



TECOM CONNECTION

A NEWSLETTER FOR THE TECOM WORKFORCE

JUNE 2018

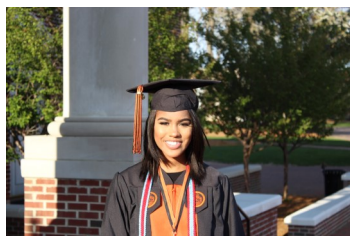
Farewell to Major General Kevin M. Iiams



GRADUATE SCHOOL USA

Washington, DC

President and VP of the Graduate School USA one of our training vendors for Civilian Marines...pgs. 8-9



GRADUATION 2018

Meet Kristen, daughter of TECOM's G-8 Terrell Jacques...pg.10



TECOM'S TOWN HALL & FUN WALK/RUN

TECOM'S Town Hall & Fun Walk/Run was on June 1, 2018 from 0800-1000 at Butler Stadium. The CG addressed all hands then headed a walk/run through the trails (walk/run optional for civilians). TECOM employees enjoyed a light breakfast, comradery, and the great outdoors!



2018 US & Canada Armed Forces Triathlon

Col Armes & Capt Darmody ...pg. 6

You will be missed!

Our Mission

The TECOM Connection is a command level quarterly newsletter that remains a cornerstone of our internal communication strategy. We strive to provide valuable information, engage the workforce, raise awareness and create meaningful dialogue. The TECOM Connection highlights professional development opportunities and training information for TECOM civilian employees and supervisors. TECOM Connection also aims to feature information for all TECOM employees, military and civilian, in order to enhance collaboration and communication across the workforce. We also hope to include professional articles written by TECOM employees to offer a venue to educate and promote discussion amongst the workforce on various professional topics. The newsletter promotes TECOM and its total workforce maintaining a balance between substantive and human interest articles.

INSIDE THIS EDITION

Farewell to Major General Kevin Iiams	Front page
Coffee with SgtMaj Grigsby, TECOM SgtMaj	3
Spotlight: Sonja Ebron-Santos	4
Featured Division, Security Office	5
Connections & Engagements	6 - 7
Graduate School USA	8 - 9
My Daughter's College Graduation—Meet Kristen Jacques	10
Individual Development Plan (IDP) Testimonial	11
HROM Corner: Personal Assistance Service (PAS)	12
Editor's Comments	13 - 14

NOTE:

The Federal Employee Viewpoint Survey (FEVS) closed on 21 June 2018. TECOM had a 40.7% response rate. Results are typically published the last week of August. Thank you for all those that participated.



Coffee with SgtMaj Grigsby, TECOM SGTMAJ

First off I would like to thank you for putting this event together. I honestly did not know what to expect but was pleasantly surprised.

It was a great format and opportunity to sit with SgtMaj Grigsby and discuss various topics. It was a surprise when I found out that the CG would be there and I really expected the meeting to be what we typically experience at the quarterly town hall meetings. This turned out to be the complete opposite. I was happy to see, as well as be involved, in the discussions. I left feeling that the CG and the SgtMaj shared my feelings that it was a productive hour and well worth the time. I hope these sessions continue far into the future.

~ Kevin Barry, Foreign Disclosure Manager, G-3



Special Appearance:
Major General Kevin M. Iiams

Just wanted to say what a great experience "Coffee with SgtMaj Grigsby" was. I was apprehensive about a small-group discussion with the SgtMaj, especially when I found out the CG was coming as well. Just have to say, they were low-key, approachable, and listened carefully to each of our comments. This event also gave me the opportunity to meet a fellow ISS who, I found, was dealing with some of the same concerns that I am. We have agreed to meet later for discussions and possibly to form a working group. This was time very well spent. Thanks.

~ Lucian Laurie, ISS, Formal Schools Advisor, OCS

You're Invited!

COFFEE WITH SGTMAJ GRIGSBY

DATES: JULY 17, SEPTEMBER 11, NOVEMBER 7

TIME: 10-11AM

PLACE: NATIONAL MUSEUM OF THE MARINE CORPS

~

ON SEPTEMBER 11, 2018

SPECIAL APPEARANCE: Senior Executive Service

Mr. Jeffrey Bearor, Assistant Deputy Commandant for Manpower and Reserve Affairs

If you're interested in attending any of the coffee events please send email to:

POC: Terra Eidingen/Email: terra.eidingen@usmc.mil

Hope to see you there!



