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50th Year

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Editor: Tim Burgner #451

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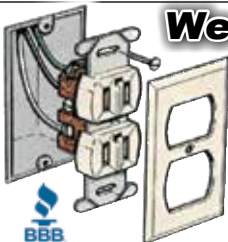
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Try this uncommon career advice

Read enough self-help books, and you'll run across a lot of the same repetitive career advice: Work hard, be helpful, go the extra mile. If you're already doing this, and want to add oomph into your career, consider this advice from the Fast Track Promotion website:

- **Develop your emotional maturity.** Focus on staying calm no matter what happens at work. Treat everyone with respect. Learn to choose your words carefully—and more important, recognize when it's best not to speak at all.
- **Negotiate in good faith.** Find out what the other person wants, and work toward a mutually satisfying agreement instead of one with winners and losers. In other words, seek solutions, not victories. Negotiate as if you're both on the same side.
- **Shift your point of view.** Support your organization's goals, not your own. When you make a decision, ask yourself whether it's one your manager or CEO would make. If not, reconsider your priorities.
- **Provide real value.** Instead of just doing your job, find out how your work supports your organization's objectives, and then give a little extra to help your it thrive. Talk to your manager about what you've done and what you can do to add to the organization's success.
- **Listen to feedback.** Praise is fun to receive, but often we learn most from criticism. Make a point of listening to and considering other people's points of view, and incorporating their feedback into your performance. You'll show that you're a team player committed to improvement.



Don't be afraid to ask for help

Many people avoid asking for advice from fear of being seen as ignorant or incompetent. But soliciting guidance from others can show that you're open to new ideas and focused on success. Here's how to ask for help and look good doing it:

- **Be sure you really need help it.** Don't interrupt a colleague for something you can figure out on your own with a little more time and effort. Save requests for problems that are truly difficult to solve.
- **Ask the right person.** Identify the person who can really help you. You'll irritate your co-workers by asking for help on something that's outside their area of expertise.
- **Be direct.** Don't beat around the bush when you need assistance. If you don't know the person, introduce yourself and explain why you think he or she is best person to help you out. Most people are happy to lend a hand, and they'll feel flattered that you think highly of their skills.



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Monthly

Financial Literacy Month. With taxes due, this may be a good time to learn more about good financial practices. Are you ready to accept responsibility for changing your financial situation? Do you believe that you can and will change the way you make financial decisions? If so, it's time to start.

Month of the Military Child. More than 2 million children in grades K-12 have parents who are serving in our military. Make a difference in the life of a military child by seeking out opportunities to acknowledge their sacrifice, volunteering for organizations that support them, and recognizing their contribution to the nation.

National Autism Awareness Month. A nationwide effort to promote autism awareness, inclusion, and self-determination for all and to ensure that each person on the autism spectrum is provided the opportunity to achieve the highest possible quality of life.

National Garden Month. Gardening grows fun for the whole family. Whether you're digging in the dirt, enjoying the magic of a small seed transforming into a beautiful flower, or observing the bugs, birds, and butterflies, gardening is a delightful way to celebrate the coming of spring.



Weekly

National Robotics Week, Apr. 4-12. The purpose of National Robotics Week is to celebrate the United States as a leader in robotics technology development, educate the public about how robotics technology impacts society, and advocate for increased funding for robotics technology research and development.

Animal Control Officer Appreciation Week, Apr. 12-18. This week recognizes the hard-working men and women who risk their lives and devote huge amounts of personal time and resources while serving the public and helping animals when no one else can.

National Environmental Education Week, Apr. 19-23. The nation's largest celebration of environmental education, EE Week reaches hundreds of thousands of students and educators across the United States with non-biased, high-quality, environmental education materials grounded in accurate, timely scientific information and tied to local, state, and national learning standards.

National Pet ID Week, Apr. 17-23. Collars and tags are a reliable way to identify your pets should they become lost. Make sure your dog, cat, or other animal friend always wears a current identification tag. Pet supply catalogs, stores, veterinary offices, and animal shelters often have forms to order ID tags.





