



The Circuit

Volume 24, Issue 3

Surfing the Tides of Change a Rousing Success!

This year's training conference in San Diego was fun, educational, exhausting, and record-breaking in so many ways! For those of you who were unable to join us, please enjoy some memories and musings... We hope you will be inspired to join us next year in [New York!](#)



Give Them A Hand! *Submitted by Maryanne Chappell*

Take a moment out of your busy day, just maybe a minute or two to think about what we've just experienced in San Diego, and reflect upon all the hard work that went into this year's conference. The women and men who put this conference together deserve a round of applause for all their work, and I'd like to take just a minute to pay my respect to them.

And by the way, don't you feel relaxed and refreshed after this wonderful conference we just had in San Diego? "Surfing the tides of change" was the theme and we were able to learn a lot of new things that touched a facet of every discipline that was represented there this year. This truly underscored the intent of this conference, which was to greet the changes that we are facing in the FAA with an open mind and flow with them instead of against them. [Continued...](#)

Learning Opportunities at a TWO Conference...

["How To Write A Bodacious Self-Assessment"](#)

Surfing the Tides of Change

submitted by Harry Peasley



Caption describing picture or graphic.

"Surfing the Tides of Change" was a great conference TWO hosted in early September and the theme was perfect for where we are in today's ever-changing environments. It was truly a joy and honor to share some experiences about the topic of change with many of you during the keynote speech in San Diego. Let's fast-forward to today! I was recently talking with a colleague who was in the midst of a new job assignment. She was telling me how she was gathering information from everybody around her, assimilating that information into usable pieces that added value to her and the organization. In her excitement, she would tell me about how she closed discussions with asking everybody she met "what can I do to help you?" Now this is a very busy professional and one month earlier, this colleague hated her job and was updating her resume for "greener pastures." The job hadn't changed – only her viewpoint on how she saw her contribution to the organization. In fact, she decided she would mold her future rather than be a victim to it. [Continued...](#)

TWO Member Embarks on a New Challenge

Rod Craig has devoted nearly twenty-five years of service to the Village of Hanover...



Rod Craig, TWO member, leads the village council in his newly elected post as Mayor of Hanover Park.

years of service to the Village of Hanover Park, Illinois. As a baker in his father's bakery, a Fire Control Technician in the United States Navy, an organizer and national union leader, and now, as a System Operation Center (SOC) manager at the Chicago Air Route Traffic Control Center, Rod has come to understand that through effective leadership groups of people can seek out

[More...](#)

TWO Member Embarks on a New Challenge

Questions or comments? E-mail the editor at: cheri.l.walter@faa.gov or call 847-294-8532



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Give Them A Hand! Continued...

Submitted by Maryanne Chappell

Kathleen Harrold worked very hard, along with all the executive board members and the committee members, too numerous to name, to bring together a well thought out plan. There were TWO members from not only the surrounding areas, but as far east as New England and as far north as Alaska and everywhere in between as well. We were well represented given the distance many members had to travel and I think that speaks well of the planning that went into it.

The level of effort that all board and committee members displayed to pull this off was enormous, none know it better than the members themselves when they put in 18 hour days and longer to make sure every little detail was attended to and that all who came enjoyed their stay. They ensured that the keynote speakers were allotted their respective time to speak and they negotiated their time flawlessly with the rest of the schedule. This included training segments, tours, dinners and the integral and ever-present networking that always occurs during these engagements. These women fine-tuned their roles until we barely noticed there was someone actually running things anymore. That took a lot of work and a lot of coordination among many parties. Not an easy task to do when everyone was flying in at different times from all corners of the globe.

The success of the auction will help less fortunate TWO members make that trip next year to the conference and benefit from all it has to offer as we were able to do this year. These conferences are extremely important and when we can help our own achieve these benefits through the outpouring of our generosity...well I say again, *give those hard working women a hand!* for allowing us that opportunity. Don't you think this conference exemplified our desire to help each other when we can? I know I'm not alone when I say that I'm proud to be a member.

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Surfing the Tides of Change

by Harry Peasley

Why Is Change Sometimes Difficult?

We are pattern-making beings. In general, our systems are more comfortable with pattern and routine than with change. Once a pattern is established, our left-brain will happily march along that well-lit and wide path while our right-brain is quickly analyzing. In some of us the right side of our brain is already feeling the pain and suffering. In others, our right side is planning out future opportunities. Most patterns are set very quickly and deeply; so think about what resistance we might have when we try to change patterns that have been part of lives for years. Consider this: the most important thing about dealing with change is to define the new path! I know – that may be easier said than done and sometimes that path may be “visually impaired” from our viewing pleasure.

We all have biases toward change. The key for us get on the right path is to find the vision or the reason for the change and be willing to let go of some things that are no longer useful. Embracing this idea gives us permission to explore the journey and eventually find a new path or another alternative that hadn't been thought of yet. After all, if Dorothy never skipped down that yellow brick road and found the Scarecrow, Tin-man, and the Cowardly Lion on her way to Oz, would we have ever known the stories of the “Wizard of Oz” or “Wicked?” All I'm suggesting is Dorothy was willing to go down that path to get home even though it was scary. She met some good partners along the way and eventually found her destination. Define that path for our destination in change.

