



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102

<http://www.oklahoma.feb.gov/>

(405) 231-4167

Chair's Corner

This month's "Chair's Corner" article has been commandeered by the Executive Director!

It is only fair that one month of the year, we have the opportunity to applaud the efforts of the Chairperson; since this month's newsletter is full, this is the only space remaining.

On Thursday, July 24, 2014, the Executive Policy Council met in Tulsa, hosted by the Social Security Administration's Office of Disability Adjudication and Review office. Upon adjournment of the Executive Policy Council, the members joined the webcast of the National FEB Annual meeting through equipment and space provided by the Tulsa Department of Housing and Urban Development office.

During the National FEB webcast, the Chairpersons of the twenty-eight Federal Executive Boards (FEBs) were recognized.

Julie Gosdin received a framed certificate signed by the Honorable Katherine Archuleta, Director of the U.S. Office of Personnel Management for

her efforts and service as Chairperson of the Oklahoma FEB for FY 2014.

The certificate is presented by the Oklahoma FEB Vice Chair, Kevin Donovan and Ex-Officio, Adrian Andrews.



Adrian Andrews, Special Agent in Charge, US Secret Service and Ex-Officio; Julie Gosdin, District Director, US Postal Service and FEB Chairperson; Kevin Donovan, Federal Security Director, Transportation Security Administration and FEB Vice-Chair.

During Julie's term as Chair, there have been many successful initiatives and activities and I thought two warranted mentioning in this article. During this FY, the Oklahoma FEB has:

- *Provided support to the Houston Federal Leaders, and
- *Coordinated the MyFreeTaxes initiative which resulted in our partnership receiving the highest number of

tax filings in the IRS Louisiana Region:

- * Number of Returns Completed – 313
- * EITC Count – 49
- * Average EITC Amount - \$1,409
- * Average Federal Tax Refunds - \$1,556
- * Average Age - 36

<i>Inside Story</i>	<i>Pg</i>	<i>Inside Story</i>	<i>Pg</i>
Pie Eater/Maker?	2	Creative Breakthrough	8
Spotlighting Agencies	3	Upcoming Events	10
Value of Patience	4	Exceptional Leader	11
How Successful Stay Calm	5		



Are You a Pie Eater or a Pie Maker?

Pie Eaters are takers; they feel entitled. They like to gobble up the good stuff (the pie) around them and leave little or nothing for others. Conversely, Pie Makers want to make the pie bigger. They see their predominant role as sharing the pie with others. Here's how to be a Pie Maker:

1. Maintain an abundance mentality . . . not a scarcity mentality. The Susan G. Komen Race for the Cure helps organizations who are seeking a cure for breast cancer. There are different categories for people who want to participate in these running races. Breast cancer survivors pay a \$35 entrance fee. All others can run for a \$40 entry fee. Others can choose to walk for \$35. Children can run for \$20. But less ambitious folks can "Sleep in for the Cure" for \$35. Indeed, these race organizers are Pie Makers. They have made the pie bigger by creating the latter category!

2. Pie Makers invite others into the mix. As a great boss once told me, "I am always trying to push knowledge, power, information and rewards downward in this company." She was consistently promoted and enjoyed a terrific career over three decades for the same enterprise. She was recently honored with a fine retirement party that celebrated her contributions as a Pie Maker. I will send this article to her and mail her a gift card for a free pie, too.

3. Pie Makers love learning. Recently, a crackerjack salesperson told me, "Experience is expensive. So you have got to short cut your learning curve whenever possible. Seek out successful people in all walks of life and question them about their secrets of success. In turn, always share your best practices with others." My ninety minutes with this Pie Maker was time extremely well spent; I ended up taking notes.

4. Pie Makers are more interested in energy management than time management. Pie Eaters often see time management (and the limited nature of time) as the holy grail of their existence. Since they believe in scarcity, they manufacture more scarcity. On the other hand, pie makers are always on the lookout for windows of opportunity. During these windows of opportunity, they bring high quality energy into play. Here's an example:

A friend of mine wanted to teach at a community college. He approached the dean of the college three separate times and offered to teach a night class for free. If the dean thought he did a good job, then he would get paid to teach the night class the following semester. They struck a deal and my Pie Maker friend went on to become a full-time instructor at this school. He still seeks and finds windows of opportunity and always brings high quality energy to the situation at hand.

