



The Success Story

The Road to Self Sufficiency



Nathan Keller

Nathan began working for UND Dining Services as a dishwasher in December of 2013. He has been very reliable and enjoys his job very much—especially his coworkers. He has learned other tasks, as well, and takes pride in keeping his dish area clean and straightened up. Nathan is very sociable and is easy to get along with!

When he is not working, he enjoys hanging out with his friends, going fishing and spending time with his family. He likes working out at the YMCA or Choice Fitness Center, where he spends most of his time on the treadmill or working out with weights.

*“Once a person is determined to help themselves, there is nothing that can stop them.”
~Nelson Mandela*

CHALLENGE ACCEPTED



SUCCESS WORKS VENDOR/CRAFT SHOW FUNDRAISER

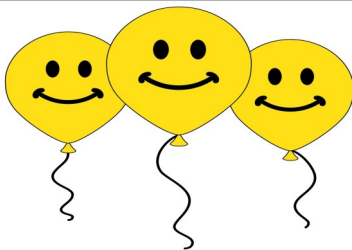
Success Unlimited would like to extend our thanks to all the vendors and crafters who participated in our fundraising event on April 25th. Thanks, also, to the East Grand Forks American Legion for the use of their space and to all of the wonderful people who came out to support the event. Hope to see you again in October!



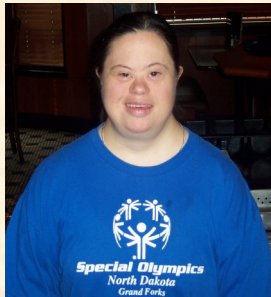
TOP WAYS TO BE HAPPY AT WORK

Many people out there are searching for the “perfect job,” but what they don’t realize is they already have the perfect job and are not doing the things they need to do to be able to recognize it. Let’s find out some of those tips to finding happiness at work, coming from an article written by Susan M. Heathfield, a Human Resources Expert, for About.com.

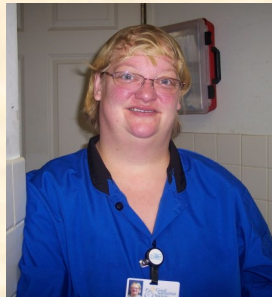
1. **Choose to Be Happy at Work** - Happiness is largely a choice. I can hear many of you arguing with me, but it's true. You can choose to be happy at work. Sound simple? Yes. But, simplicity is often profoundly difficult to put into action. I wish all of you had the best employer in the world, but, face it, you may not. So, think positively about your work. Dwell on the aspects of your work you like. Avoid negative people and gossip. Find coworkers you like and enjoy and spend your time with them. Your choices at work largely define your experience. You can choose to be happy at work.
2. **Do Something You Love Every Single Day** - You may or may not love your current job and you may or may not believe that you can find something in your current job to love, but you can. Trust me. Take a look at yourself, your skills and interests, and find something that you can enjoy doing every day. If you do something you love every single day, your current job won't seem so bad.
3. **Take Charge of Your Own Professional and Personal Development** - A young employee complained to me recently that she wanted to change jobs because her boss was not doing enough to help her develop professionally. I asked her whom she thought was the person most interested in her development. The answer, of course, was her. Take charge of your own growth; ask for specific and meaningful help from your boss. Offer to learn new tasks.... Just jump right in and start doing them without being asked.... You have the most to gain from growing - and the most to lose, if you stand still.
4. **Take Responsibility for Knowing What Is Happening at Work** - People complain to me daily that they don't receive enough communication and information about what is happening with their company. Passive vessels, they wait for the boss to fill them up with knowledge and information, but a lot of times, it doesn't flow freely. Seek out the information you need to work effectively and ask questions when you feel like you're in the dark. You are ultimately in charge of the information you receive.
5. **Ask for Feedback on Your Performance** - Sometimes it is hard to gauge your work performance—especially the view others have of it. You may think you're doing well, but someone else, namely your boss, may see it differently. Don't be afraid to ask for feedback, because if you truly believe you are doing well and you're not, you will more than likely be blindsided. If someone offers you feedback, and it seems reasonable, consider implementing it. On the other hand, though, don't ask too frequently, because this can show a lack of confidence and some bosses equate lack of confidence with weak performance.
6. **Avoid Negativity** - Choosing to be happy at work means avoiding negative conversations, gossip, and unhappy people as much as possible. No matter how positively you feel, negative people have a profound impact on your psyche. Don't let the negative Neds and Nellies bring you down.
7. **Make Friends** - In their landmark book, *First, Break All The Rules: What the World's Greatest Managers Do Differently*, Marcus Buckingham and Curt Coffman list twelve important questions. When employees answered these questions positively, their responses were true indicators of whether people were happy and motivated at work. One of these key questions was, "Do you have a best friend at work?" "Liking and enjoying your coworkers are hallmarks of a positive, happy work experience. Take time to get to know them. You might actually like and enjoy them. Your network provides support, resources, sharing, and caring.



