Educational Office Professional of the Year award in 2003, I decided I would consider running for Central Area Director. I was successful and served in that position from 2006 to 2010. Currently I am serving as NAEOP’s Vice President and will be installed this July as NAEOP’s President-elect in Charleston, South Carolina.

New members in the spotlight

Gretchen Walker, CEOE

Please welcome Sally Hawkins to UNOPA! Sally is currently employed as a Secretary III in the Computer Science and Engineering Department and has worked at UNL for 20 years. Sally was born and raised in Fairbury, Nebraska, but has lived in Lincoln for over 40 years. Sally is married with grown children and one in high school (believe it or not). She enjoys reading, walking, and listening to music. Her favorite activity to do on a day off will of course depend on the weather. And The Sound of Music is a favorite of Sally’s.

Other new UNOPA members include Marilyn Augustyn, an Administrative Technician, also in the Computer Science and Engineering Department, and Murd Holland, Administrative Support Specialist in the IANR Vice Chancellors Office and NU Vice President’s Office. A new Associate Member is Rosann Kevil, Sales & Marketing Manager, Staybridge Suites.

Next time you see Sally, Marilyn, Murd, or Rosann please stop to introduce yourself.

I’ve not only made many special long-lasting friendships, but I’ve also worked my way through the PSP program and have earned my Advanced III and CEOE. I continue to serve on and/or chair committees for all three organizations and treasure each networking opportunity. My UNOPA/NEOPA/NAEOP friends have transformed a painfully shy person into one who is no longer afraid to get up and speak in front of large groups of people. Shy or not, give us the chance to do the same for you!

Sally Hawkins, CEOE
Circle of generations — A PSP workshop

Mary Guest, CEOE, Co-Director Career Development

Generations represent common experiences and shared values. A generation can also represent all the people born at about the same time. To understand your generation’s perspective, learn more about the characteristics of each generation. What was happening for each generation that helped to form their thinking and visioning? To help foster respect, caring and cooperation between the generations, look at things that were happening in each of the five generations.

Mature or Civic/GI Generation (1901-1931)
Characteristics include: Duty, honor, country, dedication, sacrifice, patience, hard times and then prosperity, national pride, doing a good job was the most important thing, and conformity + blending + unity = “WE.”

Mediating Generation (1932-1944)
Characteristics include: Children of the depression and war, Peace Corps volunteers, civil rights and activists, created the corporate system, developed the concept of career, loyalty to employer, finest mediators, arbitrators, and public interest lawyers.

Baby Boomers (1945-1963)
Characteristics include: “Workaholic” and competitive, success is largely visible with trophies, plaques, and lifestyle elements, optimistic, consumers of lots of items, and social justice = real measure of citizenship.

Diversity or Generation X (1964-1981)
Characteristics include: Came of age when the traditional world leaders were struggling, i.e., economy, Vietnam, Watergate, Japanese domination of industry, AIDS, birth control, first ones comfortable with technology, very self reliant, had to learn to fend for themselves and get along well with Civics, suspicious of mediators, arbitrators, and public interest lawyers, and can be cynical and pessimistic.

Millennial Generation (1982-present)
Characteristics include: Optimistic, VERY short attention span, busy, entrepreneurial, ambitious yet clueless, acknowledge and admire select authorities, and think the Matures and Parents are cool, too!

How can the generations work together to solve problems in the community, in the family or in the workforce? Through communication and working together, people can build relationships and learn from other generations.

Have a conversation with your family of different generations to see what respect was like when they were a teenager.

Source: James V. Gambone, Together for Tomorrow – Building Community Through Intergenerational Dialogue Written by Eileen Krumbach, University of Nebraska Extension Educator

University Association for Administrative Development

Gretchen Walker, CEOE

The University Association for Administrative Development will be sponsoring a workshop entitled, Continuous Process Improvement – Creating Excellence in Service Delivery, on Tuesday, March 29, 1:30-4:30 p.m. in the City Campus Union.

