ASSERTIVE PROFESSIONALS

NEWSLETTER

WINTER 2020 ISSUE

WHAT'S HAPPENING AT AP?

- We are actively recruiting a GEOINT Standards & Architecture Expert, supporting NGA on Emerald Task Order 21, in Springfield, VA. If you or someone you know has any interest in this work, has 20 years of general experience and 15 years of specialized experience, reach out to the AP Talent Acquisition team at careers@assertiveprofessionals.com.
- Our JGASS team continues to grow. **Kaleb Ward** and **Jeremy Burrows** joined our team in October, and have already been a fantastic representation of AP on Fort Bragg. We're glad to have you both join team AP!
- We are thrilled to see **Gary Zhu** come on board, as well. He is AP's first Network Analyst on the Counter-Insurgency Targeting Program (CITP), in Charlottesville, VA. Welcome to the team, Gary!

SECURITY CORNER

Insider threats can cause significant damage to our people and our national security. The U.S. Federal Government takes seriously the obligation to protect its people and assets whether the threats come from internal or external sources. Insider threat programs help ensure our hard-working and dedicated workforce have a safe environment to carry out our important missions.

Prior to any foreign travel for work or pleasure, DCSA requires cleared employees to be briefed. In addition to your onsite SMO, you must also notify the AP FSO, Tom Hoefs.

The DoD Hotline: 1-800-424-9098

MENTORSHIP

"Work/Life Balance"
- Steven Shaffery, Director of Business Development, Assertive Professionals

Balancing your work life and your home life is difficult. It is a common problem without a common solution. While everyone's home life may be different, the need to be attentive at home is universal.

According to a Harvard Business School survey, 94% of service professionals put in 50 or more hours a week, and nearly half of that group put in more than 65 hours a week. The average adult needs approximately 7.5 hours of sleep a night, leaving only 16.5 hours of your day awake. Without doing work on the weekend, if a service professional works 50 hours a week, they leave themselves only 6.5 hours a day during the workweek to dedicate to their home life. Many adults reduce their amount of sleep at night to make up for these hours, especially when unforeseen circumstances arise.

There is not a quick fix for balancing your work and home life. The first step is to acknowledge that you cannot do it all. That does not mean you are not a good worker, spouse, parent, or friend; it means that you are human. According to Forbes, there are six tips to consider when trying to improve your work and home life balance:

1. Let go of perfectionism – As your responsibilities increase, your ability to keep your habit of perfection decreases, and that is alright.

2. Unplug – Turn your phone and/or computer off for set times during the day/night.

MENTORSHIP CONTINUED

3. Exercise and meditate—Exercise is a proven stress reducer. Meditation helps provide self-care to your mind, body, and soul.

4. Limit time-wasting activities and people – Develop firm boundaries for these activities. If you spend 20 minutes surfing Facebook each time you log in, set a shorter time limit so you do not waste too much time being non-productive. The same principle applies with people that are not a priority in your life.

5. Change the structure of your life – Change your habits until you find a schedule that works for you.

6. Start small and build from there – Change does not have to be drastic. In fact, the more drastic the change, the more likely the new change will not stick.

From a personal perspective, this balance is something I struggle with on a regular basis. I feel like I am in a constant tug-of-war between work and my personal life. Prioritizing my efforts and attention while working is just as much a struggle. The same thing goes for my homelife. Between my wife, two sons, daughter, mother-in-law, and my two dogs, balancing who gets more of my attention is a constant battle. Each day brings a different balance. Knowing this, I have no problem altering my attention and focus for each problem circumstantially. Having a loose routine and a flexible work schedule makes this balance much easier.

My biggest struggle throughout the past several years was making time for me. I felt like I balanced work and family well, but I had no room to focus on me. To fix this, I found a hobby that I was interested in and built it into my routine. For me, it was improv, but for you it could be anything you enjoy. Don't let your responsibilities get in the way of your own happiness. Find a hobby and get some self-enjoyment time throughout the week's limited hours.