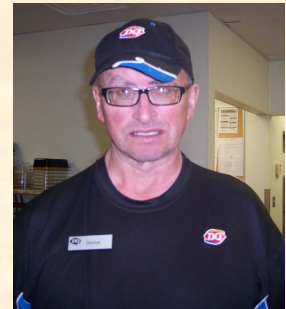
Welcome to the Work Force



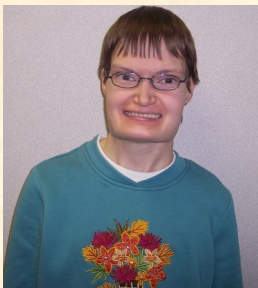
**Mary Jo Esslinger
Employed at
The Green Mill**



**Amanda Evanko
Employed at
Good Samaritan
Nursing Home**



**Don Frasier
Employed at
Dairy Queen**



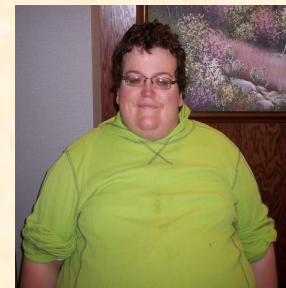
**Ashley Grabowski
Employed at
Achieve Fitness**



**Gary Lipp
Employed at
Dollar Tree**



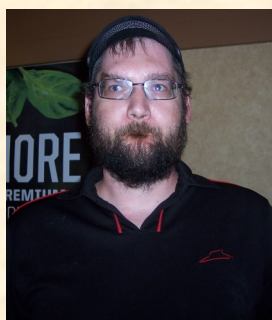
**Wayne Lundby
Employed at
Gordman's**



**Gavin McGregor
Employed at the
Success Unlimited
Office**



**Josh Opp-Sparks
Employed at
Culvers**



**Jake Pesek
Employed at
Pizza Hut**



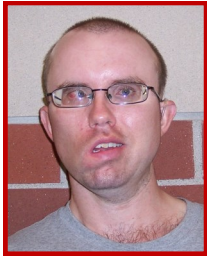
**Myles Stillman
Employed at
Douglas Place**

****We are pleased to announce that, in addition to those people shown, another individual was hired by Valley Car Wash!**

The Success Story

Haman's Highlights

Good day, everyone! Haman's Highlights brings you "Words of Wisdom".



Communication is the key to a successful working environment.

Are you confused and frustrated with your job? The answer is to communicate... talk to your job coach and let them know how you feel and what you really want. That is the key to a healthy working environment. Not only will you be a happier with your job, but your coach will, too.