5. Bob Sutton, a professor at Stanford University, wrote *Good Boss, Bad Boss . . . How to Be the Best and Learn*

from the Worst. Here is his list of twelve characteristics of good bosses. I believe it could also be the twelve characteristics of outstanding Pie Makers. Furthermore, it is a viable list for all employees . . . not just bosses.

- I have a flawed and incomplete understanding of what it feels like to work for me.
- My success . . . and that of my people . . . depends largely on being the master of obvious and mundane things, not on magical, obscure, or breakthrough ideas of methods.
- Having ambitious and well-defined goals is important, but it is useless to think about them much. My job is to focus on the small wins that enable my people to make a little progress every day.
- One of the most important, and most difficult, parts of my job is to strike the delicate balance between being too assertive and not assertive enough.
- My job is to serve as a human shield, to protect my people from external intrusions, distractions, and idiocy of every stripe . . . and to avoid imposing my own idiocy on them as well.
- I strive to be confident enough to convince people that I am in charge, but humble enough to realize that I am going to
- I aim to fight as if I am right, and listen as if I am wrong . . . and to teach people to do the same thing.
- One of my best tests of leadership . . . and my organization . . . is "what happens after people make a mistake?"
- Innovation is crucial to every team and organization. So my job is to encourage my people to generate and test all kinds of new ideas. But it is also my job to help them kill off all the bad ideas we generate, and most of the good ideas, too.
- Bad is stronger than good. It is more important to eliminate the negative than to accentuate the positive.
- How I do things is not as important as what I do.
- Because I wield power over others, I am at great risk of acting like an insensitive jerk . . . and not realizing it.

As I strive to be an effective Pie Maker, I do adhere to the concept of "less is more." So it is time to bring this article to a close. Perhaps Annette Simmons, author of *Whoever Tells the Best Story Wins*, said it best in regard to information overload: "People don't want more information. They are up to their eyeballs in information. They want faith . . . faith in you, your goals, your success, in the story you tell." Best wishes to you in all of your endeavors as you avoid the pitfalls of being a Pie Eater and embrace the role of being a Pie Maker!

© Mark "Tenacious" Towers/ 817-602-0449/
mark@speakoutseminars.com



Spotlighting Information in Public Service

Did you Know?

The FPS mission is to render federal properties safe and secure for federal employees, officials and visitors in a professional and cost effective manner by deploying a highly trained and multi-disciplined police force. As the federal agency charged with protecting and delivering integrated law enforcement and security services to facilities owned or leased by the General Services Administration (GSA), FPS employs 1,225 federal staff (including 900 law enforcement security officers, criminal investigators,

police officers, and support personnel) and 15,000 contract guard staff to secure over 9,000 buildings and safeguard their occupants. [FPS provides comprehensive coverage for these facilities nationwide.](#)

Protecting the critical infrastructure and key resources of the United States is essential to our nation's security, public health and safety, economic vitality and way of life. FPS protects one component of the nation's infrastructure by mitigating risk to federal facilities and their occupants.

FPS organizes its activities along three guiding principles: stakeholder service, technical expertise, and organizational excellence. Supporting these principles are immediate priorities that will allow FPS to meet its short-term goals and long-term strategic goals.

With nearly 40 years of law enforcement experience, FPS has established a physical security program to provide protection to GSA owned or leased federal facilities. From the installation of alarm systems, x-rays, magnetometers and entry control systems, to monitoring those systems 24 hours a day, 7 days a week, providing uniformed police response and investigative follow-up, FPS is organized to protect and serve. The provision of contract protective

security officer services, crime prevention seminars tailored to individual agency and employee needs, facility security surveys, integrating intelligence gathering and sharing, and maintaining special operations capabilities all serve to make FPS a world-class security force. What FPS does every day embodies the spirit of the Department and contributes to the achievement of Department goals and organizational excellence.



I just wanted to say thanks for allowing the Federal Protective Service (FPS) to serve as your partner in executing your essential mission to this great nation.