Are your customers/stakeholders frustrated by the processes your department uses? Do you ever think “there has got to be an easier way to get the work done?” Then come and learn about Continuous Process Improvement and the toolbox that puts the concept into action.

Topics include:
• Identification of key processes and their desired outcomes.
• Flow charting processes.
• Use of flow charts to identify the tasks/steps with the greatest potential for improvement.
• Methods of data collection and analysis to guide the improvement process.
• Development of a plan to implement the proposed improvements.
• Tracking and evaluating the effectiveness of the change.

Speaker Dr. Paula Wells has a B.S. and M.S. in Civil Engineering and a Ph.D. in Industrial Engineering and Management Systems. She is currently an Operations and Business Systems Analyst with The Wells Resource and an Adjunct Professor at the University of Nebraska College of Engineering, Business Administration and School of Public Administration.

Cost is $20 for UNOPA & UAAD members. Cost to non-members is $35 (this includes a UAAD one-year membership).

To register please go to the following website:
Tribute to Rose Frolik
Sandy Lineberry

UNOPA and the world lost a very special person on December 21, 2010. Her name was Rose Frolik and she was the Founder of UNOPA. She was 101 when she passed. She was alone when she died, which bothered me terribly, but I take comfort in knowing that Anton was there with her. You see, she lost her husband, Anton, due to a freak accident on a horse early in their marriage. They had one son, Richard, who was still just a child when his father died. Rose then became the sole provider for herself and her son.

She was one of the strongest women I have ever known, and I have a picture of her that shows how beautiful she was as a young lady. Her voice was always soft and her words were always kind. Where her son, Dick, was concerned, she was a very proud mother. He was the reason she lived and she loved him more than life itself. The only time I would ever see her angry was when something had happened regarding Dick. She would grit her teeth and in a low voice tell me what had happened. You’ve heard the expression, “if looks could kill,” well, I would never have wanted to be the cause for her wrath!

Rose loved UNOPA and she too had great pride in the organizations accomplishments. She followed National, State and Local newsletters until her sight prevented her from reading. She took great pride in having an award named after her, and it was such an honor for her to make the presentation each year. If you were a recipient of the Rose Frolik Award, I can assure you that as long as she was able, she called each recipient and congratulated them.

My mother passed away in 1990 and it was shortly after that I became acquainted with Rose. We took a liking to each other and formed a relationship that lasted for over 20 years. I was one of the very few people who she allowed to see her without her wig. I only wish I had known her in her early years. She told me one time that I had gotten much wiser as I aged and I took that as a compliment. And one other thing – my hair. It seems I was constantly changing my hair in her mind. One style she liked – the other not so much. We laughed about that.

My tribute has rambled because I could go on and on about her – tidbits that I will always remember and treasure. She was my friend and I loved her and I will miss her very much. This poem says it all.


—written by Nicole Elizabeth Edwards

Humor: Laughing your way to health
—from University of Nebraska Extension Educators and Specialists

Laughter has been called “inner jogging.” A hearty laugh gives the muscles of your face, shoulders, diaphragm and abdomen a good workout, and sometimes even your arms and legs. A good laugh can burn up as many calories per hour as brisk walking. Researchers speculate that laughter triggers the release of endorphins. This may account for the pain relief that accompanies laughter.

Modern science is beginning to confirm that laughter is not only enjoyable, it provides health benefits. Laughter is an invigorating medicine that heightens and brightens our mood gently releasing us from tensions.

Humor changes our biochemical state. Laughter decreases stress hormones and increases infection fighting antibodies. It increases our attentiveness, heart rate, and pulse.

Laughter protects the heart. Laughter, along with an active sense of humor, may help protect you against heart attack, according to a study at the University of Maryland Medical Center. The study found that people with heart disease were 40% less likely to laugh in a variety of situations compared to people of the same age without heart disease.