Spotlight

Sonja Ebron-Santos

(TECOM CONTRACTOR)

I have been employed as a civilian Marine and/or a government contractor for the past five (5) years. I have worked aboard MCRD San Diego and Camp Pendleton. I am currently working aboard MCB Quantico as a government contractor with WBSI at C2TECOE/TECOM. In my current position as a Curriculum Administrator, I work closely with Subject Matter Experts, Course Chiefs, Instructors and higher headquarters staff in order to assist in the development of new course materials/aids and instructional content for active-duty Marines and Sailors aboard MCB Quantico and at five (5) satellite offices around the world. I maintain Master Lesson Files, conduct Master Lesson File Working Groups, Learning Analyses and Course Content Review Boards on-site and via DCS/DCO, CONUS and OCONUS. That is the dry, textbook version of what I do. The aforementioned is basically what I would put on the cover letter to my resume. When my friends ask me what I do, I reply “I WORK WITH ROCKSTAR!”...and I truly believe every single one of those four words.

Before taking up government work, I was a paralegal for a small civil litigation firm in my hometown of sunny San Diego, California. My job was exciting and fast-paced, the people were wonderful, the pay was phenomenal and the beach was near, but at the end of the day, I was still “unfulfilled.” At the end of the day, I felt as if I hadn’t accomplished much. I was working and I was earning a paycheck, but I didn’t feel like the work that I was doing had any lasting effect. I couldn’t see the *purpose* in what I was doing. That all changed when I took a position as a Curriculum Developer at Camp Pendleton and later a position as a Curriculum Administrator with C2TECOE/TECOM in Quantico, Virginia. Every work day is fulfilling here. I see the *purpose* of my work, on a daily basis, in the faces of the servicemen and women aboard this base. Their faces are a daily reminder of the mission at hand and the importance to “get it right.” This environment is unique. I’ve never worked at any place like MCB Quantico. Every one of my coworkers are either a military veteran or the spouse of a veteran. This, in my opinion, is what makes this environment unique, meaningful and special. For most of my organization, they *were* that face. At some point, they *were* that young Marine or Sailor (we also have two Soldiers..Hooah!) reporting for training and preparing to go into harm’s way. The men and women in my organization know what it’s like to either be “in the trenches” or have a spouse there. We recognize the sacrifices of self and family that take place in the lives of the servicemen and women that we are directly or indirectly responsible for training and that is what motivates us to work diligently and “get it right.” We aren’t working for strangers, we are working for family.

The blending of Family-Work life that takes place in a military-rich environment is also unique. We deal with TAD, deployment, duty and constantly shifting work and personal schedules. No one in my civilian office could ever understand the moves that I had to make in order to be both a productive employee and a functioning military spouse. In this organization, they get it. They just get it. They are either living the same life or have recently lived it. There is no explanation needed... just a hug or a smile, a pat on the back or an occasional high-five for surviving another deployment while juggling kids, pets and the rest of the world. This is the first organization that I have worked in where I don’t have to jump through hoops to find the time to attend my daughters’ piano recital, a medical appointment or a parent-teacher conference. For the first time in my working career, “Family First” is not just a tagline used by upper management to keep the staff happy, it is an everyday policy. Although my family is now a civilian family, the understanding that “Family is first” still remains. I have never worked with a more talented, understanding, thoughtful, giving and dedicated group of men and women in my life. The knowledge and generosity imparted on me each day is amazing and I have never come across person in this organization who wasn’t willing to share knowledge on subject matter, a little advice in support of my work tasks or family, or even a personal “war story” detailing the reasons why we train to a certain standard. For the first time in my working career, I am fulfilled. This organization has given me more than I can ever give back, but I will show up every day and attempt to do so.

Featured Division

TECOM SECURITY OFFICE



Carmen Lanier (Security Director) and Lisa Nelson (Deputy, Security Director)

Mission: The Security Directorate develops, implements, and manages the Information and Personnel Security Program (IPSP), Industrial Security Program, and Security Education, Training and Awareness (SETA) Program on behalf of the Commanding General (CG) for Training and Education Command (TECOM) and Training Command (TRNGCMD).