Because of you, in protecting the 1.4 million people in over 9,000 Federal facilities across the United States and its territories, FPS professionals accomplished the following last year:

- Responded to more than 44,822 incidents at Federal facilities
- Conducted over 1,789 investigations into threat and assaults directed towards Federal facilities
- Made over 1,707 arrests
- Confiscated more than 709,808 dangerous weapons, objects and contraband
- Executed more than 5,888 K-9 sweeps for explosives
- Completed more than 25,070 background investigations
- Attended over 1,670 Facility Security Committee meetings
- Conducted 1,124 Operation Shield Operations

As we continue to protect the nation's critical infrastructure and ensure Government continuity, my colleagues and I are grateful for you allowing us to serve as your partner.

Thanks,
Patrick D. Moses
Assistant Director for Field Operations
Federal Protective Service
Department of Homeland Security



The Value of Patience

Taken from the Federal Times, Money Matters article written by Mike Miles, dated 7.14.14

Investors, as a group, make plenty of mistakes. When it comes to investing, bad decisions are not the exception, but the rule. Investing mistakes stem from a variety of influences: ignorance, gullibility, fear and greed, to name a few. But I find impatience to be one of the most pervasive, and underappreciated, drivers of bad investment moves. The burning desire to do something, anything, now underlies many of the bad decisions investors make.

The desire to act is part of the American way. We're all responsible for our own fates, goes the thinking. Life is full of opportunity, and it's what you do with that opportunity that determines your success or failure in life. At least, that's the theory. Unfortunately, when it comes to managing an investment portfolio, more activity usually does more harm than good. In large part this is because of uncertainty. Unlike many other things we work hard at, the results of our investment activity are uncertain. If you want to build a brick wall, keep laying bricks and you'll eventually have a wall. Skill plus action almost certainly equals success.

But investing is different. It is a competitive endeavor. To reap superior profits—or, beat the market—you must take them away from another investor, and all of the others, would rather not give these profits up, and would like to take yours from you instead. The more active you are in the investment markets, the greater the opportunity for mistakes—and losses. If you want to be successful in this game, you'll have to be careful and defensive.

As an investor, I encourage you to think of cash as your most valuable economic resource. While your wealth is in cash—or a cash-equivalent like the G Fund—it's safe. It can't be lost. Safe is the most attractive position to be in as an investment manager.

Putting your cash at risk by deploying it into risky assets—like stocks, bonds, real estate or commodities—is something you should try to avoid unless you can't achieve your life's objectives any other way. If you can keep all of your wealth in cash and safely afford to live the

life you want, why put your wealth, and your standard of living, at risk? If you must take risk to earn the return you'll need to afford the life you want, then do it prudently. Only invest the amount necessary, and only invest that in a way that is risk-efficient; that is, in a way that is expected to produce the returns you'll need with a minimum risk.

This goal of investing the minimum amount necessary, and subjecting that amount to the least risk possible while achieving the returns you'll need, is inherently boring. It requires long periods of time without any activity at all. In my practice, the default frequency for measuring the progress of an investment plan is once about every six months. It's possible that something could come up to disrupt this schedule, but that's the exception and not the rule. If I were you, I'd want to know, about every six months, where my portfolio is compared to where it needs to be to safely support my desired lifetime standard of living. If it's larger than it needs to be, then I'd reduce its exposure to risk. If it's smaller than needed, I'd increase the level of risk. That's it. No other activity should be required.

The time to deal with market events is not when they happen, but before they happen, during the planning process, when you configure the investment strategy you'll employ. This strategy should be selected to allow enough room for the kind of market events that could occur, and not be derailed by these events, should they come to pass. Trying to react to market events in real time will do more harm than good in the long run. So, develop a solid investment management plan and focus on maintaining the patience it will take to implement it the way it is designed. If you've done things right, the best investment move is often to sit tight and do nothing at all.

Article written by Mike Miles, Certified Financial Planner licensee and principal adviser for Variplan, LLC, an independent fiduciary in Ashburn, VA..



How Successful People Stay Calm

<http://www.talentsmart.com/articles/How-Successful-People-Stay-Calm-799773507-p-4.html> by Travis Bradberry, Ph.D.