My last piece of advice (but the most important, in my opinion) is to vacation. Break out of the norm, step away from work, go get yourself some downtime. Trust me, each and every one of us deserve it!

References:

https://hbr.org/2009/10/making-time-off-predictable-and-required

https://blog.rescuetime.com/work-life-balance-study-2019/

https://www.forbes.com/sites/deborahlee/2014/10/20/6-tips-for-better-work-life-balance/#2e17537f29ff

WORD ON THE STREET…

Chris Kintner, AP Managing Partner, took an epic, once-in-a-lifetime trip to Africa in November. Pictured from top left to bottom right: Chris hanging over the edge of the Devil's Pool, above Victoria Falls in Zambia; his passport covered with stamps post-trip; an Oryx in the middle of the road near Sossusvlei, Namibia; and Chris triumphantly standing atop Big Mama Dune in Namibia. Be sure to corner him at the next AP event to hear more of his experiences in Africa!

Team AP attended the JGASS Christmas party on December 11th! Pictured from left to right: **Tiffany Shaffery, Kaleb Ward, Lindsay Veros, Chris Kintner, Sean Vary, Nicole Savely, Muryel Vary,** and **Steven Shaffery.**

WORD ON THE STREET…

Luis Martinez, AP Talent Acquisition Specialist, (pictured on the far right, helping students at the College of Geosciences 2019 GeoX camp), received the National Defense Science and Engineering Graduate (NDSEG) Fellowship through the US DoD this year. This fellowship will find his dissertation research in subterranean mapping for three years, with a monthly stipend and full tuition covered. Congratulations, Luis!

AP was represented by **Nicole Savely, Irene Nesterenko**, and **Shane Ryan** (pictured left to right) at the Technology Plus & Small Business Procurement Expo in Fort Belvoir, VA, on December 14th!

DID YOU KNOW?

AP offers the Flexible Spending Account (FSA) benefit to full-time employees. An FSA is a pretax benefit that allows eligible employees to set aside a specific pre-tax dollar amount for unreimbursed medical, dental, vision, orthodontia, and dependent care expenses. There are many reasons to participate in an FSA—tax savings, budgeting, avoiding out-of-pocket expenses to name a few. Email HR@assertiveprofessionals.com for more info today!

COMMISH'S CORNER

As of this writing, we are entering the second round of our AP Fantasy Football playoffs. Congratulations to the top eight teams that made it:

Championship Bracket: Blazing Girdles, Hershey Hijinx, Golden Eye and Thunderbolts.
Consolation Bracket: I Like Big Puntz, Auntie's Team, Fear the Conseqwentz, and Rebuilding Year (apparently, it wasn't).

Of note, all four teams in the Championship bracket ended the season at 10-4, which is truly amazing. We do have a $25 prize for best regular season record, so this went down to a four-way tie breaker, leaving Golden Eye as the winner. Congratulations, Deb Outten-Mills!

Following last week's action, this weekend's Championship match-up will feature Golden Eye versus Blazing Girdles. No worries here, as each team is guaranteed a prize. Good luck, coaches! At the same time, Hershey Hijinx and Thunderbolts will go head-to-head for third place, with the final prize on the line.

As we conclude the season, here are few interesting facts:

Longest Winning Streak (6) - tied between Fear the Conseqwentz and Blazing Girdles
Largest Winning Margin (86.44 points) - Ambassador of Quan (though, at 6-8 this didn't help me one bit....)
Closest Winning Margin (0.94 points) - Auntie's Team versus I Like Big Puntz (week 1)

Looking forward, our next fantasy event will be NCAA Basketball's March Madness. Look for more info around mid-February.

- Mike Rapp, AP Fantasy Football Commissioner

KEY DATES

JANUARY

- Martin Luther King, Jr. Day: 20th

FEBRUARY

- Valentine's Day: 14th
- President's Day: 17th

WINTER EVENT IS TBD!
Stay tuned for details.

NEXT NEWSLETTER

Do you have something newsworthy to share? Email Nicole at: nicole.savely@assertiveprofessionals.com