

Central State Community Services, Inc
2603 W. Wackerly, Suite 201, Midland, MI 48640
Phone: (989) 631-6691 Fax: (989) 631-8760
Visit our website: www.cscsmi.com

March Newsletter
Volume 3, Issue 3



March is Employee Spirit Month

THE TOP-10 THINGS TO CREATE A GREAT WORKPLACE CULTURE

March is the time to focus on building a firm foundation for a positive workplace culture throughout the rest of the year. It's hard to build a rocking great, inspiring, fun workplace culture if there are colleagues who don't "play nice." For a positive work culture to exist, everyone needs to be a "good neighbor" with their coworkers.

It starts with being considerate, thinking about your attitude, and practicing simple workplace behaviors that demonstrate respect and build trust in an uncompetitive environment.

So, what can you do? Here's a list of the "Top-10 Things That Don't Require Any Talent Or Special Skills" which build a great workplace culture.

1. Being on time
2. Work ethic
3. Positive energy
4. Effort
5. Body language
6. Passion
7. Doing extra
8. Being prepared
9. Being coachable
10. Attitude



MARCH IS ALSO:

- International Listening Awareness Month
- American Red Cross Month
- Colorectal Cancer Awareness Month
- National Kidney Month
- National Women's History Month
- National Nutrition Month
- National Professional Social Work Month

SPECIAL MARCH DATES OF INTEREST

- 2nd – Dr Seuss Day and National Read Across America Day
- 3rd – National Employee Appreciation Day
- 6th – National Be Heard Day
- 8th – International Women's Day
- 12th – **Payday**
- 14th – Daylight Savings Time Begins (U.S.)
- 14th – PI day
- 17th – St. Patrick's Day
- 20th – First Day Of Spring
- 21st – National Courtesy Day
- 23th – National Chip & Dip Day
- 26th – **Payday**
- 26th – Purple Day
- 30th – National Virtual Vacation Day

LOADED POTATO SOUP

FROM BETTY CROCKER

Ingredients:

- 1 package (12 oz) bacon
- 1 1/2 cups onion, chopped
- 6 cups (64 oz) chicken broth
- 2 lb baking potatoes, peeled, cubed
- 2/3 cup butter
- 3/4 cup all-purpose flour
- 4 cups milk
- 1 teaspoon salt
- 1 teaspoon pepper
- 1 cup diced, cooked ham
- 1 (8 oz) container sour cream
- 2 1/2 cups shredded sharp cheddar cheese (10 oz)
- 3/4 cup sliced green onion

Steps:

1. In a 12-inch skillet, cook bacon over medium heat 6 to 7 minutes or until crisp; drain on paper towels. Crumble bacon; set aside. Reserve 2 tablespoons drippings in the skillet. Cook onion in bacon drippings over medium heat 6 minutes or until almost tender.

CSCS CELEBRATES EMPLOYEES WHO PUT THEIR BEST FOOT FORWARD

CHARACTER RECOGNITION AWARDS

CSCS focuses on being an organization with character. It starts with hiring quality people to provide quality services. It continues with creating a culture of praise and encouragement, which is the basis for the character campaign.

CSCS recognizes there is a growing emphasis in our culture for doing the right thing. It also recognizes everyone responds to kind words and acts of kindness. One way to celebrate positive behaviors and actions is by nominating a coworker for a Character Recognition Award.



Anyone can nominate a co-worker. There is a feeling that to be recognized for having displayed a character trait, someone has to do something BIG or especially noteworthy. But remember, when you recognize someone, you are communicating the values that CSCS feels are important and are key to a positive work culture. Just complete the Character Recognition Worksheet and submit it to your supervisor or administration. To make it a true celebration, awards will be presented at staff meetings.

If you need a copy of the worksheet, please feel free to call or email Annette at (989) 631-6691 or agellise@cscsmi.com.



2. In 6-quart Dutch oven, mix onion, broth and potatoes. Heat to boiling; reduce heat. Cook 10 minutes or until potatoes are very tender.
3. Meanwhile, in same skillet, melt butter over low heat. Stir in flour with whisk until smooth. Cook and stir 1 minute. Gradually stir in 2 cups of the milk. Pour milk mixture into potato mixture. Add remaining 2 cups milk, the salt and pepper. Cook over medium heat, stirring constantly with whisk, until mixture is thickened and bubbly.
4. Stir in ham, half of the bacon, the sour cream, 2 cups of the cheese and 1/2 cup of the green onions. Cook until thoroughly heated and cheese is melted. Evenly top individual servings with remaining bacon, 1/2 cup cheese and 1/4 cup green onions.

Expert Tip:

A classic baking potato is the russet, which is one of the most starch-filled in the world of spuds. That starch is released as the potatoes cook in the broth, becoming part of the underpinning of a rich, thick soup.