The ability to manage your emotions and remain calm under pressure has a direct link to your performance. TalentSmart has conducted research with more than a million people, and we've found that 90% of top performers are skilled at managing their emotions in times of stress in order to remain calm and in control.

If you follow our newsletter, you've read some startling research summaries that explore the havoc stress can wreak on one's physical and mental health (such as the Yale study, which found that prolonged stress causes degeneration in the area of the brain responsible for self-control). The tricky thing about stress (and the anxiety that comes with it) is that it's an absolutely necessary emotion. Our brains are wired such that it's difficult to take action until we feel at least some level of this emotional state. In fact, performance peaks under the heightened activation that comes with moderate levels of stress. As long as the stress isn't prolonged, it's harmless.

New research from the University of California, Berkeley, reveals an upside to experiencing moderate levels of stress. But it also reinforces how important it is to keep stress under control. The study, led by post-doctoral fellow Elizabeth Kirby, found that the onset of stress entices the brain into growing new cells responsible for improved memory. However, this effect is only seen when stress is intermittent. As soon as the stress continues beyond a few moments into a prolonged state, it suppresses the brain's ability to develop new cells.

"I think intermittent stressful events are probably what keeps the brain more alert, and you perform better when you are alert," Kirby says. For animals, intermittent stress is the bulk of what they experience, in the form of physical threats in their immediate environment. Long ago, this was also the case for humans. As the human brain evolved and increased in complexity, we've developed the ability to worry and persevere on events, which

creates frequent experiences of prolonged stress.

Besides increasing your risk of heart disease, depression, and obesity, stress decreases your cognitive performance. Fortunately, though, unless a lion is chasing you, the bulk of your stress is subjective and under your control. Top performers have well-honed coping strategies that they employ under stressful circumstances. This lowers their stress levels regardless of what's happening in their environment, ensuring that the stress they experience is intermittent and not prolonged.

While I've run across numerous effective strategies that successful people employ when

faced with stress, what follows are ten of the best. Some of these strategies may seem obvious, but the real challenge lies in recognizing when you need to use them and having the wherewithal to actually do so in spite of your stress.

They Appreciate What They Have

Taking time to contemplate what you're grateful for isn't merely the "right" thing to

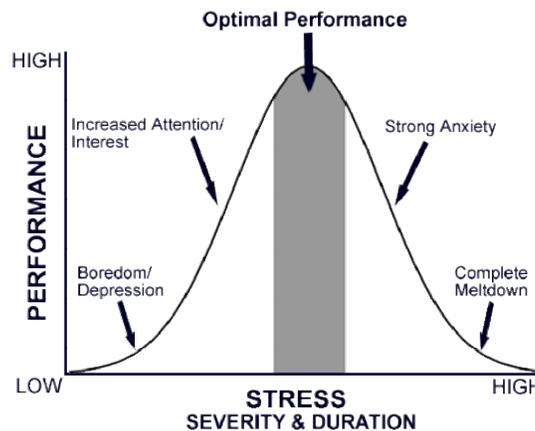
do. It also improves your mood, because it reduces the stress hormone cortisol by 23%. Research conducted at the University of California, Davis found that people who worked daily to cultivate an attitude of gratitude experienced improved mood, energy, and physical well-being. It's likely that lower levels of cortisol played a major role in this.

They Avoid Asking "What If?"

"What if?" statements throw fuel on the fire of stress and worry. Things can go in a million different directions, and the more time you spend worrying about the possibilities, the less time you'll spend focusing on taking action that will calm you down and keep your stress under control. Calm people know that asking "what if?" will only take them to a place they don't want—or need—to go.

They Stay Positive

Positive thoughts help make stress intermittent by





How Successful People Stay Calm (contd)

focusing your brain's attention onto something that is completely stress-free. You have to give your wandering brain a little help by consciously selecting something positive to think about. Any positive thought will do to refocus your attention. When things are going well, and your mood is good, this is relatively easy. When things are going poorly, and your mind is flooded with negative thoughts, this can be a challenge. In these moments, think about your day and identify one positive thing that happened, no matter how small. If you can't think of something from the current day, reflect on the previous day or even the previous week. Or perhaps you're looking forward to an exciting event that you can focus your attention on. The point here is that you must have something positive that you're ready to shift your attention to when your thoughts turn negative.