Responsibilities: The Security Directorate serves as a matrix organization in direct support of CG, TECOM and CG, TRNGCMD. The Security Director is a special staff officer and has direct access to both CGs as necessary. The IPSP, Industrial Security, and SETA programs are multi-disciplinary. Below are some of the functions of the Security Directorate:

- Policy development
- Daily support to all Major Subordinate Commands
- Security clearances
- Access Requests
- DD Form 254, DoD Contract Security Classification Specification assistance
- Contracting Officer Representative for Security
- Derivative Classifier Training
- Annual, Indoctrination, and Orientation Briefs
- Counterintelligence Matters
- Compliance Inspections
- Marking

- Secure Room designation, certification, and inspections
- Classified Material Inventory
- Continuous Evaluation Program
- Insider Threat Program
- Access to security systems (i.e., JPAS, DISS, e-QIP Direct)
- Special Security Representative
- Transmission and transportation
- Preliminary Inquiries/Electronic Spillage reporting
- System Authorization Access Requests
- Controlled Unclassified Information Program
- Storage/handling of classified national security information

The Security Directorate consist of two civilian employees. The Security Director, Ms. Carmen Lanier at (703) 784-0094; and the Deputy, Security Director, Mrs. Lisa Nelson at (703) 432-2225. We are located in room 237, 2300A Louis Road, Quantico VA 22134.

CONNECTIONS & ENGAGEMENTS

Create genuine relationships with the total workforce. Go beyond the typical and share more to generate closer social connections. Aim for consistency, no matter your mood or feelings. People are at their best when they are able work in a way that allows them to express their individuality while also celebrating shared moments with their coworkers. When people feel connected to both their team and organization mission, the benefits are exceptional and reduces stress.



Colonel Armes and Captain Darmody from the 2018 US & Canada Armed Forces Triathlon

The event consisted of a one mile ocean swim, a 40km bike race and a 10km run

Athletes are racing to qualify for a coveted spot on the US Team to compete for the US at the World Triathlon Championships.

Col Armes is the Force Fitness, Division Head and Cap Darmody is the Force Fitness Officer (TECOM)

For more information: <https://armedforcessports.defense.gov/Sports/Triathlon/2018-Armed-Forces-Triathlon/>

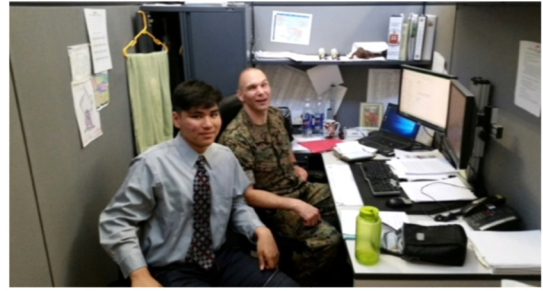
Competition took place on June 9, 2018

CONNECTIONS & ENGAGEMENTS

Blurring the line between work and personal lives is a good thing! You create a sense of camaraderie and friendship. The more positive emotions equates to more productivity, engagement, health, team cohesion and creativity in most cases. Allow employees the opportunity to make mistakes and be creative. Be respectful of the each individual employee and their walks of life and stories We are all different...



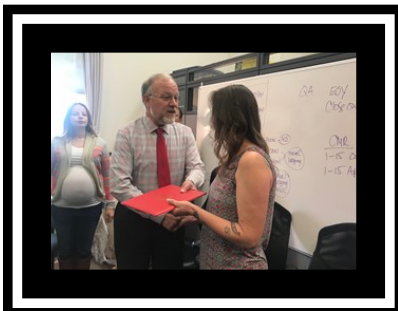
Jeanne Chetnik donated 24 National Geographic Kids books (featuring Rikki's Refuge in Fredericksburg, VA where she volunteers) to the **Editor's** daughter Kindergarten classroom. The class was so happy and gave her a thank you card.



Bring Your Child To Work Day
Captain Morris/Unit Training Management Supervisor with Joseph Morris (son, 14 years old)



SSgt Jenny Cartagena was selected to represent the Marine by being an example of how a Marine should look in uniform in MCO P1020.34H.



Mr. Jeffrey Wolff, AC/S, G-1 presenting **Ms. Lynette Blakey**, Civilian Manpower, G-1 an award for her work supporting TECOM's transition to the new civilian appraisal system, Department of Defense Performance Management and Appraisal System (DPMAP), from April 21, 2017 to April 13, 2018.



