

Adair County Employee Newsletter March 2017



Anniversaries:

Brian Blaise, Sheriff's Office, 1 year
Dana Buster, Pros. Attorney Office, 14 years
Ron Collinge, Sheriff's Office, 1 year
Steve Farnsworth, Sheriff's Office, 6 years
Jeff Gottman, Sheriff's Office, 17 years
Karen Hammons, Deputy Collector, 6 years
Trey Kramer, Pros. Attorney Office, 1 year
Gayla Sandstrom, Circuit Clerk's Office, 8 years
Chris Stivers, Sheriff's Office, 3 years
Charlie Truitt, Sheriff's Office, 8 years
Chris Waddle, Road and Bridge, 2 years
Richard Walters, Sheriff's Office, 7 years
Pat Williams, JJC, 2 years
Matt Wilson, Pros. Attorney, 7 years

Happy Birthday!



Carmen Boneu-Jimenez, Sheriff's Office, 3/18
Sandy Collop, County Clerk, 3/8
Aaron Followwill, Sheriff's Office, 3/13
Sonja Harden, County Collector, 3/19
Tracy Hunter, Deputy Recorder, 3/20

Bill King, 1st District Commissioner, 3/28
Jesse Miller, Corrections Officer, 3/24
Betty Shahan, Deputy Clerk, 3/19
Richard Walters, Corrections Officer, 3/28
Donnie Waybill, County Assessor, 3/8
Pat Williams, Juvenile Justice Center, 3/4

AS ALWAYS: IF I'VE NEGLECTED ANYONE BY MISTAKE, PLEASE LET ME KNOW SO I CAN FIX IT IMMEDIATELY.

Welcome New Employees!

David Shobe, Sheriff's Office
Matt Frederick, Sheriff's Office

County Events

3/4- Adair County Young Farmers Chili Cook-Off
3/4- Gold Medal Concert at Truman
3/8- Tri State Procurement Conference
3/8- Wind Symphony Concert
3/13- 3/18- Kirksville School Spring Break
3/15- Food Pantry New Location
3/16- Tornado Spotter Training
3/17- St. Pat's Run/Walk
3/18- Hunting Heritage Banquet, Wild Turkey Federation
3/21- Perinatal Grieving Support Group
3/25- Kirksville Spring Craft Show
3/26- Adair County Food Pantry
3/27- Percussion Spring Concert-Truman

More information on any of these events can be given by the Chamber of Commerce, 665-3766 or their calendar website at

<http://www.kirksvillechamber.com/events/2017-02/>

County News

Recipes:

Mandarin Orange Pretzel Dessert



<http://bellyfull.net/2015/07/22/mandarin-orange-pretzel-dessert/>

INGREDIENTS

Crust

- 2 cups crushed pretzels
- 3 tablespoons sugar
- 3/4 cup unsalted butter, melted

Filling

- 8 ounces cream cheese, softened
- 1 cup granulated sugar
- 8 ounces whipped topping, thawed

Topping

- 1 box (3 ounce) orange gelatin
- 1 cup boiling water
- 1 cup cold water
- 1 can (10 ounce) DOLE Mandarin Oranges, drained

DIRECTIONS

Preheat oven to 350. Coat a 9x13 baking dish with nonstick spray. In a medium bowl, mix together the pretzels, sugar, and butter. Press evenly into the bottom of the prepared baking dish. Bake for 15 minutes, or until mixture is lightly toasted. Set aside to cool completely. In a medium bowl, beat the cream cheese and sugar with a handheld mixer. Fold in the whipped topping until thoroughly combined. Spread evenly over the cooled pretzel layer, making sure it goes completely to the edges. Refrigerate until set, about 30-40 minutes.

In another medium bowl, whisk together the orange gelatin powder with 1 cup boiling water. Stir until completely dissolved. Then whisk in 1 cup of cold water. Gently mix in the mandarin orange slices.

Pour mixture over the cooled cream cheese layer.

Refrigerate until completely chilled and set, about 3 hours. Slice and serve!