They Disconnect

Given the importance of keeping stress intermittent, it's easy to see how taking regular time off the grid can help keep your stress under control. When you make yourself available to your work 24/7, you expose yourself to a constant barrage of stressors. Forcing yourself offline and even—gulp!—turning off your phone gives your body a break from a constant source of stress. Studies have shown that something as simple as an email break can lower stress levels.

Technology enables constant communication and the expectation that you should be available 24/7. It is extremely difficult to enjoy a stress-free moment outside of work when an email that will change your train of thought and get you thinking (read: stressing) about work can drop onto your phone at any moment. If detaching yourself from work-related communication on weekday evenings is too big a challenge, then how about the weekend? Choose blocks of time where you cut the cord and go offline. You'll be amazed at how refreshing these breaks are and how they reduce stress by putting a mental recharge into your weekly schedule. If you're worried about the negative repercussions of taking this step, first try doing it at times when you're unlikely to be contacted—maybe Sunday morning. As you grow more comfortable with it, and as your coworkers begin to accept the time you spend offline, gradually expand the amount of time you spend away from technology.

They Limit Their Caffeine Intake

Drinking caffeine triggers the release of adrenaline. Adrenaline is the source of the "fight-or-flight" response, a survival mechanism that forces you to stand up and fight or run for the hills when faced with a threat. The fight-or-flight mechanism sidesteps rational thinking in favor of a faster response. This is great when a bear is chasing you, but not so great when you're responding to a curt email. When caffeine puts your brain and body into this hyperaroused state of stress, your emotions overrun your behavior. The stress that caffeine creates is far from intermittent, as its long half-life ensures that it takes its sweet time working its way out of your body.

They Sleep

I've beaten this one to death over the years and can't say enough about the importance of sleep to increasing your emotional intelligence and managing your stress levels. When you sleep, your brain literally recharges, shuffling through the day's memories and storing or discarding them (which causes dreams), so that you wake up alert and clear-headed. Your self-control, attention, and memory are all reduced when you don't get enough—or the right kind—of sleep. Sleep deprivation raises stress hormone levels on its own, even without a stressor present. Stressful projects often make you feel as if you have no time to sleep, but taking the time to get a decent night's sleep is often the one thing keeping you from getting things under control.

They Squash Negative Self-Talk

A big step in managing stress involves stopping negative self-talk in its tracks. The more you ruminate on negative thoughts, the more power you give them. Most of our negative thoughts are just that—thoughts, not facts. When you find yourself believing the negative and pessimistic things, your inner voice says, "It's time to stop and write them down." Literally stop what you're doing and write down what you're thinking. Once you've taken a moment to slow down the negative momentum of your thoughts, you will be more rational and clear-headed in evaluating their veracity.

You can bet that your statements aren't true any time you use words like "never," "worst," "ever," etc. If your statements still look like facts once



How Successful People Stay Calm (contd)

they're on paper, take them to a friend or colleague you trust and see if he or she agrees with you. Then the truth will surely come out. When it feels like something always or never happens, this is just your brain's natural threat tendency inflating the perceived frequency or severity of an event. Identifying and labeling your thoughts as thoughts by separating them from the facts will help you escape the cycle of negativity and move toward a positive new outlook.

They Reframe Their Perspective

Stress and worry are fueled by our own skewed perception of events. It's easy to think that unrealistic deadlines, unforgiving bosses, and out-of-control traffic are the reasons we're so stressed all the time. You can't control your circumstances, but you can control how you respond to them. So before you spend too much time dwelling on something, take a minute to put the situation in perspective. If you aren't sure when you need to do this, try looking for clues that your anxiety may not be proportional to the stressor. If you're thinking in broad, sweeping statements such as "Everything is going wrong" or "Nothing will work out," then you need to reframe the situation. A great way to correct this unproductive thought pattern is to list the specific things that actually are going wrong or not working out. Most likely you will come up with just some things—not everything—and the scope of these stressors will look much more limited than it initially appeared.