Rolling Thunder 2018
John Armstead and wife, **SgtMaj Grigsby** with his wife and relatives.



SSgt Gonzalez, MSgt Miller and Steeve Jeanlouis demonstrate how to do a proper push-up after Town Hall/Walk Run.

Training Page
Graduate School USA



Jack Maykoski (President and CEO) and Kim Price-Harwood (Vice President -Marketing, Communications, and Customer Service)

ENHANCE YOUR CAREER WITH TRAINING AND PROFESSIONAL DEVELOPMENT.

Are you interested in advancing your career while building your skill set? Training and professional development provides the opportunity to do both.

Whether you want to enhance your leadership skills, learn ways to manage time more efficiently, earn a specialized certificate, or embark upon some other professional growth and development journey, it is important to find the right training partner – one with the depth of understanding that enables you to achieve your goals in a productive and efficient manner.

Organizations such as Graduate School USA (GSUSA) can help. GSUSA has been serving the needs of the federal government since 1921, with courses that are mapped to federal core competencies and taught by current and former distinguished federal government employees. GSUSA provides the workforce solutions that promote positive individual and organizational results. Graduate School USA is a GSA contract holder.

Training at Your Location

A major challenge that many agencies face is the scarcity of resources. This means that leaving the office for training may not be an option. In instances where travel is an issue, a learning partner that offers training at your location is a true asset. On-site training allows you to:

- Eliminate travel costs like employee airfare, transportation, per diem, parking, and rental cars.
- Maximize employee training time with no need for travel, overtime, or compensatory pay.
- Save with pricing levels based on number of participants.

GSUSA can provide on-site training — bringing hundreds of courses, in a wide range of subject areas, to TECOM.

Taking Your Career to the Next Level with a Certificate of Accomplishment

One of the most effective ways to advance your career is to obtain a certificate in a specialized area of development. Certificates are the fastest growing form of postsecondary education in the nation and provides the deep dive into a subject matter area that goes beyond training for building skills.

Training Page
Graduate School USA

Professional certificates allow students to add specific skills and specializations to their resume for a fraction of the time and tuition required for university or college. Certificates, as you progress in your career, are all about making you more employable. Earning a certificate has “real economic value,” according to Stan Jones, president of Complete College America “In some cases, they have more value than associate degrees and even some bachelor’s degrees.” (Gonzalez, 2010).

GSUSA believes that long-term learning and the acquisition of both broad and specialized skills benefit individuals and organizations. Our government-centered certificate of accomplishment programs provide extensive training and deep knowledge in areas relevant to federal professionals at all stages of their careers. You can earn a Certificate of Accomplishment in the following areas:

- Business Analysis
- Human Resources
- Leadership, Supervision, and Management
- Personal Property Management
- Program and Management Analysis
- Project Management

Several TECOM team members have taken advantage of these professional development opportunities. To acknowledge students who have achieved this milestone, GSUSA is creating a “Certificate Wall of Fame,” on our campus, to recognize individuals who have demonstrated their commitment to professional growth and development by earning one of our Certificates of Accomplishment. The wall will be unveiled in Fall 2018.

Specialized Training for Defense Financial Managers and Employees

GSUSA is a provider of over 100 active courses aligned with DoD financial management and leadership competencies. We offer a robust curriculum in federal accounting, budgeting, appropriations law, and general financial management. If you are already certified, GSUSA is your one-stop resource for maintaining your certification.

Want to Learn More?

If you are interested in learning more about training opportunities at Graduate School USA, please visit our website: www.graduateschool.edu, or call 1-888-744-GRAD.