16 STRONG FEMALE FIGURES TO CELEBRATE DURING WOMEN'S HISTORY MONTH

This March marks the 33rd annual Women's History Month, which means we'll be celebrating strong female role models. This year, we're taking a look back at the women who helped us get to where we are today. From early activists and suffragists to modern-day politicians and CEOs, the accomplishments of these women helped pave the way for all who came after them.

This Women's History Month, read up on powerful quotes from inspirational women, then spend the day learning about and taking inspiration from these iconic figures.

Susan B. Anthony

Sally Ride

Serena Williams

Edith Wharton

Aretha Franklin

Amelia Earhart

Ruth Bader Ginsburg

Kamila Harris

Ava DuVernay

Patsy Takemoto Mink

Elizabeth Cady Stanton

Eleanor Roosevelt

Michelle Obama

Maya Angelou

Sonia Sotomayor

Katharine Graham

"We need to do a better job of putting ourselves higher on our own 'to do' list." - Michelle Obama



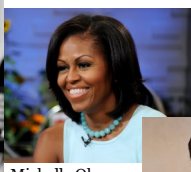
Patsy Takemoto Mink



Elizabeth Cady Stanton



Eleanor Roosevelt



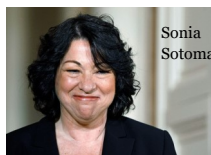
Michelle Obama



Maya Angelou



Katharine Graham



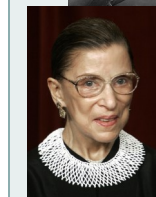
Sonia Sotomayor



Kamila Harris



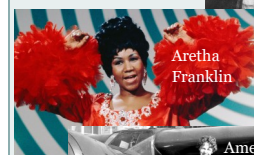
Ava DuVernay



Ruth Bader Ginsburg



Amelia Earhart



Aretha Franklin



Edith Wharton



Serena Williams



Sally Ride



Susan B. Anthony



On Saturday, March 13th, remember to move your clocks ahead one hour and spring forward for Day-light Savings Time.

Being Optimistic When the World Around You Isn't

An optimist understands that life can be a bumpy road, but at least it is leading somewhere.

They learn from mistakes and failures, and are not afraid to fail again.

-Harvey Mackay

ST PATRICK'S DAY

*St Patrick's Day for the year 2021 is celebrated/ observed on **Wednesday, March 17th** and marks the death date of Saint Patrick who is the patron saint of Ireland.*

St Patrick came from Wales or Scotland where he was abducted at the age of 16 and brought to Northern Ireland as a slave. So no, he was not Irish. He was then brought to Slemish Mountain in County Antrim to herd sheep and escaped. He ended up staying in Ireland preaching, baptizing and building churches until his death in the year 461.

In Europe, Ireland, England, Malta, Russia, Bosnia and Herzegovina, Scotland, and Switzerland all celebrate St. Patrick's Day. Other countries around the world celebrating the Day are Japan, Korea, Malaysia, Canada, Mexico, Argentina and the United States. Celebrations include recognition of the local Irish populations and a tribute to their culture and Christian religion.

Source: [St Patrick's Day 2021 - Calendar Date](#)

Sometimes, it's hard to be happy when you think about what's going on in the world. It's harder still when the people around you constantly complain about all those things that are happening. That doesn't mean that you have to join ranks with the pessimists, though. In fact, it means it's more important than ever to look on the bright side as much as possible.

Optimism Is a Choice

You have choices in your life. You can spend the day cleaning or spend the day reading. You can go out to dinner or cook at home. You can have coffee with that long-lost friend or you can ghost them.

And, finally, you can decide to be positive or you can just go on living like you are. Being an optimistic person in a negative world begins with the decision to be positive and choosing to live that life every single day.

If you want to become a more optimistic person—despite the negativity surrounding you—then you can take measures to think positively and spread that optimistic outlook to those around you.

Recognize Negative Thinking

It's OK to acknowledge that bad things might happen. After all, ignoring reality isn't helpful. In fact, being realistic could be the key to doing your best. A healthy outlook can be used to remind yourself that all you can do is your best and you'll be OK, regardless of the outcome.

Being optimistic helps you believe that brighter opportunities are on the horizon and you're able to put in the effort to earn those opportunities. When you're thinking negatively, take a moment to assess how realistic your thoughts truly are. Reframing your exaggeratedly negative thoughts into more realistic statements can help you maintain a healthy dose of optimism.

Cultivate Positivity

While it's not your job to make everyone happy, it doesn't hurt to perk up someone's day. Once a day, share positive feedback with someone.

At work, compliment someone about a good question raised in an email or salient points that they brought up in an important meeting. At home, praise your child for how hard they worked on their math homework. Or, tell your partner how much you appreciate them.

Making other people feel positive has lasting effects on your own life.

With that, don't forget to bestow positivity on yourself. Before bed, think about what you did during the day. Even if it was a generally lackluster day, there's bound to be something you can praise yourself for, whether it was keeping your cool when a driver cuts you off or wrapping up a project that has really been a challenge for you.