They Breathe

The easiest way to make stress intermittent lies in something that you have to do everyday anyway: breathing. The practice of being in the moment with your breathing will begin to train your brain to focus solely on the task at hand and get the stress monkey off your back. When you're feeling stressed, take a couple of minutes to focus on your breathing. Close the door, put away all other distractions, and just sit in a chair and breathe. The goal is to spend the entire time focused only on your breathing, which will prevent your mind from wandering. Think about how it feels to breathe in and out. This sounds simple, but it's hard to do for more than a minute or two. It's all right if you get

sidetracked by another thought; this is sure to happen at the beginning, and you just need to bring your focus back to your breathing. If staying focused on your breathing proves to be a real struggle, try counting each breath in and out until you get to 20, and then start again from 1. Don't worry if you lose count; you can always just start over.

This task may seem too easy or even a little silly, but you'll be surprised by how calm you feel afterward and how much easier it is to let go of distracting thoughts that otherwise seem to have lodged permanently inside your brain.

They Use Their Support System

It's tempting, yet entirely ineffective, to attempt tackling everything by yourself. To be calm and productive, you need to recognize your weaknesses and ask for help when you need it. This means tapping into your support system when a situation is challenging enough for you to feel overwhelmed. Everyone has someone at work and/or outside work who is on their team, rooting for them, and ready to help them get the best from a difficult situation. Identify these individuals in your life and make an effort to seek their insight and assistance when you need it. Something as simple as talking about your worries will provide an outlet for your anxiety and stress and supply you with a new perspective on the situation. Most of the time, other people can see a solution that you can't because they are not as emotionally invested in the situation. Asking for help will mitigate your stress and strengthen your relationships with those you rely upon.

ABOUT THE AUTHOR: Dr. Travis Bradberry is the award-winning co-author of Emotional Intelligence 2.0 and the cofounder of TalentSmart, the world's leading provider of emotional intelligence tests, emotional intelligence training, and emotional intelligence certification, serving more than 75% of Fortune 500 companies. His bestselling emotional intelligence books have been translated into 25 languages and are available in more than 150 countries. He is a frequent keynote speaker at public and private engagements. Dr. Bradberry has written for, or been covered by, Newsweek, BusinessWeek, Fortune, Forbes, Fast Company, Inc., USA Today, The Wall Street Journal, The Washington Post, and The Harvard Business Review.



The Complete Guide to Having a Creative Breakthrough

By Hannah Newman, posted July 25, 2014

We all struggle for a moment of insight. Whether you've been banging your head against the wall for days or just woke up to a problem this morning, the desire for a creative boost is a powerful one. It's the same feeling that plagues writers facing a blank page or advertisers developing a brand's next campaign—and learning how to achieve it can have a profound impact. Here are some tips to avoid your next headache or create something the world has never seen before:

Sleep

Just like a car needs gas to drive, your brain needs sleep to fire on all cylinders. Sleep consolidates what you've learned throughout the day, strengthening neural connections and, more importantly, creating new ones. Making original associations between different pieces of information stored throughout the brain (like that thing you read in the news and your college professor's dog) is at the heart of having a "eureka" moment (Archimedes supposedly coined the term while running naked through the streets of Syracuse, Italy after realizing the fraud in Hiero's "gold" crown by stepping into his bath and seeing water spill out.) For most adults seven hours of shuteye is recommended; new research suggests eight might be too much. So even if you don't work at a company with designated "nap rooms" or Energypods, make sure to plan your sleep schedule accordingly.

Get moving

Exercise has long been associated with better thinking, such as improvements in memory and attention. And as of late, it's also been linked to creativity. A recent study from Stanford University's Graduate School of Education found just eight minutes of walking

(whether on an indoor treadmill or outside) boosted creativity by about 60%. It's possible that walking works by naturally improving your mood, and creativity is known to improve when you're feeling good. Or, the authors note, it could be that walking takes brain power that would otherwise silence creativity. But there's no need to purchase a treadmill desk just yet. The researchers found creative thinking lasted past the stroll, so just be sure to get up and moving throughout the day. And if you do head out for your lunch hour, leave your notebook at your desk and have a pen ready upon your return.

