

June Growth

Employee Spotlight - Michael Miller

Help me Congratulate our Spotlight this month ... Mr. Michael Miller!!

He has been with CSCS since May of 2022. "He is described as being an asset to the Home since day one."

"He makes sure that all tasks assigned are completed and he jumps right in to help wherever needed, no matter what."

"The residents really like him and he is "amazing" with them."

As I read his Questionnaire , he reminded me of the Lynyrd Skynyrd song "Simple Man". One who enjoys the simple freedoms of life and who takes the time to cherish the beauty around him. A caring man with lots of love to share with those he comes into contact with.

He says his favorite thing about the company is the residents and his co-workers.

His best workplace memory was how excited a resident was at Christmas time.

In the Summer he enjoys our beautiful beaches, drives in the country and bon-fires. His favorite summer foods are BBQ and cold salads.

His next vacation will be in his back yard with a bon-fire!

He has a brother and a sister. 3 nieces and 3 nephews.

He enjoys growing plants, fishin' my tanks and pets.

Favorite sports are Soccer and Fishing



Michael Miller
 DSP- Hurford

Favorite Motivational Quote:

"Live, Love, Laugh"



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Bang Bang Chicken



Prep Time: 15 Mins

Cook Time: 10 Mins

Additional Time: 15 Mins

Total Time: 40 mins

Servings: 4

Ingredients

- 1/3 cup milk
- 1 large egg
- 1 pound boneless, skinless chicken breasts, cut into 1-inch cubes
- 1/4 cup potato starch
- 1/4 cup all-purpose flour
- 1/2 teaspoon salt
- 1/4 teaspoon ground black pepper
- 1/4 teaspoon shichimi togarashi (Japanese red pepper condiment)
- 2 cups oil for frying, or as needed
- 1/4 cup mayonnaise
- 2 tablespoons honey
- 2 tablespoons sweet chili sauce
- 1 teaspoon gochujang (Korean hot pepper paste)

Directions

1. Whisk together milk and egg in a large bowl until well combined. Add chicken; stir to coat and allow to marinate for 15 minutes. Drain and discard egg mixture.
2. Combine potato starch, flour, salt, pepper, and shichimi in a medium bowl. Pour into a large plastic re-sealable bag. Add chicken; seal the bag and shake until chicken is well coated.
3. Heat 2 inches oil in a deep saucepan over medium heat to 325 degrees F (165 degrees C).
4. Working in batches of about 5 to 8 pieces at a time, cook chicken in hot oil for about 90 seconds. Remove to a paper towel-lined plate; keep each batch separate.
5. Increase oil temperature to 350 degrees F (175 degrees C). The oil should be continuously boiling at this point. Carefully re-add the first batch of chicken and fry for another 90 seconds. Remove to another paper towel-lined plate. Repeat with remaining batches of chicken.
6. Mix together mayonnaise, honey, sweet chili sauce, and gochujang in a large serving bowl until combined. Toss fried chicken with sauce to coat.

Tips

*You can substitute potato starch for cornstarch if desired. Potato starch is regularly used in Asian cuisine because it has a silkier feel and takes on a neutral flavor.

*You can use any ground red pepper instead of shichimi togarashi.

*You can use any hot sauce instead of gochujang.