Lead your team on the path to innovation

When you're leading a team focused on innovation, you want to spark creative thinking in every member. Try these strategies used by successful leaders in every industry:

- **Build a community.** Look inside and outside your organization for enthusiastic, imaginative thinkers. Use your network to recruit people to your team, brainstorm ideas, test prototypes, and critique results.
- **Experiment.** Don't put all your eggs into one basket. When you come up with an interesting idea, test it on a small scale first. Encourage lots of experiments to find one or two that produce excellent results.
- **Tell stories.** Charts and data aren't very inspiring. To get creative juices flowing, share stories about people and problems. Find out what your customers want and what solutions would make them smile. Recount flashes of genius from the past. You'll get people thinking about the possibilities instead of the obstacles.



Get out of the paralyzing 'I'm not creative' rut

Some people seem to be naturally creative. If you're not one of them, don't fall into the trap of thinking you'll never have an original idea or find an ingenious solution. Try these tips for overcoming a negative mindset:

- **Question your attitude.** The first step in getting unstuck is believing you can do it. Start by asking yourself, "Why do I feel uncreative?" You may discover that your belief is based on mistaken assumptions about your capabilities.
- **Ask "What if?"** Let go of the need to craft a perfect solution right away. Examine the problem from different angles and look for new possibilities without regard to what's easy or practical. Asking, "What if I did this?" can unlock a stream of fresh ideas.
- **Hold onto your momentum.** Don't stop generating ideas too quickly. Once you're on a roll, keep going until you have plenty of options to choose from. First ideas don't always work, and you may be able to combine aspects of different solutions to come up with something new that will dazzle everyone.



Quotes:



Creative confidence is about believing in your ability to create change in the world around you.
—Tom and David Kelley

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Ancient astronomers tracked the skies

Astronomers haven't always used computers and satellites to study the heavens. A sheet of papyrus some 3,200 years old shows that ancient Egyptians watched the stars with their naked eyes almost as closely as today's experts.

The papyrus, purchased from an antiquities dealer by the Egyptian Museum of Cairo in 1943, identified unlucky and lucky days and sought to predict events and comment on the Egyptian gods. Ancient astronomers kept close track of Algol, a variable star whose brightness changes due to its binary nature. Algol represented the god Horus in Egyptian mythology, reflecting divinity and kingship. Star watchers noted the phases of Algol every 2.85 days.



According to the Sci-News website, the dating of the papyrus also shows that variable stars were discovered by human observers earlier than previously thought. Mira, the first variable star reported, was discovered by Fabricius in 1596.

The shark bites, but it can also sniff out direction

Scientists have long been puzzled by the question of how sharks navigate long distances through the ocean in a straight path. A study published in the journal *PLOS ONE* suggests that sharks use their ability to sniff out chemical changes in the water to find the right direction.

Scientists tested their hypothesis by capturing 26 leopard sharks off the coast of California and releasing them 6 miles from shore. Some of the sharks had their sense of smell temporarily disabled with balls of cotton soaked with petroleum. The researchers were also careful to avoid letting the sharks pick up any other clues—visual, geomagnetic, or chemical—during transport.



The sharks able to smell ended up 62.6 percent closer to the shore after 4 hours, swimming in relatively straight paths. The sharks with an impaired ability to smell ended up just 37.2 percent closer to shore, and tended to swim in less direct paths.

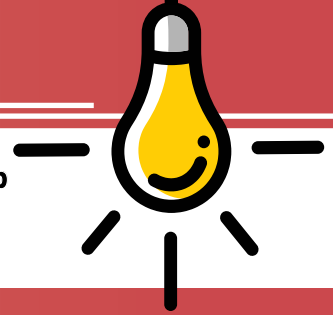
Some of those sharks did eventually find their way back, though, suggesting that even without the ability to smell, they were able to follow the sound of waves crashing on the shore or rely on geomagnetic guidance.