Humor improves brain function and relieves stress. Laughter stimulates both sides of the brain to enhance learning. It eases muscle tension and psychological stress, which keeps the brain alert and allows people to retain more information.

So, keep on laughing as it’s good medicine for a healthy body!
Central Area retreat
Lisa Morehouse, CEOE, Central Area Director

Greeting to all members of Central Area.

I am pleased to announce we will be holding a Central Area Leadership Retreat, March 18-20, 2011, in Columbia, Missouri.

This retreat will be held as a brainstorming session for members to address the issue that all of our associations are facing: low membership, low conference attendance, and lack of participation in all areas. If you are enthusiastic about your association and have a passion for helping revitalize and strengthen our foundation, we need you to attend this retreat.

The retreat will start Friday afternoon and conclude on Sunday morning. A reminder that this is a “retreat” and not a conference. It will be a working retreat that will involve long discussions, a lot of listening and major brainstorming. Please come with your “blinders” off and your thinking caps on! We need to be prepared to think outside the box. This will be an intense brainstorming session with the goal of generating and creating an entire realm of new possibilities and ideas.

We are also excited to have several NAESP Board members attend including NAESP President Kathy Lech. Kathy will facilitate a workshop during this retreat.

There are no registration or workshop fees. All expenses are on your own. PSP points will be awarded for those that attend.

I hope all Central Area members will consider attending. For more information or questions, please contact me at lmoreho@lps.org or 402-436-1594.

Bright Lights: Summer Learning Adventures
Becky Rock, Communications Specialist, Bright Lights

Bright Lights Summer Learning Adventures will celebrate their 25th birthday this summer. Through Bright Lights, generations of elementary and middle school students are provided with unique, motivating, and hands-on learning opportunities in science, math, and the arts. Students have worked with quality teachers, played with their passions, and brought their dreams alive.

“The kids get so hooked into what they're doing at Bright Lights,” says veteran science teacher Carol Moravec, “I can hardly get them out of there. Whether it's looking in a microscope or at fingerprints, they get so involved in the activity that it seems like it's an 'aha' moment every day!”

The past 25 years of experiences at Bright Lights Summer Learning program has proven what some experts tells us, that 60% of high school seniors have already made the decision of what career path they want to follow. And the majority of these students found their path by the time they finished middle school.

Nebraska native, UNL Engineering graduate, and now New York City businessman Andy Malone is just one example. He credits Bright Lights with introducing him to his career. “Bright Lights gave me a good sense of what was in store both in engineering and in college. It definitely enhanced my interest.”

It’s because of Andy and many like him that Bright Lights offers over 100 half-day classes and full-day camps each year, some of which are held on college campuses in Lincoln. Summer 2011 at the University of Nebraska may include offerings such as: Engineering Day Camp, Mock Trial, Television Done Right, and 3D Animation & Virtual World Creation. All are filled with hands-on experiences intended to spark a lifetime of possibilities in engineering, law, technology, and journalism. Think lasers, robots, and scale-models.

Arne Duncan, US Secretary of Education, states: “I would love to get a lot more kids on college campuses. When I grew up, my dad was a college professor, and I was in that environment every day. You feel like you belong; you feel like that's a part of who you are.”

Dates for Summer 2011 are June 13-17, June 27-July 1, and July 11-15.

For more information on the Bright Lights program, visit http://www.brightlights.org
UNOPA Spring workshop

Tonda Humphress, Co-Director Career Development

As front line employees, we are used to juggling it all and coping with whatever situation comes our way on a daily basis. As University employees, we want to provide excellent customer service. But with all the stress, changing times and recent news reports, we may be considering how to do all of this and stay safe at the same time. UNOPA is pleased to offer a practical, interactive workshop for you, the front line employee, to help answer your questions and to support you in doing all that you do!

Our goal is to help you with the following specific areas:
- Diffusing difficult situations and keeping calm for safety's sake (specific examples of situations and how to handle them).
- Identifying high alert situations and individuals—when to be concerned.
- Customer service: responses to threats to self or others (minimizing risk) and helping someone who is emotionally distressed.