TECOM FY 17 & FY 18 Graduate School USA Total courses:

FY17

- Project Management Professional
- Mandatory Supervisor Course
- Mid-Career Retirement Planning
- Pre-Retirement Planning (West Coast)
- Writing for Results
- Microsoft Excel Intermediate, Advanced and Basic
- Writing for Results
- Performance-Based Statements of Work
- Microsoft Access Intermediate
- Advanced COR Workshop

Total participants for all FY17 courses: 245

FY18

- Interpersonal Communication Nov QUAN 20 people
- Project Management Professional Dec QUAN 20 people
- Government Contract Law QUAN 20 people
- Project Management Professional 29 PALMS 23 people
- Microsoft Excel Intermediate Apr QUAN 20 people
- Pre-Retirement CAMP PEND June 20 people
- Pre-Retirement June QUAN 25
- Mid-Career Retirement June QUAN 25
- Upcoming TBD
- Microsoft Excel Advanced QUAN – tentative 20 seats
- Emotional Intelligence for Leaders QUAN – tentative 20-25
- Microsoft Access Intermediate QUAN – tentative 20 seats

Total expected participants for FY18: 233

Civilian Workforce Development & Training (CWDT) have and continue to use other training vendors such as Learning Tree and Management Concepts for our identified training needs. For more information, please send an email to: TECOM_CWFDT@usmc.mil

My Daughter's College Graduation - Meet Kristen Jacques

TECOM Parent (Terrell Jacques, Financial Management Analyst, G-8)



We are extremely proud and elated of Kristen's academic achievements. The commitment and dedication to her education have earned her dual degrees graduating Magna Cum Laude in Social Science and Political Science from Campbell University. Kristen spent numerous 'all-nighters' during research at the library, sleepless nights studying for exams, composing several 40-70 page essays, and participating in internship programs with the federal government. All of her efforts were rewarded by offers from three prominent higher education universities to include Georgetown University, American University, and George Washington University. Kristen elected to attend graduate school at Georgetown University (Security Studies) in the fall while simultaneously beginning new employment with another federal government agency. The pride and love we have for Kristen are overwhelming. We are eager to see how God directs her career path as well as future successes.

Paul Jacques, USMC Retired
Terrell Jacques, TECOM G8
Civilian Marine

My name is Kristen Jacques. I recently graduated Magna Cum Laude from Campbell University in Buies Creek, North Carolina where I earned a Bachelor of Arts degree in Political Science and a Bachelor of Science degree in Social Science with a History concentration. I attended Campbell University on a Presidential Scholarship, which supplemented the cost of my tuition. During my college career I took rigorous coursework in the classroom and abroad. In the summer of 2016 I participated in a study abroad program with Campbell's History and Political Science department entitled "Crime and the Cold War in Eastern Europe". My peers, professors, and I traveled to Germany, Poland, and the Czech Republic; we visited Berlin, Warsaw, Krakow, and Prague. However, the highlight of the trip was my visit to Auschwitz-Birkenau concentration camp in southern Poland.

Overall, my time at Campbell University was characterized by close relationships with professors, invaluable opportunities, and vast knowledge of a variety of subject matter. My academics were supplemented by a summer government internship with the Defense Logistics Agency (DLA) in Fort Belvoir, Virginia. During my time at DLA, I attended intelligence briefings and observed real-world application of subjects I had studied in my classes. This internship greatly influenced my decision to pursue a career in intelligence.

This summer, in furtherance of my career aspirations, I will participate in an internship program with the federal government, National Geospatial-Intelligence Agency (NGA) in Springfield, Virginia. There, I will expand my knowledge on intelligence analysis. Additionally, this fall, I will matriculate at graduate school at Georgetown University's School of Foreign Service in Washington, D.C., where I will pursue a Master of Science degree in Security Studies with a concentration in Terrorism and Sub-state Violence. This, along with my dual bachelor's degrees, will serve as a foundation for my career and future endeavors. I look forward to making the most of these upcoming opportunities.

Individual Development Plan – Testimonial

By Brenda Newton, Financial Management Technician, G-8



I am a Veteran of the Armed Forces, who enlisted in the Marine Corps, and decided to extend my career by applying for positions in civil service. My tenure in the Marine Corps prepared me for positions that I have been selected for in civil service. As an Administrator, I have been assigned to many positions that have primed me with the knowledge and capabilities to perform in the maximum competence of the position. For example, I have been assigned to positions in the Marine Corps as a Bookkeeper for the Catholic, Jewish and Protestant Chapels at Parris Island SC, Administrative Chief, Personnel Chief, Manpower Information Analyst, and the first female instructor assigned to the Instructor Development Course at Camp Lejeune NC.

