

Human Resources Update



Upcoming Workshops

In July we will be concentrating on holding small individual round table meetings by department to discuss

- Development of a new Personnel Manual
- Surviving the first 90 days: Keeping your new hires with Effective On-Boarding
- Lockton Policies
- Wellness Program

We will be contacting each department to schedule these meetings. Your input and buy-in to policies is most important. We want to hear from you!

Personnel Issues Update – Taped Teleconference lead by Linda Edwards discussing updates to regulations regarding personnel issues. Date TBA

Right size your portions

When it comes to portion sizes, bigger is not always better! Because we live in a culture that promotes getting the most for your money, our idea of a correct portion size might not always be accurate. One way to make it easier to right size your portions is to prepare more meals at home.

Here are a few tips to help children avoid Portion Distortion

1. Portion-Wise

- Be a role model. Make sure your own portions aren't too hefty.
- Allow your child to stop eating when she is no longer hungry.
- Allow your child to serve

How to deal with change

Change is something that without it, life would become very dull. Change is inevitable in almost all aspects of life, including work. How we deal with it determines whether or not we are successful as a County, and as individuals.

Specifically, types of changes that could happen at your workplace and affect you in some way include restructuring, new products, layoffs, downsizing, new personnel, new equipment, and less hours and overtime. When these types of changes occur, you may ask yourself a number of questions: Will I be able to do the new things asked of me? Did I cause the change? Will I lose my job?

These questions are normal. Change disrupts the normal rhythms or patterns that people or companies become accustomed to. These normal rhythms are often felt to be right, and therefore, an alteration may be seen as negative. So, most people resist change. But, there are some things you can do to help cope with change at work, including the following:

1. **Dining-Out Downfalls**
 - Eat out only one to two times a week
 - Avoid "super-sizing" fast foods.
 - Go family-style when eating out. Order meals that your family can spilt, and choose

- Develop and maintain relationships with people that will support you.
- Take care of yourself through a healthy diet and regular exercise.
- Build up your self-esteem and try to maintain a good attitude.
- List the things you can control. Understand that you can't control everything, nobody can.
- Look around for resources that can help you through a change.

Some changes have a negative impact, but that doesn't mean that nothing positive can come out of them. You can learn from the experience, maybe even learn about yourself, and grow. Change may give you the ability to learn new skills, reduce your workload, or change career directions.

There are no guarantees in life...or work. The county can't know what of how change will affect them or you. However, if you invest your skills in Dorchester County, it will continue to thrive and be successful.

extra vegetables and salads as your side orders.

3. Lessons to Learn

- Teach your older child how to use serving size information on food labels.
- Insist that snacks be eaten from a small plate or bowl.
- Don't let your child eat any food directly from the original box, bag or carton.

JULY 2008

Anne Ayer
Director of HR
(843)563-0242

Darlene Bell
Deputy Director of HR
(843)563-0199

Jan Simpson
Benefits Administrator
(843)563-0333

Tammy Thompson
Training Coordinator
(843)563-0144