Quotes:

To raise new questions, new possibilities, to regard old problems from a new angle, requires creative imagination and marks real advance in science.
—Albert Einstein

april

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5	6	
Easter		
12	13	
19	20	
26	27	

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Tuesday	Wednesday	Thursday	Friday	Saturday																																																	
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Google answers your health questions

People turn to Google for all kinds of information. Health is always a concern, so naturally the search engine fields a lot of questions about diseases and symptoms of illness. Take a look at some of the top health-related inquiries people typed into the Google search bar in 2015 (as reported on the CNN website):



- **“Is bronchitis contagious?”** Answer: Maybe, if it’s the result of a bacterial infection.
- **“Is pneumonia contagious?”** Answer: It can be, because most cases of pneumonia are caused by bacteria.
- **“How much water should I drink per day?”** Answer: About half as many fluid ounces as your weight in pounds. For example, if you weigh 140 pounds, you should be drinking about 70 fluid ounces per day (nine cups), although factors like heat, exercise, pregnancy, and other considerations should be taken into account.
- **“How many calories should I consume?”** Answer: Check with a dietician to get advice tailored to your physical needs.
- **“What is Lupus?”** Answer: Lupus is a chronic autoimmune disease. Symptoms include headaches, fatigue, joint pain, fever, and rashes.

Watch for signs of mold allergy

Mold can grow anywhere, and if you’re allergic, it can lead to major health issues. Stay alert to these signs of a potential mold allergy:

- Runny or stuffy nose
- Excessive sneezing
- Frequent coughing or wheezing
- Itchy throat, ears, or eyes
- Trouble breathing



Quotes:

Healing is a biological process, not an art. It is as much a function of the living organism as respiration, digestion, circulation, excretion, cell proliferation, or nerve activity.
—Herbert M. Shelton





Get in the habit of good health

Maintaining your health is a lifetime project. Stay in good shape and maintain a proper weight by cultivating these healthy habits:

- **Keep a food diary.** Record what you eat, how much, what time you ate, and why you ate it. This can help you detect trends affecting your weight, health, and mood.
- **Keep an activity diary.** Keep track of your exercise routine, as well as how much and how often you walk or engage in other physical activities. Try to add a little more exercise every week.
- **Prepare to exercise.** Get out your workout clothes at night before going to bed. This will remind you to exercise and eliminate one excuse for skipping it.
- **Set concrete goals.** Decide what you want to achieve healthwise: Work out three times a week, limit sodas to one per weekend, or whatever seems realistic but worthwhile.
- **Shop smart.** Don't go to the grocery store when you're hungry or tired. Make a list of nutritious choices and stick to it, resisting the urge to grab high-calorie snacks as you wander through the aisles.



Slow down to eat less

Eating too fast can lead to eating too much. But when you're busy, the temptation to cram a meal down your throat may be overwhelming. Here's how to slow down and savor every bite:

- **Stop multitasking.** Don't try to eat while you're working, texting, or doing anything else. Turn off your devices and focus on your meal. You'll have a better sense of how much you're eating and how full you feel.
- **Sit down.** Eating over the sink or grazing while you search the refrigerator may result in consuming more unneeded calories. Set the table and put your portions on a plate to keep control of how much food you're really eating.
- **Chew slowly.** Count each bite as you chew your food, and aim for about 20 seconds of chewing for each mouthful. You'll force yourself to slow down, and your food will be digested more easily.