During the period that I have served in civil service, I have been assigned as a Financial Management Technician, Supervisory Management Services Assistant, Administrative and Personnel Management Specialist and currently as an Administrative Officer. In evolving throughout my career I credit focusing on goals and objectives that I set for myself and engaging in training that centered on my job performance. I tried to take every opportunity to enroll in job based performance training. The IDP contains goals that you should set for yourself if you plan to retire or excel in civil service. These goals are measured by a selection panel in a job interview environment. One of more questions in an interview center around your goals and objectives, and you are asked interview questions, such as, in what capacity do you see yourself in five or ten years? What goals have you set for yourself? The more knowledge you acquire in a position place you ahead of your contemporaries. The IDP can provide you the tool to assess your goals and objectives, plus identify core competencies. I obtained the rank of Master Gunnery Sergeant in the Marine Corps and I am currently a GS12 in civil service.

I have received many awards because I have strived to provide more than 100% effort in completing the mission requirements.

INDIVIDUAL DEVELOPMENT PLAN (IDP) / MARADMIN 133/17

POC/JIM HILTON/PC30/ TEL: 703 784-9393/ EMAIL: JAMES.HILTON @USMC.MIL

An IDP tool is a tool to assist employees in career and personal development planning. The primary purpose of the IDP is to help employees reach short and long-term career goals as well as develop the specific skills and competencies necessary to meet job performance objectives through appropriate training, education, and other professional development assignments aimed at strengthening competencies. Although an important developmental tool, the IDP does not imply or provide a guarantee of requested training.

For specific guidance on creating an IDP using the MyIDP tool in TWMS, use the TWMS IDP User Guide available at <https://www.manpower.usmc.mil/twms>.

HR&OM Corner

Personal Assistance Service (PAS)



Margaretina Sansone

HQMC Reasonable Accommodation (RA) Program Manager

Personal Assistance Services (PAS)

On January 3, 2017, the Equal Employment Opportunity Commission (EEOC) issued a final rule amending the regulations implementing Section 501 of the Rehabilitation Act of 1973. The amended regulations require federal agencies, as an affirmative obligation, to provide Personal Assistance Services (PAS), absent undue hardship, to individuals who need them because of their targeted disability. Targeted disabilities are a subset of disabilities deemed more severe on the Office of Personnel Management's Standard Form 256, such as Traumatic Brain Injury, missing extremities and paralysis.

PAS means assistance with performing activities of daily living that an individual would typically perform if he or she did not have a disability, such as eating and using the restroom. Agencies are only required to provide PAS when the individual is working or on work-related travel.

To comply with the new EEOC requirements, the Department of the Navy (DON) issued a PAS Policy Statement affirming DON's commitment to providing PAS, as well as Procedures for Processing Requests for PAS that outline the responsibilities and actions required for processing requests for PAS within the DON. The goal is to incorporate the PAS Policy and Procedures into a SECNAV Instruction at a later date.

The Policy and Procedures are to be implemented throughout the DON effective immediately. The documents are posted at the following link: <http://www.secnave.navy.mil/donhr/Site/EEO/Pages/Personal-Assistance-Services.aspx>.

Please direct any questions regarding PAS to Ms. Tina Sansone, HQMC Reasonable Accommodation (RA) Program Manager at margaretina.sansone@usmc.mil, (703) 784-2281.

THROWN UNDER THE BUS? (How Do You Remove the Tread Marks?)

By Terra Eiding, Editor



Not surprisingly, I know this emotional experience of being thrown under the bus is not the most positive topic but it is a reality within our workplaces and personal lives. Just about everyone has experienced this, from childhood to adulthood. However, how you react to the occurrence is probably more important than the occurrence itself! According to Wikipedia, “To throw (someone) under the bus” is an idiomatic phrase in American English meaning to betray a friend or ally for selfish reasons. It is typically used to describe a self-defensive disavowal and severance of a previously-friendly relation becomes controversial or unpopular. While you cannot prevent this, you do have a choice about how to respond.

Personally, my contingency plan when thrown under the bus is to remember people are human and we’re capable of the—good, bad and ugly. I prefer to use the word “*multidimensional*” to describe our human behavior. I know that I am worthy despite what others may think and I try hard not to personalize the occurrence. Remind yourself everyday that you are beautifully and wonderfully made. Demonstrate how others should treat you treat yourself. Let them have their moment and know that this is about them for whatever reason. Of course, sometimes I think why did this individual choose this course of action when there are other viable options. But, ultimately you cannot control others - only yourself. Choose your battles accordingly. Also, sometimes we need a frame of reference, and I think about biblical and historical figures that were successful yet many experienced betrayals, hardships, failures, struggles, trials, etc., in areas of their lives. This is something that has been going on since the beginning of time. We are not perfect. Forgive and move on until the next occurrence. Enjoy life, next chapter!

