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2011 UPAA Conference

Our 2011 conference is scheduled to be held on June 23rd & 24th in Logan, Utah at the Riverwoods. Once again I think the Board has put together an excellent conference with lots of topics to help you with your jobs. We hope to see you all there.

Recent CUPA Recipients

- Roswithe Brown, Cache County Attorney's Office
- Adrienne Lee DeJong, Davis County Attorney's Office
- Elaine Despain, Duchesne County Attorney's Office
- Sindra Garcia, Salt Lake City Prosecutor's Office
- Megan Hutchins, Salt Lake City Prosecutor's Office
- Salote McKenzie, Washington Co Attorney's Office
- Lydia Mossi, Kane County Attorney's Office

Help us in Congratulating them on a
Job Well Done

If you are interested in joining a study group to prepare for the CUPA test, please contact JoEll Rowley.



AVOIDING BURNOUT

Val Baldwin, CPC

Live Your Ultimate Life Now

by Henry Neils, Reprinted from CareerBuilder.com

In some ways it was a typical breakfast meeting. The waitress was pleasant, the eggs were average, and the restaurant was full of busy people. My client held a cup of black coffee and the first few times he took a sip he managed to spill quite a bit of it. His trembling hand was just one of the symptoms of his burnout. That's why we were meeting. He wanted to know if I could help him.

I picked up a fork and explained that as long as I used it for eating, the fork would last indefinitely. However, if I began to use it to drive nails or dig trenches, it would soon break. The key was to use it for what it was designed to do.

The look in his eyes told me he got it, but I still went on to say that people are like the fork. When they do what they are not designed to do, they eventually break.

Sure enough, I had him take a MAPP (Motivational Appraisal of Personal Potential) Assessment and it showed that he was designed to work on projects where there was a definite goal. He derived immense satisfaction from reaching goals. He also needed to work by himself about half the time. He was a scientist and enjoyed lab time, doing calculations, and interpreting test results.

What his job required on a day-to-day basis was another story. His primary task was to supervise a dozen people and maintain operations. No goals. No projects. No time alone. Consequently, his job was sucking the life out of him.

Much credit for his recovery goes to his boss who was willing to change the job content to fit the design of a valuable employee. So how do you know if you, a loved one, or someone who reports to you is suffering from burnout? Here are the early-warning signs.

1. Chronic fatigue - exhaustion, tiredness, a sense of being physically run down
2. Anger at those making demands
3. Self-criticism for putting up with the demands
4. Cynicism, negativity, and irritability
5. A sense of being besieged
6. Exploding easily at seemingly inconsequential things
7. Frequent headaches and gastrointestinal disturbances
8. Weight loss or gain
9. Sleeplessness and depression
10. Shortness of breath
11. Suspiciousness
12. Feelings of helplessness
13. Increased degree of risk taking

Fight burnout. Do what you were designed to do. If you are interested in taking your own MAPP assessment, you can do so easily, quickly and affordably online at www.assessment.com. Check it out and get started on living your ultimate life!

TRIVIA

- ☼ "Stewardesses" is the longest word typed with only the left hand.
- ☼ "Lollipop" is the longest word typed with your right hand.
- ☼ No word in the English Language rhymes with "month, orange, silver or purple."
- ☼ Our eyes are always the same size from birth, but our nose and ears never stop growing.
- ☼ The words "racecar," "kayak" and "level" are the same whether read left to right or right to left.
- ☼ A snail can sleep for three years.
- ☼ An ostrich's eye is bigger than its brain.
- ☼ An average person's left hand does 56% of the typing.
- ☼ Women blink nearly twice as much as men.

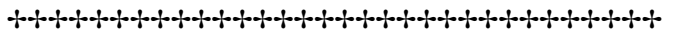


Meet our Newest Board Members



Christine Stevens is employed at the Millard County Attorney's Office in the criminal division. She has been there since 1991. She is a member of the Utah State Bar Paralegal Division, the BCI TAC for their office, and also is their Victim/Witness Coordinator.

Christine currently lives in Holden with her Farmer/Rancher spouse. They have 6 children and 15 grandchildren. She loves to golf, read, shop, travel and spend time with her family. Christine will be a valuable member to our board and we look forward to the knowledge and experience she will bring.



Hi, I am Marcy Duke. I was born and raised in Orem, Utah. I currently reside in Spanish Fork. I have two sons, one living in Spanish Fork and the other in Cedar City. I worked at the Wasatch County Attorney's office for nine years and am now at the Springville City Attorney's office, where I have been for the

past three years.

My favorite things to do when not working are playing with my four grandkids, golf, reading, sewing and shopping. I look forward to being on the UPAA board, I have enjoyed the UPAA conferences in the past and meeting all the members, it is something I look forward to every year. If we haven't met please come and introduce yourself, I love meeting new people.



Remember your Hero?