To better meet your needs, this workshop will be a dialogue, not a lecture. So, please bring your questions and comments and join in the dialogue/discussion on April 14, 2011!

Registration form will be posted on the UNOPA website: [http://unopa.unl.edu](http://unopa.unl.edu). Please contact the UNOPA Career Development Committee with any questions (Tonda Humphress, Co-chair, 402-472-3756 or thumphress1@unl.edu).

While the training offered by John will be terrific, the topic is a serious one so let’s balance that with some FUNdraising! UNOPA will have some fun baskets at the workshop for which you will be able to enter a raffle to win. These baskets will be a great way to treat yourself (you deserve it) or to surprise someone else (maybe they will share it with you). Proceeds from raffle baskets will first go to pay expenses for the workshop. Any remaining funds will be contributed to the Bradley Munn Professional Growth Fund. This fund provides reimbursements to UNOPA members for professional development activities, as well as bringing speakers to campus for UNOPA workshops. For more information on this fund and how you can receive reimbursement for your expenses, please see our website:

[http://unopa.unl.edu/membership/fund.shtml](http://unopa.unl.edu/membership/fund.shtml)

National Conference

Peg Johnson, NAEOP Liaison

WHO: You
WHAT: NAEOP conference
WHEN: July 18-22, 2011
WHERE: Charleston, SC

The website: [http://www.naeop.org](http://www.naeop.org)

Have you been to a National conference? If not, you need to go. If you have attended, you need to go again. Registration is open and early bird registration ends May 31st.

Are you working on your PSP? National conference offers several avenues to move you toward that goal:

1) Institute on Monday & Tuesday — earn either educational credit or in-service credit.
2) Briefings on Tuesday & Wednesday — earn PSP points.

Our own Lola Young will be presenting one of those briefings plus she will also be installed as President Elect.

Please let me know if you will be attending nationals. I will also need to know what days you will be in attendance so we can plan a small get-together.

Send an email to mjjohnson4@unl.edu.

Bradley Munn Professional Development Fund Update

Peg Johnson, Fund Director

Are you one of the 23 out of 110 UNOPA members that contributes to the Bradley Munn Professional Development Fund? If not, please consider becoming a contributor. If non-contributing members would donate $1.00 a month, our contributions would more than double. I will be delighted to send you a payroll deduction form.

Remember, this is your fund!

The next deadline for reimbursement of professional development activities or PSP is April 15, 2011.

Form is located at: [http://unopa.unl.edu/membership/fund.shtml](http://unopa.unl.edu/membership/fund.shtml)
Of course, we all majored in recognition skills at high school. Being positive comes as second nature to everybody and we never focus too much on faults. Unfortunately there the fairy tale must end. Complaining, it seems, is a much more developed skill than praising and many people find it difficult to be only positive. It is as if they can’t help themselves adding a crushing blow. Like Carolyn Burnham (Annette Bening) in “American Beauty” when she praises her daughter Jane (Thora Birch) for her cheerleading performance, she says, “I was watching you very closely, and you didn’t screw up once.”

Language
It is often said that, in communication, we get the response we deserve. Bear this in mind when you next ask for an additional task to be undertaken. Listen to the words that you use.

Do you apologize, saying: “I’m really sorry that I have to drop this on you.”

Do you antagonize, saying: “Whether you like it or not you’ll have to do this by 5 pm.”

Do you empathize, saying: “I know this is a pain, but it really needs to be done.”

Do you sympathize, saying: “Poor you! This extra work probably means overtime.”

...or do you enthuse, by saying: “Hey, you’re just the person who can help me! I need this urgent job to be done today, and I was thinking you’d be the best person to get it out accurately and on time.”

No prizes for guessing which approach gets a more energetic response. Enthusiasm breeds enthusiasm and if you can embed a few pieces of recognition in your request without sounding sarcastic you’ll stand a better chance of getting a motivated performance.