Creamy Spinach Stuffed Pork Chops



https://www.buzzfeed.com/isabelcastillo/creamy-spinach-stuffed-pork-chops?utm_term=.hjLm98DD52#.noyxZrmm9g

Serves 5-6

- 1/4 cup, sliced
- 2 garlic cloves, minced
- 7 ounces spinach
- 6 ounces cream cheese, cubed
- Salt, to taste
- Pepper, to taste
- 5-6 pork chops, thick-cut

PREPARATION

1. Preheat oven to 400°F.
2. Cook the onion and the garlic, until translucent.
3. Add the washed spinach. Cook until wilted.
4. Add the cream cheese, salt, and pepper, and stir until melted. Set aside and allow cooling.

5. Make a slit on the side of the pork chop, making a pocket but not cutting all the way through.
6. Fill the pork chop with the spinach mixture. Season with salt and pepper both sides.
7. In a hot pan, sear the pork chop, until golden brown on both sides.
8. Move pork chop to a baking sheet and bake for 20 minutes, or until pork is cooked through.

Ranch Cauliflower Bites



<http://www.delish.com/cooking/recipe-ideas/recipes/a50740/ranch-cauliflower-bites-recipe/>

- 1 head of cauliflower
- 2 large eggs
- 1 packet ranch seasoning mix
- 1 1/4 shredded sharp cheddar cheese, divided into 1 c and 1/4 c
- 6 strips bacon, cooked and crumbled
- 1 tsp. chives, plus more for topping

DIRECTIONS

Preheat oven to 375 degrees F.
 Pulse cauliflower in a food processor until it forms large crumbs.
 Place cauliflower in paper towels or cheesecloth and wring out any excess water. Pour cauliflower crumbs into a large bowl.

Add eggs, 1 c cheese, ranch seasoning, about 3/4s of the bacon, and chives.

Spritz a muffin tin with cooking spray, then fill each one about 2/3 full. Top with a sprinkle of cheese and crumbled bacon. Bake for about 20-22 minutes, or until lightly golden. Garnish with additional chives before serving.

Human Resources 101

Co-Worker Personalities and how to deal with them. What kind of Co-worker are you? Take the quiz here: <https://good.co/blog/2015/03/24/work-personality-quiz-coworker/>

Although you may be able to find some humor in working with difficult people, at the end of the day difficult workplace personalities can be very upsetting for all of those who have the misfortune of sharing time, space, and job tasks with them. Therefore, the purpose of this piece is to describe a few difficult workplace personalities which are common to many workplaces and strategies for effectively communicating and interacting with them.

#1 The Control Freak

Nitpicky, critical of others, feels the need to control the outcome of nearly everything around them, possibly OCD. *How to work with them:*

- a) Providing detail to him or her and avoiding ambiguity that may raise their anxiety levels.

- b) Letting go of control at times when the situation or task does not matter as much to you or will not have an adverse effect on your performance.
- c) Do not take it personally when their need for controlling is at its peak.

#2 The Passive-Aggressive Type

hiding their true feelings, pretending everything is okay, appearing calm, cool, and collected, but waiting to sabotage the work performance of you or others, or revenge some other way (like stealing lunch, or gossiping about you around work)

How to deal with them:

- a) Use direct communication to discuss problems with them out in the open, using tact and good timing for conversations.
 - b) communicate the effect of their negative behaviors on you
 - c) Express interest in their true feelings and acknowledge their need to feel heard and validated.
- #3 The Narcissist: pattern of grandiosity, entitlement, arrogant, annoying to deal with, and disliked by many, egomaniac. *How to deal with them:*
- Offer a positive about their performance before delivering any criticisms.

- Praise them openly (e.g., on a chain email) if it is deserved in order to continue getting results that you need from them. Narcissists respond to praise and social approval in office environments
- Maintain realistic expectations of how they will likely respond during conversations and situations. Do not expect something different from them just because their behavior rubs you (and everyone else) the wrong way.