What TECOM Employees Are Saying About the Topic...

- ⇒ *“Working in close contact with others conflict will arise. You may even be lied on. The question is will you choose to forgive? Will you choose to move forward and show kindness and love, even if it isn't reciprocated?”* Horace Vinson, Task Management Section
- ⇒ *“I forgive them.”* SSgt Alfonso Gonzalez, Career Planner, G1
- ⇒ *“Bite my tongue. I try not to throw others under the bus.”* Jeff Blackwell, Support Contractor, Force Fitness Division
- ⇒ *“Depends. Humor and repeat what they stated. Know your reaction and what language is applicable to the situation.”* Dianna DiToro, Health Specialist, Force Fitness Division
- ⇒ *“I try to roll with the flow but if I feel that it was unjustified then I will stand my ground.”* Sharon Riley, Management Analyst/Quota Manager, Formal School Quota Requirements Management Branch, MAGTF
- ⇒ *“I have had my share of being thrown under the bus/unfair criticism - The people I have worked with have a habit of believing to what they hear and or heard from another individual's interpretation of me (don't judge anyone, get to know that person, we sometime react to people because of how they have unfairly criticize us because of their judgement). I care zero minutes about being thrown under the bus. I know who I am as an individual, I love myself enough to not let gossip, clicks, insecure people, getting thrown under the bus damage the internal me. It's a daily battle for those that do not know own up to their mistakes and try to make you into an "escape goat". I smile now yet in the past I use to lash out in an argumentative way to defend the bus hitting me over and over. I had to get professional guidance that helped me to control how I react to negative criticism and being thrown under the bus. I embrace being thrown under the bus the same way I embrace the sickness of the physical body. I go to doctor and get medication and when the critics start throwing me under the bus, I state facts firm, strong, and direct and then I ask God to bless him or her and to continue to protect me from their lies. Wow! - I enjoy riding the bus, not getting hit by it!”*
~ Peggy Thomas, Financial Analyst, G8 (continued on pg.14)

EDITOR'S COMMENTS...

THROWN UNDER THE BUS? *(How Do You Remove the Tread Marks?)*

By Terra Eiding, Editor



- ⇒ *"It depends on the situation. Based on my faith, I would pray about it. I need this in order to heal and move forward. No matter how bad a person treats you, it does not define who you are. What defines you is how well we rise after we have fallen. All things come's full circle. Believe in yourself." Manerva Walker, Financial Management Analyst, G-8*
- ⇒ *"How I handle being thrown under the bus: It depends on the situation. If I am faced with a condition where I am not the perpetrator and have not done anything wrong, I will try my best to reiterate that fact. Integrity is something that is embedded into my character and was taught by my Mother /Father. If someone questions my integrity I would proceed with channels within my organization to voice my opinion." Brenda Newton, Admin Officer, G-8*
- ⇒ *"If there is a betrayal scenario in front of a boss, then ideally you own up to any deficiencies or provide the correct information (e.g. the rest of the story) to the boss while maintaining your professionalism." LtCol Ricardo Medal, Deputy, Military Affairs Branch, G-1*
- ⇒ *"Well, after dealing with the initial blow, I don't address it right away or my emotions will get in the way. I take a step back and allow myself to cool down, then I will go to the person directly and ask them why they did and let them know, exactly how it made me feel. Then I forgive and let go, it's not healthy hanging on to negative energy like that." Kim Brooks, CTR, G-6*

Thank you to everyone that participated!

INTERESTED IN MORE ON THIS TOPIC?

Courtesy of Mr. Silbert Grant (Group Coordinator)

I have been invited to pose this question to the Quantico Men's & Women Group for a healthy conversation.

Date: (Wednesdays 1130-1245) (July 2018/TBD)

To learn more about the Men & Women Group: (December 2017 newsletter edition/archived newsletter)

Email: terra.eiding@usmc.mil