When you are actually praising someone, try to tell them how you feel. “It made me proud that I work for the same company when I saw you handling that complex customer problem,” means so much more than, “Good job, keep it up.” “I wish I had your comic timing. Your ability to make people laugh and feel motivated to get on with the toughest and most unpleasant of jobs leaves me in awe,” says more than, “I’m impressed, carry on, dude!”

Also make an attempt to acknowledge that you really did understand that the behavior was appropriate; “I was especially impressed when you offered to call them to update them on progress at the end of the day. That’s a great standard to work to.”

Managers can develop a crippling disability when they use language variously known as “verbal diarrhea,” “let me tell you what you mean” and “that’s not the way I’d do it.” As people climb the management ladder there is a tendency for them to lose the listening skill and to gain an add-on to their verbosity skills. This is not surprising as they are probably expected to talk for most of the day; however, when it comes to gathering information to promote informal recognition, keeping your ears open and your mouth shut is an essential skill.

—article written by Chris Herrmann and published by BoomerangAwards.com
Making Communication in the Workplace Effective

Why is it that, when so many businesses commit so many resources to internal communication, people always seem to say that communication in workplaces is a significant problem?

One reason is that too often we take “communication” for granted. After all, we know how to talk to people, don’t we?

In organization surveys (and also in exit interviews) employees frequently say that no one ever tells them anything or listens to them — but managers say in reply that they seem never to stop communicating with employees on important matters.

Poor communication — or perceptions of poor communication — can be directly linked to increased operating costs and reduced efficiency because of lower productivity of people, employee dissatisfaction, employee turnover, absenteeism, employee turnover, absenteeism, employee turnover, absenteeism, employee dissatisfaction, lower productivity of people, employee dissatisfaction, lower productivity of people, employee dissatisfaction, lower productivity of people.

In most cases, when people criticize communication in an organization, the concern is expressed in general terms such as “communication is bad” or “we are never given enough information.”

Such criticisms are hard to respond to and do not really identify specifically what the problem is with communication. (So the response is often to change nothing about the way communication is delivered — or of doing anything at all.)

The other reaction is to do more of what is already being done — thereby worsening the “problem.”

So what needs to happen?

As a first step, it is important to understand that communication is more than simply talking to people or giving information. There are a number of reasons why communication may not be effective. To apply a “generic fix” or to make changes to address the wrong cause of the breakdown will, in all probability, deliver an outcome that is not greatly improved. Consider these four areas in which communication may fail to be effective.

Style and Method: Just as people learn in different ways, people absorb communication in a variety of ways. So, it is important to ensure that the “style” of communication is varied to ensure that everyone will understand the message.

At its most basic level, consider presenting important information in pictures, spoken and written. Make sure that, as often as possible, your message is “two way.” There must be an opportunity for questions, discussion and clarification of the key issues. Messages, emails or notices are more likely to be misunderstood, misplaced or simply not read.

Content: Be sure that what you are communicating has the right level of detail and is expressed in a way that the audience will understand. Too much detail will cause some people to switch off but too little detail may give the impression that there is something being hidden or avoided. Using language that people understand, for example, means that any jargon used is understood by everyone and complex language and words are kept to a minimum.

Timing and Frequency: Many organizations fall into the trap of communicating too often or too rarely with their employees. Getting the balance right is a matter of having a clear purpose of each communication and keeping to commitments rather than just a schedule. It is also important not to save important communications with employees until the end of the day or shift or until the end of the week. The chances of a focused and interested audience are, predictably, quite small.

Skills: Make sure that the people who are delivering the communication have the skills to get the message across—including good written communication skills, good presentation skills, or good group facilitation skills.

The outcome of your assessment: An assessment of the effectiveness of these aspects of communication between management and employees can help you to understand why communication is not as effective as it could be and should provide some clear signposts for action or redress the problems.