Imagine a Positive Future

It sounds kitschy, but writing down your ideas of an optimistic future can truly make a difference when it comes to your overall outlook. If you need a primer, here's what to do: Spend 20 minutes on four consecutive days on writing down what you want to happen tomorrow, next week, next month and next year—feel free to dream big.

Consider a serious challenge you have in your life right now and think about possible positive outcomes.

Practice Gratitude

Thinking about all the things you have to be grateful for, from warm sunshine to clean water, can give you an instant boost of optimism.

If nothing else, take a moment to stop, smile and be grateful for the good things in your life.

It's hard to be optimistic without feeling gratitude toward those that helped you get to that happy place. While thinking about how grateful you are is helpful, sharing your gratitude with others provides added benefits. You'll spread a bit of joy and cheer when you tell others how much you appreciate them.

Source: Being Optimistic When the World Around You Isn't | Alliance Work Partners ([awpnow.com](#))

*Be contagious with your smile, your joy
and your kindness.*

Source: A Fortune Cookie Journal

UPBEAT ADJECTIVES

Are you **EAGER** to get started on this puzzle? We bet you'll feel **ELATED** when every last term that can describe someone in a good mood has been circled in the diagram.

AIRY	LIGHT	OPEN
BLITHE	MELLOW	OPTIMISTIC
BREEZY	MERRY	SERENE
BRIGHT	MIRTHFUL	SUNNY
BUBBLY	NICE	WARM
BUOYANT		
CAREFREE		
CHEERY		
DELIGHTED		
EAGER		
EBULLIENT		
EFFERVES- CENT		
ELATED		
FREE		
GENIAL		
GLAD		
GLEEFUL		
HAPPY		
JOLLY		
JOVIAL		
JOYFUL		
KEEN		

T D V E B U L L I E N T A C
A I E K J U U U G V D H E
G E P T I F O F S F L E F T
B C H K H S O Y K E E A N N
W F L T U G E O A R R E D A
A T R N I A I J Y N C E L D
R I N E G L J L M S T R N G
M Y Z E E R B A E A N F E E
D P R K P B B V L D K E Y N
C P K R U O R E L L N R L I
J A R B E E I J O V I A L A
C H M M F M G R W A C C O L
O C K F V T H G I L E M J P
F Z E A C I T S I M I T P O



Character Core
Word of the Month

Decisiveness

Processing information and
finalizing difficult decisions.

Home News

Truax Home has
opened in Oakland Co.
A warm welcome to all
the new residents!

Future homes are in the
planning stages for
Saginaw and Gagetown
in Huron County.

Condolences to Vienna
and Van Dyke Home
staff and consumers on
the loss of a resident.





March is National Nutrition Month®

National Nutrition Month® is an annual campaign created by the Academy of Nutrition and Dietetics.

During the month of March, everyone is invited to learn about making informed food choices and developing healthful eating and physical activity habits.

A great place to get information is at the Academy's website.

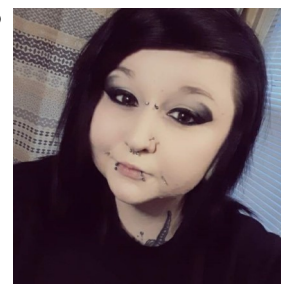
[www.eatright.org/
food/resources/
national-nutrition-
month](http://www.eatright.org/food/resources/national-nutrition-month)

Be sure to check out the toolkit, which offers fact sheets and fun activities.



Alexis Christian has worked for CSCS for the last 16 months. Her favorite thing about working at CSCS is that they notice good work ethic in their staff.

Alexis is the House Supervisor for Mitchell Home in Midland Co. Her favorite memory is planning the 2020 Halloween party with the residents. She loved seeing them in their costumes and having a good time.



"Somehow I manage", by Michael Scott, is her favorite quote. Her future vacation plans include visiting Salem, Massachusetts and Centralia, Pennsylvania. Congratulations, Alexis for being the Employee Spotlight for March 2021.

National Read Across America Day March 2, 2021

Every year, the month of March is National Reading Month. The start of this is initiated with 'Read Across America Day' on March 2, which is also the birthday of one of the most beloved children's book authors of all time — Dr. Seuss. Reading stories and antics about his wonderful characters is a rite of passage, and the perfect way to get children interested in reading books.

Read Across America Day is more so a reading program, which calls upon everyone to read and engage with children to make reading a more fun and interactive experience. From the time when the building blocks of our character are laid, to adulthood when we seek to escape from the humdrum of daily life in the pages of a book, reading plays an integral role in shaping us into who we are. With the advent of smartphones and tablets, it is more essential than ever to motivate everyone to read.

"The more that you read, the more things you will know. The more that you learn, the more places you'll go."- Dr. Seuss

March 2nd take time to celebrate the privilege of being able to read, so head to the library, or curl up on the couch and just be a bookworm!