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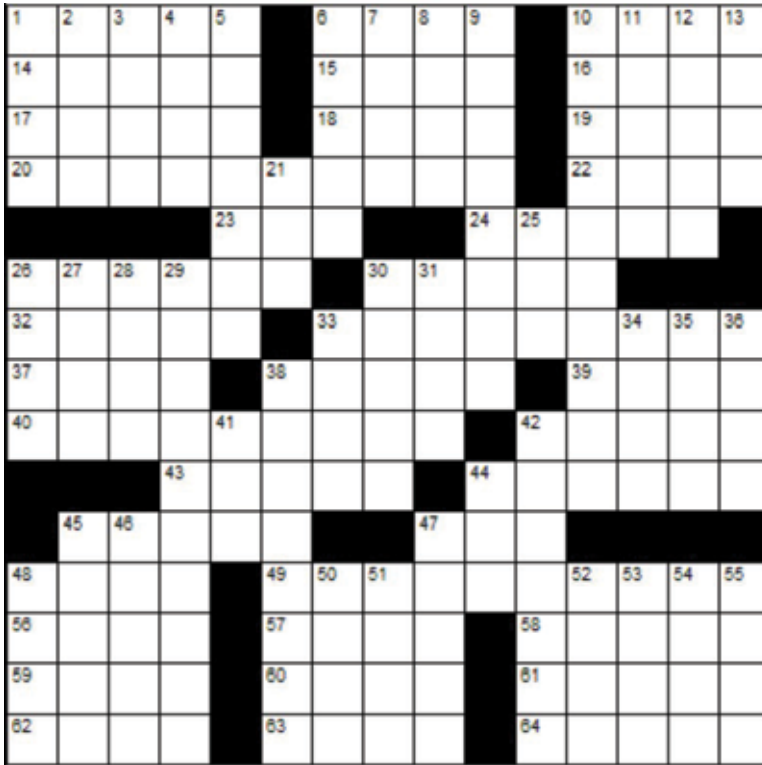
18



18



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1. Adhesive
6. Ice hockey disk
10. Bog
14. Female egg organ
15. Metal used in steel
16. Decorated, as a cake
17. Spooky
18. Being
19. Fifty-three in Roman numerals
20. One of three copies
22. Advanced
23. Night before
24. Couples
26. Fancy
30. Domain
32. Leases
33. Mustache style
37. Poi source
38. Dispatches
39. Domestic
40. Cabinetries
42. Nickel or steel
43. Diversions
44. Ribald
45. Parenthetical comment
47. Circle fragment
48. Not fatty
49. Bestride
56. Sea eagle
57. Black-and-white cookie
58. Vast
59. Assists
60. Found on rotary phones
61. Swift
62. Lock openers
63. Scream
64. File

DOWN

1. He writes in stanzas
2. Affirm
3. Indian dress
4. Voyage
5. Unseeing
6. Fragment
7. Celestial bear
8. Price
9. Sometimes used by gardeners
10. 10 to the centimeter
11. More aloof
12. Harnesses
13. Rewrite
21. Climbing vine
25. Ever last one
26. Illustrated
27. Overhaul
28. Prefix meaning "Within"
29. Stuffiness
30. Positions in a social hierarchy
31. Terminates
33. In this location
34. Matted cotton for stuffing
35. Asian nurse
36. Depend upon
38. Any unspecified person
41. Roll of bills
42. Gruesome
44. Be mistaken
45. Eagle's home
46. Like most beaches
47. Coral reef
48. Fluid escape
50. One of the Great Lakes
51. Marine mammal
52. Small amount
53. Blockhead
54. Den
55. Countercurrent



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Moonlighting strong in the U.S.

Moonlight is romantic, but moonlighting at a second job is a different story. The Bureau of Labor Statistics says that about 7.39 million Americans held more than one job in November 2015. Moonlighting has risen and dipped over the years, from 6.5 percent of working Americans in November 1996 to 5.6 percent during the recession that started in 2008.

Women tend to be more likely to hold two or more jobs—5.5 percent of working women, compared with 4.7 percent of working men. Among younger workers ages 20-24, 5.8 percent worked multiple jobs in 2014, compared with 4.4 percent of workers 55 years or older.

Almost 90 percent of today’s moonlighters plan to keep working two or more jobs during 2016. A survey cited by the *U.S. News & World Report* website found that although some are dealing with changing family situations or exploring other careers, more than half maintain a second job in order to meet living expenses.



Tech sector rates highly within the U.S.

We may complain about texting, “listicles,” and viruses, but most people actually have pretty positive opinions about technology. A survey by IT staffing organization Modis, for example, found that 61 percent of us consider the U.S. to be a global leader in tech, a trend that 79 percent think will continue for at least the next five years. And 94 percent believe that technology education is the most important factor in sustaining U.S. leadership in the tech industry.