Grab a partner

While Rodin's solitary thinker may be the quintessential emblem of a creator, a look back in time and a growing body of research indicates the power of the duo. Just take John Lennon and Paul McCartney, or Susan B. Anthony and Elizabeth Cady Stanton. Pairs are built for fluidity and flexibility, notes Joshua Wolf Shenk, author of the forthcoming book, *Powers of Two: Finding the Essence of Innovation in Creative Pairs*, and they're a social structure that allows idea to flourish. With neither partner able to hide, there is constant engagement and exchange of ideas that naturally generates productivity and creation. So grab a buddy and begin talking. Within the constant tension, dialogue, and sheer physical proximity lies an "Aha!" moment waiting to happen.

Break out of your comfort zone

Maybe it's finally time to ditch the "but I have poor hand-eye coordination" excuse and grab a tennis racket. Novel experiences work wonders for exposing you to new ideas and





The Complete Guide to Having a Creative Breakthrough (cont'd)

people, expanding your knowledge base, and opening up the opportunity to see novel possibilities, according to Daniel Burrus, CEO and founder of Burrus Research and the author of *Flash Foresight*, and is an effective way to create that lightbulb moment.

A recent study led by Wenfu Li, a psychology professor at Southwest University in China, found that individuals who had the most “openness to experience” were significantly more likely to be creative. Though openness, one of the classic “[Big Five Personality Traits](#),” is not just marked by a willingness to try new things. You can also increase your openness by unleashing your inner child and being more imaginative, paying close attention to your feelings, and pondering complex issues.

Practice

Although its direct contribution to creativity is still up for debate, practice is essential: You can't just be born the next Ernest Hemingway or Steve Jobs, and no problem is going to solve itself overnight (even with enough sleep). While 10,000 hours of practice clearly isn't necessary to become a creative expert (take Mary Shelley, who wrote her first short story at 18 and published *Frankenstein* at 20), regardless of natural talent, some practice certainly is called for, as Malcolm Gladwell, the theory's developer, noted in a recent Reddit “Ask Me Anything.” So no matter what problem you're trying to solve or masterpiece you're working to create, practice the skills required to get the job done. Consistent effort and learning from your inevitable mistakes are key for breaking through your inner turmoil and coming up with a creative solution.

Space out

One of the best ways to solve a problem, experts suggest, is to stop thinking about it. A study done by Dutch researchers Ap

Dijksterhuis and Teun Meurs asked participants to invent new pasta names, after being prompted with five examples of fake names, all ending with an “i.” The researchers found that participants who were given three minutes of a distractor task were much better at generating original pasta names that didn't end in “i” than those who were simply asked to sit and think of new pasta names for the same amount of time.

Letting the unconscious mind work its magic may do more than just help with novel idea generation; it can also help you identify which of your ideas are the most creative, suggests a related study done by Dijksterhuis, Simone M. Ritter, and Rick B. van Baaren of Radboud University Nijmegen's Behavioral Science Institute in the Netherlands. In this case, participants who played a computer game for two minutes instead of thinking about the problem at hand (how a student can earn some extra money) were twice as good at weeding out which of their ideas were the most creative.

So don't be afraid to take time away from the problem you're trying to solve and let it stew. It's no surprise insights often happen in the shower or while daydreaming. Giving your mind a break may be just the thing you need to generate your next creative breakthrough.

Reprinted with permission from [Quartz](#). The original story can be found [here](#).

Article posted on GovExec.com, complete with all links referring to studies and articles is located at this link:

<http://www.govexec.com/excellence/promising-practices/2014/07/complete-guide-having-creative-breakthrough/89690/?oref=recentposts>



UPCOMING EVENTS August 2014

- August 7, 2014 Leadership Luncheon**
11:30 a.m. Public Works Training Center
- August 7, 2014 FEB/OPM Conference Call**
1:00 p.m. POC: FEB Office, 405-231-4167
- August 7, 2014 Leadership FEB**
Morning CBP, Nat'l Air Training Center
Afternoon Servant Leadership Training
POC: FEB Office, 405-231-4167
- August 20, 2014 Interagency Training Council**
10:00 a.m. Rose State College (PTEC)Rm 114
POC: Javier Solis, 405-739-7538
- August 27, 2014 Local Federal Coordinating
Committee for Central OK CFC**
12:00 noon 1444 NW 28th St, OKC
POC: FEB Office, 405-231-4167
- TBD Emergency Preparedness &
COOP Council Mtg**
2:00 p.m. OKCCHD, 2600 NE 63rd St, OKC
POC: FEB Office, 405-231-4167

