

CAPIIP News

A newsletter for and about Carl Albert Public Internship Program Executive Fellows and Undergraduate Interns

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Playing in "No-Fail" Mode

By Darcy Eikenberg

My good friends Mollie and Dan are the proud owners of the game "Rock Band." If you're not familiar with this addictive, "oh-my-gosh-is-it-midnight-already" video toy, Wikipedia describes it as allowing "up to four players to virtually perform rock music songs on lead guitar, bass guitar, drums, and vocals using special controllers modeled after musical instruments."

The game inexplicably calculates "points" for hitting your notes on the right beat. Since the foursome typically includes whatever new guests join the household that night, it's easy for a first-timer to fumble the keys on their plas-

tic pseudo-instrument and make some mistakes. If they mess up enough, the system flashes "FAIL" on the screen and that person's instrument goes uncomfortably silent. (This also happens if, after a few glasses of wine, you've selected a difficulty level other than "easy"--not that it's ever happened to me. . .) It's incredibly sad when you "fail" and the others keep playing, working hard to reach a successful conclusion of the song. It's even sadder when the entire band "fails," and the music fades mid-stream, with the ragtag group of avatars who represent you on the video stage looking ashamed and embarrassed.

After a few weeks of playing, Mollie recognized there had to be a way to turn off this an-

noying "fail" mechanism. With the help of the 7th grader visiting at the time, she found it--the mecca, the bliss, the "no-fail" mode. So we picked up our sticks, guitars, and mike again. And got through the entire song--sometimes good, sometimes bad, but always complete.

"What Would You Do If You Knew You Could Not Fail?"

Writer and pastor Robert Schuller is credited with the above quote, although most know it better from inspirational pewter paperweights in holiday catalogs or on card shop shelves. But that message sprung to life for us after we chose "no-fail" mode. . .

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CAPIP Changes & Stats

Appointed

Executive Fellows

Kristi Bratkovich
Olivia Leeker
Oklahoma Office of Juvenile Affairs

Phillip Cox
Ashley Herron
Erika Williams
Oklahoma Health Care Authority

Richard Thomas
Oklahoma Conservation Commission

Meagan Brock
Borman Stell
Office of Personnel Management

Paul Poputa-Clean
Office of State Finance

Maria Moreno
Oklahoma Water Resources Board

Johnny Hammond
J. Parker Kempf
Bobby Kibe
Department of Rehabilitation Services

Undergraduates

Luke Kershner
Office of State Finance

Stephanie Koester
Department of Central Services

Executive Fellows Converted

Paul Brodersen
Brian Harrison
Office of Personnel Management

Stephanie White
Oklahoma Public Employees Retirement System

Executive Fellows Hired

Ileana Bauman
Wendy Bohannon
Cynthia Kidd
Judith Matthews
Department of Rehabilitation Services

Sarah Harding
Oklahoma Health Care Authority

7 Undergraduate interns are currently employed by three state agencies.

31 Executive Fellow interns are currently employed by ten state agencies.

There are 38 eligible Undergraduate interns and 32 eligible Executive Fellow interns within the current applicant pool from the following universities:

- Southern Nazarene University
- University of Arkansas
- Oklahoma City University
- University of Oklahoma
- University of Central Oklahoma
- Oklahoma State University
- Langston University
- Patrick Henry College
- Missouri Southern State University
- Oklahoma Christian University
- Southwestern Oklahoma State University
- Oklahoma City Community College
- University of West Georgia
- Walden University
- East Central University
- University of Phoenix
- Cameron University
- American Military University



(continued from page 1)

We sang louder, unafraid of missing a word (which isn't easy when it's the French part in Talking Heads' "Psycho Killer.")

We tried different instruments, breaking out of our comfort zone of our favorites.

We increased our individual challenge levels--maybe not yet to "hard," but took a chance on "medium".

We chose harder songs for the group as a whole -- literally saying to each other, "hey, we can't fail, so why not?"

We just had more fun!

Okay, you're smart, and at this point, you get the metaphor. You know I'm suggesting that we play in our own "no-fail" mode in all the other areas of our life. And while it's not quite as simple as asking a 7th grader to help you find the right menu button, could it be as simple as just choosing something other than failure?

Is a struggling business situation a failure--or a learning opportunity?

Is leaving a dead-end job a failure--or a bold move to take your life back?

Is being rejected for a promotion or new job a failure--or the stepping stone that frees you for what's coming next?

Failure is the ultimate "who says" game, primarily defined by our own judgment calls. In your work and life, the only thing that really matters is what you say. So why not choose "no-fail" mode? And if you're not sure of the words, just open your mouth and sing anyway!

Article Source: <http://www.articlesbase.com/leadership-articles/playing-in-quotnofailquot-mode-904002.html>

Darcy Eikenberg is president and chief creative officer of Coach Darcy LLC, a professional coaching, mentoring, and talent development firm based in Atlanta. She is an accomplished coach, consultant, facilitator and business leader with over 20 years of experience in motivating individual, team, and organizational behavior that achieves business results. You can reach her by visiting www.coachdarcy.com, or at 404.313.0278.