With 19.8 million people working in the technology sector today (a figure expected to rise 1.8 percent a year), tech jobs are highly sought after. Seventy-four percent of respondents in the Modis survey think that tech jobs are more lucrative than those in other fields. Money isn’t the only consideration, though: Flexible hours are drawing workers to the field (50 percent consider this a valuable benefit) along with the unlimited vacation time offered by some organizations (named by 21 percent).



Quotes:

God made the integers; all the rest is the work of Man.
—Leopold Kronecker

They are simply numbers and cannot thus be right or wrong.
—Neil Gaiman



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Assess the risk before taking on the assignment

Carelessness is the cause of many accidents at work and at home, and one cause of carelessness is misunderstanding the risks involved in the tasks you carry out. Be on the lookout for these potential pitfalls:



- **Overestimating your abilities.** Performing a task once or twice may not really provide the experience to do it safely. Make sure you have the proper training and tools, and get help if it's necessary.
- **Taking shortcuts.** You may think that because you've done a job for a long time, you can take shortcuts to speed your work. Don't get complacent about safety measures when you undertake any sort of risky task.
- **Overconfidence in equipment.** The proper tools are important, and keeping them in good shape is vital. Check on all equipment before starting a job to ensure that it's in good repair and capable of holding up under stress.
- **Depending on rescue.** Sometimes people assume that if an accident happens, a co-worker or friend can just call 911 and make everything all right. Remember that small problems can snowball while you're waiting for assistance. You may suffer serious injury before anyone can show up to help.
- **Poor role models.** A manager or co-worker may skip safety measures, but that doesn't make it right. Take responsibility for your own welfare in everything you do, and don't take chances even if other people do.

Hold to these safety standards



The Occupational Safety and Health Act requires employers to provide a safe workplace for their employees. Although many OSHA regulations target specific industries, they're good rules for any organization that wants to ensure the safety and health of its workforce. Here are a few general areas to monitor:

- **Injuries and illnesses.** Document and report occupational injuries and fatalities, as well as work-related illnesses.
- **Walking and working surfaces.** Your hallways, workspaces, storage rooms, and other areas should be kept clean, organized, and sanitary. Stairs must have railings.
- **Exits.** Employees should have a clear, safe means of getting out of your workplace in the event of an emergency.





April Word Search



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averse
bells
boost
bottom
bread
burst
compare

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credit
crisp
diary
doll
drunk
electricity
filter

flume
grand
lonely
meek
normally
observation
prose
raid

rent
revere
scene
sequestration
shallow
sore
teen
threat

tote
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tribe
trifling
weave
were
year



The older you get, the safer you work?

Are older workers less prone to accidents and injuries? Data from the Bureau of Labor Statistics show that in 2014, workers 65 or older suffered fatal injuries at a rate of 94.2 per 10,000 employees. That’s lower than the total rate, 107.1 for all workforce populations, as well as the lowest rate of any other age group.

Take a look at these specific types of workplace fatalities among different age groups in 2014:

Injury	Total injuries	Workers 65 or older
Transportation accidents	1,891	678
Workplace violence	749	188
Equipment/object contact	708	246
Slips, trips, and falls	793	379
Toxic exposure	390	91
Fires/explosions	137	34



Keep a cool head if shooting erupts

Workplace shootings are terrifying news, but you can take steps to protect yourself in the event of gunfire in the office. Stay safe with these tips:

- **Be aware of your surroundings.** Tell operators exactly where you are in your workplace so police officers and other responders know to watch for you.
- **Describe the assailant.** The more information you can provide about the shooter’s location and appearance, the more easily police can apprehend him or her safely and keep you out of the line of fire.
- **Stay on the line.** Don’t call and hang up. Keep talking so you can give the 911 operator complete information about what’s going on.



Quotes:

We’re our own dragons as well as our own heroes, and we have to rescue ourselves from ourselves.
—Tom Robbins

Safety’s just danger out of place.
—Harry Connick Jr.





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