#4 The Gossiper: talking in private with another co-worker, can be seen a little bit of everywhere in the workplace. *How to deal with them:*

- Simply don't participate, find something else to do
 - Divert from the subject altogether, bring up another subject
 - Tell the gossiper you feel uncomfortable or that you don't want to hear it. Always be careful what you tell someone you consider a gossiper. If they are talking about someone else to you, they are probably talking about you to someone else.....
- #5 The Guru: plenty to offer in technical and knowledge skills, however, they severely lack in emotional maturity, know it all's, see themselves

as being superior to their co-workers, generally don't feel they are wrong much, if at all and don't accept responsibility for their own actions. How to deal with them:

- Pick your battles--sometimes it's best to ignore their "helpful" hints
- Have your own facts ready to go
- Lead by example
- Ask probing questions
- Keep your sense of humor ☺
- Be empathetic

#6 The Constant

Critic/Negative Nellies:

always critiquing other co-workers and their work, often negative with their attitude, bringing others morale down, frequent complaining. How to deal with them:

- (critic) Don't always believe what you are hearing from them
- (critic) Never apologize unless you have truly done something wrong
- Have as little to do with them as possible, as their negativity will bring down the whole office morale
- Simply tell them you don't want to hear them always being critical and negative
- Tell them to go talk and vent to the HR person (then call me so I can find somewhere to hide) Kidding!! I love my job. ☺

#7 The one who is just never pleasant to deal with: always rude to you, condescending, thinks they are smarter than

everyone else, seems annoyed at your presence, just generally unpleasant to be around. *How to deal with it:*

- Kill with kindness, it's generally harder for mean spirited people to be so nasty when you are being genuinely kind.
- Don't fight fire with fire. It just escalates the situation and makes for more fire.
- Don't take their nasty behavior personally. Actually, people who act like this on a daily basis are extremely unhappy people (even if they don't realize it), and /or have been emotionally hurt repeatedly to the point they are just mad at the whole world.

I think that most of us have encountered unreasonable people in our lives. We may be "stuck" with a difficult individual at work or at home. It's easy to let a challenging person affect us and ruin our day, but if we learn to pick our battles, keep our cool, and shift from being reactive to proactive.....most of the time, the troubles will reduce themselves.

Trivia Challenge #1

The deadliest sports riot in history occurred:

- a) in 2001 the Accra Stadium Riot, Ghana

b) in 532 AD the Byzantine Empire chariot races riot

c) Lima Peru, 1964: Estadio Nacional riot

d) Port Said, Egypt 2012: Port Said Riots

Trivia Challenge #2

_____ is the only President to have a PhD. He had a PhD in history and political science.

- a) Gerald Ford
- b) Barack Obama
- c) William McKinley
- d) Woodrow Wilson

Trivia Challenge #3

True or False? Men have twice as many pain receptors on their bodies than women. And, a much higher pain tolerance.

Trivia Challenge #4

True or False: Hitler's family doctor was a Jew, whom Hitler kept under special protection from mistreatment or being killed.

Trivia Challenge #5

A _____ invented Flamin Hot Cheetos, and he is now an Executive Vice President of the company.

- a) homeless person
- b) chemist
- c) janitor
- d) diner cook

Trivia Challenge #6

The music band _____ has had the same members, without any changes since 1969.

- a) The Doors
- b) ZZ Top
- c) The Byrds
- d) Jefferson Airplane

Trivia Challenge #7

True or False? If a Google employee dies, their spouse gets half pay for 10 years.

Trivia Challenge #8

Cleopatra actually married _____.

- a) her first cousin
- b) her grandfather
- c) her two brothers
- d) her uncle

Trivia Challenge #9

The most people killed in a natural disaster were around 1-4 million, in _____.

- a) a 1970 Bhola cyclone
- b) an earthquake in Shaanxi, China, in 1556
- c) the 1931 China floods
- d) a 2004 Indian Ocean earthquake and tsunami

Trivia Challenge #10

True or False? When flipping a coin, three times as many people guess 'tails' than 'heads'

Trivia Answers:

- 1) B- 30,000 people were killed
- 2) D
- 3) False
- 4) True
- 5) C
- 6) B
- 7) True
- 8) C
- 9) C
- 10) False