Don't forget to update your CAPIP file with

- Current semester enrollment

- Grades from previous semester

- Training verification

- Any changes to personal information

You may fax or mail your information to the CAPIP office:

Oklahoma Office of Personnel Management-CAPIP

Jim Thorpe Building

2101 N. Lincoln Blvd

Oklahoma City, OK 73105

(405) 522-1737 phone

(405) 521-6308 fax

Must Know Time Management Techniques

By Victor Ghebre

You like most people in this world feel like there is never enough time to accomplish all that needs to be done in a day. With work, family, school, housework and a myriad of appointments and errands to run it is no wonder you feel overwhelmed with trying to accomplish all that needs to be done. By following some simple time management techniques you will be pleasantly surprised at how easy it is to accomplish all you need to in one day.

Stop Wasting Time

Spend a few days tracking your time. Keep a small notepad handy and as you perform each task during the day write down how much time it takes to accomplish each task. At the end of each time go back over your schedule and see where you used most of your time. Try to decide if there is a way to shorten the time it takes for some of your activities. Maybe you spend too much time watching TV or surfing the Internet.

Eliminate the Waste

Now that you know where most of your time goes try and eliminate or cut down on those behaviors that are not truly necessary for your day. Maybe you find yourself watching the news on TV in the morning, at 6:00pm and again at 11:00pm. Eliminate one or two of these viewings and you will have added an hour to your day. During your day at work you might find you casually chat with your co-workers for an average of 45 minutes a day. Cut out this chat time and use it more constructively. By finding those behaviors that take up excess time and effectively cutting them out you will find yourself with an average of 2 hours a day has been freed up for more important goals.

Plan Your Day

An important time management technique is to develop an actual plan for your day. Purchase one of the several different day planners that are available at stationary and office supply stores. Look for a day planner that breaks down each day in hourly increments. Plan each day hour by hour and stick to it! If you plan to spend 1 hour on checking your email a day then stop after 1 hour. Do not allow yourself to run over that 1 hour allotted time. You will need to tweak your daily time plan as you find different tasks might take more or less time to accomplish. Give yourself a few weeks to settle into a time routine.

Prioritize

When setting up your daily schedule be sure to set your most important tasks in your planner before less important tasks. This is one of your most important time management techniques. Do not skimp on the time you allot to each of these important tasks. If possible make these tasks the first ones you accomplish in your day. By completing your most important tasks first you feel a greater sense of accomplishment and become more motivated to complete the rest of your tasks.



Victor Ghebre is the editor of <http://www.settinggoals101.com> where you get practical tips and information on goal setting, motivation, leadership and more.

Visit <http://www.settinggoals101.com/time-management-tools.html> to learn how to set yourself up for success and get free tips on how to effectively use your time.

College Class of 2009 Graduates With Fewer Jobs in Hand

BETHLEHEM, Pa. – The 2009 crop of college graduates is stepping off campus and into the “real world” with fewer jobs in hand than their 2008 counterparts, according to a new report from the [National Association of Colleges and Employers](#) (NACE).

NACE’s *2009 Student Survey* shows that just 19.7 percent of 2009 graduates who applied for a job actually have one. In comparison, 51 percent of those graduating in 2007 and 26 percent of those graduating in 2008 who had applied for a job had one in hand by the time of graduation.*

Interestingly, fewer 2009 graduates sought out jobs than their predecessors. Approximately 64 percent of the Class of 2007 and two-thirds of the Class of 2008 had started looking for a job by this time. In comparison, “just 59 percent of this year’s class has started the job search,” said Marilyn Mackes, NACE’s executive director.

This may be due, in part, to considerable attention to the increase in nationwide unemployment, the global financial crisis of recent months, and the impact of these developments on the

recruitment and hiring of new graduates by specific industries.

Data indicate that among specific majors, engineering and accounting graduates are more likely both to have started their job search and to have a job in hand. They are also more likely to accept an offer they received. Additionally, the study shows that liberal arts majors were more likely to turn down the job offers they received. Salary may have played a role in acceptance of job offers.

“On average, engineering graduates expect to earn an annual starting salary of approximately \$62,000, while accounting majors expect to earn an average of about \$45,000,” Mackes said.

Those expectations match up fairly well with the reality. In a separate survey, NACE has found that salary offers to engineering graduates average more than \$58,000, while the average offer to accounting graduates exceeds \$48,000.

Despite the lack of jobs, “most respondents say they expect to enter the job market. Surprisingly, at this time we do not see a strong indication of in-

creases in the number of students planning to go to graduate school,” Mackes said.

Approximately 24 percent of Class of 2008 graduates reported plans to forego the job market in favor of graduate school, while approximately 27 percent of those graduating in 2009 report such plans.

About NACE’s 2009 Student Survey: NACE polls students about their job search, career plans, and other issues related to employment on an annual basis. The 2009 Student Survey was conducted February 19, 2009, through April 30, 2009. More than 35,000 students representing more than 840 colleges and universities nationwide took part; more than 16,500 of those were graduating seniors. Information in this article is based on data gathered from graduating senior respondents.

* Note: Data from the 2007 Student Survey provide a better comparison with 2009 survey data than do results from the 2008 survey as the 2007 and 2009 surveys were conducted during comparable time frames. The [National Association of Colleges and Employers](#) (NACE) has, since 1956, been a leading source of information about the college job market. NACE is headquartered in Bethlehem, Pa.

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