INSPIRATION CORNER

Awareness of both your limitations and your potential enhances humility. –Sheila Murray Bethel

The only way to get positive feelings about yourself is to take positive actions. Man does not live as he thinks, he thinks as he lives. –Vaughan Quinn

Perseverance is a great element of success. If you only knock long enough and loud enough at the gate, you are sure to wake up somebody. –Henry Wadsworth Longfellow

Companies today need employees with quick minds, unique ideas, and the physical energy to put them together. –Connie Podesta and Jean Gatz

Circumstance has no power over you. Your inner weather is always and forever at your command. –Olga Rosmanith

Technique and technology are important. But adding trust is the issue of the decade. –Tom Peters

Your Federal Executive Board

“Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of the federal agencies and the community.” (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Jim Finch, Special Agent in Charge, FBI
- Joe Gallagher, Deputy to Commanding General, Fires Center of Excellence, Fort Sill
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Ross Marshall, Executive Director, Tinker AFB
- Dottie Overal, Director, Small Business Administration
- Betty Tippeconnie, Superintendent, BIA-Concho Agency

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please fax to the FEB Office at (405) 231-4167 or email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

Officers

- Chair:** **Julie Gosdin**
District Director
US Postal Service, Oklahoma City
- Vice-Chair:** **Kevin Donovan**
Federal Security Director
Transportation Security Administration
- Ex-Officio:** **Adrian Andrews**
Special Agent in Charge,
US Secret Service, Oklahoma City

Staff

- Director:** LeAnn Jenkins
Assistant: Lisa Smith-Longman
Detail: Daniel Moriasi, Ph.D.



F.E.B. EXECUTIVE FORUM

THE EXCEPTIONAL LEADER



Date:	Thursday, August 7, 2014
Location:	Public Works Training Center, 3738 SW 15th Street, OKC
Time:	11:00 a.m.—1:00 p.m.
Cost:	\$15.00 per person to cover lunch (must be paid in advance)
Who should attend:	Federal Leaders & Managers

Workshop includes a 52 minute DVD presentation by Jack Zenger, author and co-author of six books, including “Results-Based Leadership” and “Handbook for Leadership”, serving as an adjunct faculty member at the Stanford Graduate School of Business.

Empirical data shows a distinct correlation between quality of leadership and business performance. While formal leadership development programs have often failed to achieve measurable results, Jack Zenger believes that average managers can develop the specific traits shared by exceptional leaders—traits that improve retention, customer satisfaction, employee engagement, and bottom-line profitability. Based on the best practices of leading organizations, Zenger defines these characteristics, and offers ten specific recommendations proven to enhance leadership development.

Following the viewing of the DVD, there will be a facilitated discussion on the leadership lessons presented, as well as an opportunity to learn from and network with your fellow Federal Leaders.

Executive Core Qualifications: Leading Change, Leading People, Results Driven

REGISTRATION

Name:	Phone:
Agency:	City:
Email:	

Cost: \$15.00 per person

Buffet Luncheon:

Method of payment: Check Credit Card

Mail registration to:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
Or fax to:	405-231-4165
Or email to:	LeAnn.Jenkins@gsa.gov or Lisa.Smith-Longman@gsa.gov

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through August 1, 2014. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged if within the appropriate management structure!



SUN	MON	TUES	WED	THUR	FRI	SAT
31		August 2014			1	2
3	4	5	6	7 Leadership Luncheon	8	9
10	11	12	13	14 Leadership FEB	15	16
17	18	19	20 10:00 ITC mtg	21	22	23
24	25	26	27 12:00 LFCC	28	29	30

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A. MCGEE AVENUE, STE 153
 OKLAHOMA CITY, OK 73102-3422
 OFFICIAL BUSINESS ONLY

We wish to thank the FAA Media Solutions Division for their monthly assistance in the duplication and distribution of this newsletter.