Successful Change and a Great Attitude

To successfully handle change is to think about your attitude toward the change. There are two sides of change, just like there are two sides of a coin. “Heads you win and tails you...win.” Who would have known? We all have to get to that place where we can let go of our grief and anxiety. I know that's sometimes easier said than done, but what are the alternatives? One has to ask – are we ready to move on? It isn't until that point of letting go of the past can we begin to look toward the future. In other words – we have to be willing to experiment. I'm not talking lip-service here. I'm talking about being true to yourself and truly thinking about where you are and where you want (or need) to go.

Following are a few tips to help you deal with change a little easier. They may seem basic, but are vitally important in helping make change a more positive experience.

Develop support relationships at work and home. People who have friends they can share their thoughts with during stressful time's experience fewer negative effects caused by change.

Research proves those folks also remain healthier, are more successful and live longer.

Take care of yourself. Enjoy your hobbies. Eat a balanced diet, exercise, get enough rest. Take time to relax with friends and family. Listen to your body. If you don't think these suggestions are important, look around at others who aren't using them. You'll soon discover how just how important these basic wellness tips are.

Build self-esteem. There is only one you. You have special talents and interests. List what you like about yourself and note your special talents. Also, list what you appreciate about family and friends. Tell them and make them feel good. This ties into “develop support relationships at work and home,” so see bullet number one.

Be open and flexible. Most people are eager to settle into comfortable routines. Realize that your present routine may only be temporary.

Keep your "sunny side" up. The old song went something like, "Accent the positive and eliminate the negative." It's a good idea to focus on the positive and eliminate the negative.

Keep your "sunny side" up. The old song went something like, "Accent the positive and eliminate the negative. Keep on the sunny side of life." A positive attitude helps you feel good about yourself, goes a long way toward improving your health and helps you deal with changes that come along.

Take control of your life. What can you do now that will help you cope with the changes in your life? Make a list of options. What are the positive and negative outcomes of each choice? Practice finding the good in each of life's changes. Take charge of your thoughts and actions.

Examine your work environment. If possible, change what you don't like about your work environment or accept what you can't change. If you can do neither, then it's time for the big change: A change of jobs. While this may sound drastic, sometimes drastic inputs demand drastic outputs. If this becomes the option, I would recommend a very thorough reflection before making what could be a life-changing experience. On the other end, when beginning a new job, re-examine the old. What worked that you would like to take to a new job? What should be left behind?

Harry Peasley is the founder and principal consultant for New Heights - "Developing the full potential of individuals and organizations." Harry acts as a human resources advisor specializing in training, coaching, and strategic management. To contact Harry, his email is harry@newheightstraining.com .

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As our vision statement emphasizes, our members within the FAA utilize TWO as a powerful, courageous voice for change. As a result, the TWO/PWC Mentoring Program recently became the Official Mentoring Program for the FAA.

The upcoming 2008 Training Conference will not only highlight the benefits of mentoring, but will also focus heavily on Technical Training including Next Generation Air Transportation Systems (NextGen) and training to support NextGen Programs.



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Registration

Contact Susan Daly/2008 Conference Chair at susan.daly@faa.gov or 631 249-4750, ext: 242 with queries or confirmation. TWO is located on the web at www.technicalwomen.org.



"The Return of The Bessie Coleman & Harriet Quimby Reunion"

"TWO Turns Twenty: The Journey Of Excellence Continues....."
You're Invited To Celebrate Our 20th Anniversary Training Conference & the 50th Anniversary of The FAA, New York City, August 5-7, 2008



The LOGO: *Triangle represents a communication antenna which symbolizes technical career fields, such as electronics technicians, flight certification specialists, inspectors, civil and electrical engineers. Circle symbolizes the unity of these career fields through TWO. Silhouette represents the membership. Airplane symbolizes our purpose and our dreams.*

"Additional Courses To Be Announced!"

"The 2007-2008 Executive Board: These Leaders are serious about the FAA and their commitment to TWO!"





Technical Women's Organization 2007 Training Conference

Review of

"How To Write A Bodacious Self- Assessment"

Each September, in the midst of the chaos attending the end of the fiscal year many FAA employees sit down to face their most formidable task of all: writing self-assessments. In contrast to most FAA'ers, the participants in Emily Godinet's training session were able to calmly approach this task with confidence and focus.

Emily first discussed the initial steps that should be taken at the beginning of the rating period. These include defining your expected job performance and reviewing the FAA Flight Plan along with your organization's related business plan.

The next portion of the class covered a variety of writing strategies to make your assessment concise, precise and verifiable. Emily provided some great tips for making a self-assessment effectively communicate how your superior efforts contributed to the FAA's organizational goals.

As a group we brainstormed different tactics for documenting superior performance throughout the rating period. Our training session finished up with practical exercises. I immediately reaped the benefits of this training upon my return to my workplace.

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solutions to any problem. Whether serving as Village Trustee, President of the Fire Protection District, coach of soccer teams, or the Scoutmaster of Troop 398, Rod has freely contributed his time and energy to making Hanover Park a better place to live. Both his personal and professional lives have prepared him to be Hanover Park's Village President as he works to take his hometown in new directions of growth and prosperity.



Check out the Village web site at:
www.hanoverparkillinois.org



Rod volunteered to mentor Ronnette Wynn-Walker in the TWO/PWC Mentoring Program. When asked about his experience with the Program, Rod said, "I consider it an honor to be asked to be a mentor in the TWO/PWC Mentor Program," stated Craig. "I'm never too busy to help a good employee be better."

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