Here is a little fictional story I wrote to let you all know how important helping other people is:

A long time ago, there was a young man named Ted. He had nowhere to go... no will in life. He worked in a small diner, not enjoying life. One day, he went out of his way to help a lady, not knowing who she was. They made small talk and the lady got to know Ted. Watching Ted get around, she thought he would be accepted into the housing program. She helped him find an apartment. Ted was speechless. As life went on, Ted helped more people and was introduced to great jobs and people. Today Ted is motivated, well-respected and lives life to the fullest. The point of the story is help people – go out of your way and help, and help will be given to you, in turn.

Have a nice day! ~Lynn~

We would like to extend our sincere thanks to *The Little Sweet Shop*, located in the "Castle" building at 205 North Washington Street. We were randomly chosen as one of two non-profits to be recipients of their Root Beer Float fundraiser for the month of June. Along with Prairie Harvest Mental Health, we split the proceeds of all root beer floats sold in the month of June. Thank you very much, *Little Sweet Shop*, for your generosity!



Guidelines to be considered for the fund raiser include being in the GF/EGF area, to include cities within a 30 mile radius and you must be an active non-profit agency.

In a single year, the Little Sweet Shop will be able to give to 24 local charities and/or causes.



Success-Ability

Our newly-revised Success-Ability group is off to a great start! We have had some really great turn outs at the last 2 meetings. Numbers have jumped from just a couple of attendees to anywhere between 10-15 people! Everyone enjoyed learning about *Winter Safety* while playing a *Family Feud* style game during the January meeting. In April, we played Nutrition Bingo and learned about the food groups, portion sizes and healthy food choices. Please join us for our upcoming group on Tuesday, July 21st from 3-4:30pm, where we will play the ever popular *Family Feud* and learn about *Summer Safety*. If you attend, you are guaranteed to be in for some fun activities that will teach us all how take care of ourselves in the in the summer. Hope to see you all there! As always, refreshments will be served.

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2015 Employee Anniversaries

THANK YOU

Margaret Rising	February 8th	4 years
Kathy Bjornstad	February 23rd	6 years
Barb Thompson	March 19th	8 years
Robert Fladeland	May 5th	16 years
Jim Hance	May 14th	18 years
Tanja Kapinos	June 7th	9 years



*“All Roads That Lead To Success
Have To Pass Through Hard Work Boulevard
At Some Point”*

Congratulations to Rory Chmielewski on his Retirement and to Gloria Thompson on her new Volunteer Job at The Dakota Boys Ranch!





From the Desk of Tanja A. Kapinos, CEO

Is there an upside to dressing down? Research suggests that there may be. Casual dress is more common than ever in the workplace today. An increasing number of studies are showing that dressing casually for work creates real benefits for both the business and the employee.

According to a 1995 study, employee morale is greatly improved by allowing casual wear, including jeans, in the workplace. In the study, 85% percent of respondents indicated **higher morale**, and 82% considered permission to wear jeans at work to be a **supplementary benefit**. An employee who feels uncomfortable, can feel anxious and unhappy, while an employee wearing comfortable clothing sometimes feels more relaxed. Many people believe that happy and relaxed employees are more likely to work well with their coworkers and managers and that this **fosters a team spirit**. That study also reported that 45% of respondents experienced **heightened productivity** as a direct result of being allowed to wear jeans at work.

Decreased cost for the employee is also a benefit. According to the study, 72% of respondents reported saving both time and money as a result of being allowed to dress casually at work. Business attire tends to cost more than casual clothing and requires much more time and money be spent on ironing, clothing care and maintenance.

A casual dress code sends a certain message to employees. If management wears casual attire, bosses may seem **more approachable**. It can also send a message that the supervisors care about their employees' comfort. Even companies such as Microsoft have a casual dress code, proving that you do not have to be formal to be successful.

While working with individual's living on fixed incomes, we often find that they really can't afford to purchase a lot of new clothing, let alone clothing that is on the more expensive end of the spectrum. I, personally, believe that I am more approachable to the individuals that we support when I am dressed on a level they can relate to.



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**Employment Support Services
for People with Disabilities**

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



View all editions of *The Success Story* newsletter at www.successunlimitedinc.org