Remember when you were little and your parents or an older sibling was your hero, the person you looked up to and admired? Still today, your children or siblings look up to you and whether you know it or not, they still see you and try to imitate you. Children want to be so much like you, so grown-up. They watch everything you do from what you wear, to how you put on your make-up, and how you decide to drink, smoke, or do illegal drugs. If you wonder how much of your child's life you are influencing by asking them to bring you a beer or an ashtray, you might be surprised to know that they often think that is what grown-ups do and so, that's what they should do too. Children are exposed to media so much that the messages and ideas they put in their minds are sugar-coated. They glamorize substance abuse as something to pass time or to have fun with. As role models for our children and siblings, there are steps we can take to be positive role models for them. Here are a few examples:

1. Don't engage in illegal, unhealthy, or dangerous drug use. Avoid actions that say, "Do as I say, not as I do." Children watch our actions and imitate them from early on.
2. Don't involve your child in your use of alcohol, tobacco, or illegal drugs. Don't ask them to get you your beer or light a cigarette.
3. When possible, point out examples of bad behavior linked to substance use or abuse and the consequences. Examples can be found everywhere. It's part of your job to engage your child about what they see and tell them what it means.

If you use substances, the fact is, they are more likely to use them too. However, you can still do a lot to help your child choose not to do them. Make sure that within your family there are rules on the use of alcohol. If family celebrations include alcohol, try to find alternative ways to celebrate. If you use tobacco products and have had difficulty quitting, talk with your child about the challenges you have faced, and how addictive it is. Let them know if you thought you could stop easily, but it has become harder because you are dependent on the nicotine. Also, tell them you want to quit. If you use illegal drugs or are abusing prescription drugs, you are sending them a negative message that you use them to escape from your problems, that it gives you a temporary happiness, and that it's okay to not follow the law.

You might be doubtful on whether you should tell your child about your past experiences. Know that these types of talks can help to guide them so they know these things are not good for them. Some children may not want to know, but some could really benefit from this discussion. Take caution to make sure that you make a good distinction between past and present. Be a positive role model for your child and set limits- but allow room for growth. Remember not to cut off communication with them when they become independent, because that could be when they most need your advice, even if they may not ask for it. You should always be there for them to talk and to guide them. "Parents are a child's first and best teacher."

-Written by: Yemina Geroli, ASAP Coalition (Information taken from: SAMHSA, *Keeping Youth Drug Free*, 2004)

This message is brought to you by ASAP (Art City Substance Abuse Prevention). "Springville is a community that empowers its citizens to be respectful and accountable by valuing unity, celebrating creativity, and promoting healthy lifestyles."

How to Manage the Toxic People in Your Life

Unfortunately no one is immune from having run-ins with jerks, needy people and takers, toxic people who don't care about normal social give-and take. They might be people at work, friends or relatives. So here's how to manage the toxic people in your life, courtesy of Dr. Matt Goulston, an FBI hostage negotiation trainer.

DEALING WITH THE JERK. The magic word that will stop them in their tracks is "Huh?" This sends the message that what they're saying doesn't make sense, and signals that you're not going to invest any energy in the conversation. It's useful when a jerk says something completely ridiculous, but acts like they're being perfectly reasonable. Like, they insist on splitting the bill 50-50 when their meal was twice as expensive as yours. If that doesn't do the trick, say something like "I can see how this is good for you. Tell me how it's fair for me." If they stall or change the subject say, "Since it's not clear how this is fair for me, I'll have to say no."

NEEDY PEOPLE! Toxically Needy people expect constant help and attention. They're like spoiled children who always try to get you to listen to them, but no matter how much you do for them, it's never enough. So if you tell a Needy person "no" - say they want to go out on the town and stay out half the night and you want to sleep - because you have work in the morning. You're going to hear the usual whine: "It's not fair!" Pause and calmly say "It's not fair" only means, this isn't what you want."

The final type of toxic person you need to deal with: **TAKERS.** The Taker always asks you for favors but never has the time or energy to pitch in when you need help. So make a mental list of ways the Taker could help you. The next time they ask for a favor, say "Sure! And can you help me out by..." If they balk, say "I assume you don't mind doing a favor for me in return, right?" Insist on a quid pro quo every time they ask for a favor, and you'll either get a lot of chores done or the Taker will soon leave you alone.

THE COURT STRUCTURE



JUDGE

Leaps tall buildings in a single bound
Is more powerful than a locomotive
Is faster than a speeding bullet
Walks on water
Thinks he is the Supreme Being

COURT ADMINISTRATOR

Leaps short buildings with a single bound
Is more powerful than a switch engine
Is just as fast as a speeding bullet
Walks on water if the sea is calm
Talks with the Supreme Being



COURT BAILIFF

Barely clears a quonset hut
Loses tug-of-war with a locomotive
Can fire a speeding bullet
Swims well
Is occasionally addressed by the Supreme Being



PROSECUTING ATTORNEY

Runs into building
Recognizes locomotive two out of three times
Is not issued ammunition
Can stay afloat with life preserver
Talks to walls



PUBLIC DEFENDER

Falls over doorsteps when trying to enter building
Says, "Look at the choo-choo"
Plays in mud puddles
Mumbles to himself



CLERK OF THE COURT

Lifts buildings and walks under them
Kicks locomotives off the tracks
Catches speeding bullets in teeth and eats them
Freezes water with a single glance
And is the closest thing to the Supreme Being