It's beneficial to have a splatter screen if frying the chicken on the stovetop. The reason for twice-frying is that it's the secret to crispier fried chicken!

~~~ **June Anniversaries** ~~~

|                               |                               |
|-------------------------------|-------------------------------|
| Michelle Hoyt - 6/1/2004      | David Phugeh- 6/14/2021       |
| Kaimila Kelly- 6/2/2022       | Shannon Reed- 6/14/2021       |
| Kasie Culver- 6/3/2021        | Nishyia Hudson- 6/20/2022     |
| Fatima Evans- Miller 6/7/2022 | Julie Gale- 6/22/2022         |
| Sharon Butler - 6/8/2021      | Andre Bland- 6/28/2019        |
| Tameka Jones- 6/11/2021       | Christianity Smith- 6/30/2022 |
| Averiana Hunter- 6/12/2020    |                               |

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~~~ **June Birthdays** ~~~

| | |
|-------------------------|-----------------------|
| Kennedy Coleman - 6/1 | Rebecca Morgan- 6/20 |
| Olivia Curtice - 6/2 | Delaina Sanders- 6/20 |
| Melissa Biddulph- 6/3 | Courtney Baloh- 6/22 |
| Sharell Brown - 6/6 | Anna Krajewski- 6/23 |
| Jehan Shamsid-Deen- 6/8 | Michael Payne- 6/24 |
| Tyler Houghtaling- 6/9 | Gregory Perry- 6/24 |
| Kalsey Jones- 6/13 | Terrence Brown- 6/28 |
| Esohe Oghor- 6/13 | Quishana Wilson- 6/28 |
| John Pajak- 6/16 | Porsha Fluker- 6/29 |
| Isaiah Thomas- 6/16 | Sekeitha Ball- 6/30 |
| Ty Mertle- 6/17 | |

Pay Days: 6/2 + 6/16 + 6/30

* Please view our Strategic Plan at: <https://www.cscsmi.com/about/strategic-plan-2022/>

Proper Lifting Techniques

According to the Bureau of Labor Statistics (BLS), sprains and strains, including to the back, neck, and shoulders, are among the most common lost-work-time injuries to home healthcare workers. The proliferation of these types of injury is underscored in a recent study by a national insurer that found that overexertion (as a result of injuries involving lifting, pushing, pulling, holding, carrying) topped the list among all types of businesses in direct Workers' Comp spend at \$15.08 billion.

Sprains and strains, particularly in home healthcare, occur as a result of common work activities performed by caregivers, such as lifting and moving patients (known as "patient transfers"), bathing and feeding patients. It is estimated that musculoskeletal injuries that occur as a result of lifting or moving patients affects nearly 52% of caregivers. In addition, caregivers are often trying to manage awkward situations in a home environment where patients may be uncooperative, overweight, fearful, and even wet from bathing – all of which increase the risk of injury. Physical therapists/ occupational therapists as well as Registered Nurses (RNs), home health aides and others who serve the home healthcare sector are also at risk of injuries related to lifting. BLS data shows nursing assistants and RNs ranked among the highest occupations incurring lost workdays due to musculoskeletal injuries.

Lifting Techniques

Some general guidelines to follow when you lift or move a person include:

- Keep your head and neck in proper alignment with your spine; your head, neck, and back should be as straight as possible.
- Maintain the natural curve of your spine; bend with your hips and knees, rather than from your back.
- Avoid twisting your body when carrying a person.
- Always keep the person who is being moved close to your body.
- Keep your feet shoulder-width apart to maintain your balance.
- Use the muscles in your legs to lift and/or pull.
- If the person is uncooperative, too heavy, or in an awkward position, get help.



Standing Up

If the person needs assistance getting into the wheelchair, position the person's feet on the floor and slightly apart.



Face the person and place his or her hands on the bed or on your shoulders. Your feet should be shoulder-width apart with your knees bent. Place your arms around the person's back and clasp your hands together. Hold the person close to you, lean back, and shift your weight.

Sitting Up in Bed

To move a person who is lying in bed to a wheelchair, put the chair close to the bed and lock the wheels.

If the person is not strong enough to push up with his or her hands to a sitting position, place one of your arms under the person's legs and your other arm under his or her back.

Move the person's legs over the edge of the bed while pivoting his or her body so that the person ends up sitting on the edge of the bed.

Keep your feet shoulder-width apart, your knees bent, and your back in a natural straight position

Sitting Down

Pivot toward the wheelchair, bend your knees, and lower the person into the chair.

Make sure the person has both hands on the arms of the chair before you lower him or her down.

Character Training June 2023

FLEXIBILITY means: *adjusting to change with a good attitude*. Flexibility is considered an essential trait for a DSP Supervisor, a Support Coordinator, an Accounting Clerk, an Accounting Manager, a Human Resources Manager and an Executive Manager. People in these positions must prepare themselves for the possibility of change and be able to recognize the opportunities that change can bring.

You display flexibility when. . .

- ⇒ You find ways to cope with the changes daily life always brings.
- ⇒ You anticipate inevitable change.
- ⇒ You recognize that change can bring new opportunities and possibilities.
- ⇒ You are willing to look at new or innovative ways to accomplish routine tasks.
- ⇒ You communicate with others when tasks take longer to complete than you anticipated.

