



THE SUCCESS STORY

THE ROAD TO SELF SUFFICIENCY



Judy Hemness

Judy began working at Red Lobster in 2012. She is a very steady & dependable employee. The quality of her work is consistently good.

Judy has a very strong work ethic and is very proud of the work that she does. She has a long work history, with previous employment

experience at the Bingo Palace, Grand Forks AFB and the Arc Recycling Center.

Judy has received support from Success Unlimited since 1991.

Judy is a very active member of her church and participates in their weekly Bible studies.

She enjoys spending time with friends, going out to eat & getting her hair done.

Judy's cat, *Missy*, is the 'love of her life'.



GOAL SETTING

Think about what is important to you and identify those areas of your life that are the *most* important. Don't limit yourself by your fears, lack of money or a lack of time - clarify a vision and develop goal setting plans for each area of your life. Do you want to spend more quality time with your family? Do you want to learn something new or become an expert in a particular area? What new skills do you want to acquire? Do you want to lose weight or become more fit? Do you want to maintain a positive mindset? What type of job do you want to work in? What skills do you want to learn for your job? What sort of money do you want to earn? Whether you choose a career goal, a fitness goal or a personal goal, try to identify how you can make your goal SMART. Prioritize your goals. Enthusiasm for goal setting is great - but sometimes enthusiasm can mean that you set too many goals. This can spread you too thin and result in not achieving any of your important goals! Too many goals can be a distraction and take your focus away from what is important to you. Practice setting SMART goals to maximize goal setting success.

Goal setting focuses on your personal values and what is important to you. If your personal values do not match up with your long-term goals, then your goals are less meaningful for you and you will be less likely to commit to them. With commitment and the right goal setting plan you can achieve more than you dreamed of!

Create S.M.A.R.T. Goals



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Haman's Highlights



Hello! My name is Lynn Haman. I surf the worldwide web to find the dirtiest, stinkiest jobs, just to make sure you, no we, the common men and women, feel a little better about our jobs. Haman's Highlights brings you just another reason to love your job:

Breath odor evaluator — Job description: Sniff morning breath, coffee breath, garlic breath, etc. Rate breath. Stinky subject then uses breath freshening product. Odor-evaluator sniffs breath again and rates it a second time.

Oh man, now that's a stinky job! After hearing that, mopping floors sounds like a million dollar job to me!

Success-Ability

What is Self-Advocacy? Self-advocacy is a movement, not a program.

“Speaking up for yourself” - “Making your voice heard” - “Exercising rights and being treated fairly”
“Being able to do things on your own without depending on others”

Success-Ability was the name chosen for the peer support group at the June, 2013 meeting. This group has discussed issues people with disabilities may face, such as dating, traveling, seeing family and friends, shopping, doing fun things in the community and also the overwhelming feelings regarding job security. The most pervasive concern is the availability of accessible & affordable transportation, as that impacts so many areas of people's lives. The group identified that it's important to have good support from family, staff or friends who can help when needing to get to places that aren't accessible with public transportation.

Job issues and concerns about job security can be overwhelming with concerns expressed that if you can't make it to work or if you are not getting the job done fast enough that you won't have a job anymore. Some tips that were given to help with job security are to find what works best to be able to get the job done in the time required and to be proud of the work you do. Maintain good communication with your employer at all times so they know what's going on and don't be afraid to ask questions or to ask for help.

Getting along with co-workers was also a topic of conversation & tips were shared about resolving issues by asking your employer to have you and your coworker discuss the problems together, so issues are dealt with right away, and to look for solutions for problems so you can get along better, rather than going behind anyone's back.



Dale Bergman, CAT Superintendent, was the guest speaker at the November meeting. He discussed transportation issues and changes to the bus system and brought new route maps and rider's guides for everyone.

Topics to be discussed at future meetings are transportation, communication, accommodations and accessibility.

To succeed in life, you need three things: a wishbone, a backbone and a funny bone.

~ Reba McEntire

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UPCOMING COMMUNITY EVENTS



Christmas in the Park
Lincoln Park
November 29 - December 31, 2013

"Winter wUNDERland"
Saturday Dec 7, 2013 at 7pm
Chester Fritz Auditorium
This holiday extravaganza will feature
more than 250 of UND's finest musicians



Welcome to the Work Force



Jacob Birch
Employed at
Altru Health System



Trevor Bratvold
Employed at
UND Wellness Center



Brittney Fisk
Employed at
Parkwood Place



Andrew Jerome
Employed at
Big Sioux Café



Jecky Oulare
Employed at
Altru Health System



Check out our website at

www.successunlimitedinc.org

for links to job information



From the Desk of Tanja Kapinos, CEO

We all know what advocacy is – right? According to Merriam-Webster Online Dictionary, advocacy is “the act or process of supporting a cause or proposal”. We have all done it at some point or another in our lives – especially when dealing with vulnerable individuals, who often don’t know how to or are unable to advocate, or stand up for, themselves. Advocacy is always a good thing, but my question is... are you really truly advocating, or are you possibly “bullying” or causing someone to become dependent on you? It’s a fine line, but it’s there. In employment settings, there are rules that every employee must follow. For instance, asking for time off. Generally speaking, employers might require a written request for time off 2 weeks in advance. This rule applies to everyone, not just employees without a disability. If a person with a disability submits a request too late, are you truly advocating for that person if you are calling the employer and trying to work every angle to get that request approved even though it’s already been denied? Or... are you being a bit of a bully? And on the other side of the coin, employers usually have expectations that you, yourself, call in to work, if you are too sick to go in. This is part of being a responsible employee – disability or not. If you try to “advocate” for someone by making those calls for them, as opposed to supporting them to make the calls themselves, are you truly being an advocate? Or... are you simply taking a bit of independence away from a fully capable individual? Everyone needs an advocate at some point in their life, but when the need arises, please remember to think responsibly, fairly, and always keep the best interests of the individual in mind. Be a true advocate!

To get more information on support services provided by Success Unlimited
or to schedule a speaker for your event
Contact Tanja at
701.775.3356 Ext 206



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**Employment Support Services
for People with Disabilities**

Administrative Office Hours
Monday-Thursday 7:00am-5:30pm
Telephone - 701.775.3356



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