Out of that assessment you should have some practical information on the key strengths of existing communication methods, the areas of communication that are not working well, and the types of communication that will be more effective.

When you have information like this about the communication in your organization you can then develop a communication plan to improve the effectiveness of communication between management and the workforce.

Finally, be prepared to innovate in your communication. Doing the same thing year-in and year-out may not be delivering you the best results.

—by Simon Osborne, Director of Practical Workplace Strategies.

National Procrastination Week

March 7-13, 2011, is National Procrastination Week. If you are having trouble completing projects or getting motivated here are some quick tips that may come in handy.

The 4 Why’s of Your Procrastination. The four most common reasons we put things off.

1. We think it’s difficult. When the task seems hard to do, we naturally avoid it in favor of something easy. This explains why so many taxpayers wait until April 14 to get down to business.

2. We think it’s time consuming. With our time always in short supply, something that seems ready to gobble large blocks of time is going to be set aside. “We’ll have more time on the weekends,” we say, “so we’ll tackle it then.”

3. We think we don’t know enough. Few people like to make mistakes, so instead of taking real action we turn to study and research. We keep learning more (from the safety of home) until we feel safe to start. Then, when we feel ready . . . we learn some more.

4. We think people will judge us. Engineers don’t get engineer’s block, accountants don’t get accountant’s block. But writers? Oh, they get blocked.

And one possible reason is fear of getting criticized. Because they worry so much about what people will think, they put off writing, or, worse, work themselves into a lather that we call writer’s block.

What Can You Do? The solution? As simple as it sounds, just tell yourself the opposite. We talk to ourselves—a lot. Often it’s everyday chatter about what we’re going to do or what you would have said to that nasty grocery store clerk if given a second chance. But we also talk ourselves into procrastination. When a task or chore or goal pops into our heads, we often run through one or more of the common traps above. We convince ourselves, even before starting, that it’s going to be hard, or time consuming, or mistake prone, or judged.

That’s why a new conversation—a controlled conversation—is so helpful.

You can stop the problem before it has a chance to kick in. The next time you have to do something, consciously tell yourself:

1. It’s not hard.
2. It won’t take that long.
3. I’m sure I can do it, or at least learn as I go.
4. No one really cares about what I’m doing; they’re worried about their own problems.

—article written by Jason M. Grcia, Founder & President of Motivation 123 and author, Shifting Balance
Calendar of Events

March
1  Board Meeting
4  Rose Frolik Award deadline
7-13 National Procrastination Week
8  General Meeting — Speaker: Justin Solomon, ASUN President
11 Deadline for UNOPA Notes
13 Daylight Savings Time
17 St. Patrick’s Day
18-20 Central Area Retreat, Columbia, Missouri
22 PSP Workshop, Speaker: Kim Ratz, 1:00-4:30 p.m., City Union
29 UAAD Workshop, Speaker: Dr. Paula Wells, 1:30-4:30 p.m., City Union
29 Money 101, 12:00-2:00 p.m., East Union
30 Money 101, 3:00-5:00 p.m., City Union

April
2  PSP Luncheon, Speaker: Michael Hoff, 10:30 a.m.-1:30 p.m. Vine Congregational Church
5  Board Meeting
12 General Meeting — Frolik Award Presentation & Past Presidents Luncheon
14 UNOPA Spring Workshop, Speaker: John Goldrich, 2:30-5:00 p.m., East Union
15 Deadline for UNOPA Notes and Bradley Munn Reimbursement
24 Easter
28-29 NEOPA Spring Conference, SECC Continuing Education Center, 310 S. 68th

UNOPA Notes
University of Nebraska-Lincoln
P.O. Box 880541
Lincoln, NE 68588-0541
Gretchen Walker, Editor
gwalker1@unl.edu

Address Corrections to:
Jan Wassenberg
jwassenberg1@unl.edu

We’ve gone green!
Find this newsletter on the Web.

http://unopa.unl.edu