Five ways to build FLEXIBILITY

1. **Anticipate change** – Change will occur, so make wise plans, invest in relationships with coworkers and respond constructively when the change comes.
2. **Adjust the plan** – Change plans without losing sight of what is right and the reason behind the change.
3. **Look for benefits** – Even though the benefit of a change is sometimes not seen immediately, be willing to be open minded about its success.
4. **Respect authorities** – When change comes your way, ask questions to make sure you understand what and why you are being asked to do something.
5. **Get it done** – Do not make excuses for unfinished projects, not even to yourself.

THINK ABOUT THIS....

The definition of flexibility can be divided into three main parts:

- **Change.** It has been said that the only constant in life is change. And that is definitely true. Every day and every moment bring with it change, growth, and unpredictability. How do you handle change?
- **Adjusting.** You have two choices when change happens. You can “roll with the punches,” bend and adjust—or you can crack and break. The choice is yours. So do you “bend and adjust” or “crack and break”?
- **Good attitude.** Attitude goes a long way in your own personal happiness and energy level, but also in how others feel when they are around you. A good attitude is energy-giving, while a bad attitude is energy-draining. Are you typically an energy giver or an energy drainer?

Take Advantage of this Free Meter offer



To help you monitor blood sugar levels, your pharmacy benefit plan offers a free OneTouch®, Contour® Next, or Accu-Chek® meter program.* With this program, you are able to get a blood sugar meter at no charge to you. You and your doctor can choose from a variety of meters. For more details, call customer service at the phone number on your benefit ID card, or contact the meter manufacturer at the numbers on the back page.

How to get your free meter

- Discuss with your doctor and select the meter that is best for you
- Once you decide, contact the manufacturer directly.
- The meter will arrive by mail 3–7 days after placing the order



The topic of Empathy was suggested for this months Newsletter.

I learned from this. Yes, I have empathy and feel deeply the pain of others because I have survived so many painful trials in my own life. Where depression and doubt almost took me out of the game of life.

Now I often feel like I want to put the silver lining on most things. Rip off the Band-Aid quick, so to speak.

Having never been taught to express my empathy in words, I feel I see myself in both spaces of sympathy and empathy as I searched this topic.

The below quote didn't reach/teach me like the examples on the right. It hurt my heart to know I may not have connected properly with others in the past.

But I also know...

When we know better, we can and should do better. Forgive ourself.

Empathy Quotes

Empathy is seeing with the eyes of another, listening with the ears of another, and feeling with the heart of another

Alfred Adler



EMPATHY is not:

- ~ REASSURANCE: "Don't worry, everything's going to be fine."
- ~ SHARING YOUR STORY: "I know what you mean, it happened to me too when..." (followed by a few minutes of you talking about yourself.)
- ~ ONE UPping: "That's nothing! When I was a child I had to..."
- ~ ASKING QUESTIONS "Wow, why do you think he did that?"
- ~ MINIMIZING: "That's not that big of a deal, you shouldn't make a big fuss about it."
- ~ SYMPATHY: "Poor you, this is horrible!"

EMPATHY is:

- ~ Being present, therefore connected to yourself.
- ~ Fully listening to the other, connecting with his experience.
- ~ Offering the space and your presence for him to experience and express what is present in him.
- ~ Being in a place of full acceptance of his feelings (not necessarily of his actions!), in a place of compassion.
- ~ Having no agenda except to be present to her and make sure that she feels heard and understood.
- ~ Trusting in her innate wisdom to find her way through her experience.
- ~ Honoring her experience, her inner life.

Parenting for Wholeness

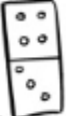

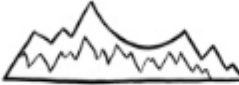









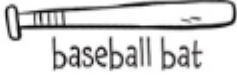


Positive parenting that works, heals, and changes the world.

Empathy vs. sympathy

- | | |
|--|---|
| <ul style="list-style-type: none">☐ EMPATHY☐ I appreciate what you are going through☐ I understand you must be feeling☐ I can understand that you are feeling angry with your boss.☐ I accept that you are very scare and unsure, if you will be able to deal with the situation right now.....☐ Just sitting in silence while the client expresses his/ her sorrow by crying; it is all right to let him/ her fully feel whatever he or she is feeling and just be there with the person | <ul style="list-style-type: none">☐ SYMPATHY☐ Poor you! It is really sad this should not have happened to you☐ I know how you feel. I was also in the same situation once.☐ Your boss is really being mean and unfair to you - It is very horrible of him.☐ Don't be scared! You are a strong grown, up human being and I am behind and will help you however I can.☐ I am feeling very sorry for you - please don't cry everything will be alright. |
|--|---|

Can you find the 15 hidden items?



- | | | | | | | | |
|---|--|--|--|--|--|---|--|
| 
domino | 
snail | 
mountains | 
boot | 
pizza | 
ufo | 
candle | 
watch |
| 
envelope | 
crown | 
seahorse | 
heart | 
baseball bat | 
brush | 
fish | |