



Michele Jackman Enterprises & Adventures

Helping you put the pieces together

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usOWLS and OWLWorks



Projects of Michele Jackman Enterprises & Adventures

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Are you a Victim of a Bullying Epidemic impacting all age workers?

Bullying is a specific form of non-sexual ways to create a hostile working environment.

Here are a few examples of common harassing behaviors. The law actually says, "Every employee is guaranteed an environment free of harassment of any kind."

Micromanagement from any level of personnel: Board or staff front line. Demanding, constantly checking, giving duplicate assignments, hypervigilance, lying, and aggressive communication which is perceived as threatening to

OWL of the Month:

This month's **Amazing OWL Award** goes to Doreetha Daniels, age 99, who will get her AA degree this week at Canyons College near Los Angeles. Her grandkids inspired her to go back to school and complete her dream and now she inspires others. Doreetha Daniels offers this advice to all younger generations who she inspires to finish college. **"When the bumps come," she told a group of students at a Career and Life Planning session, "just pick yourself up and say, 'I am going to go ahead,' and then go ahead," she adds. Great advice for all ages and from a gutsy gal.**

Undaunted by a partial stroke and losing her driver's license at 97, she continues to inspire others as she still seeks that BA by 100 or so. She also defies all the stereotypes about her generation and her race. Even with the "worst diet," according to her son, she endures and perseveres.

Special thanks to Steve Lopex of the LA Times for spotlighting Doreetha Daniels' completion of her AA degree at 99 and providing this story. It is not surprising that "statistics" was a tough course for her. **She grew tired of her hobbies it seems and she is still defying all myths about aging.** So get a grip. You may have 30 or more years left after retiring. Better plan for it. Her son, a 72 year old attorney, credits her longevity with an **ongoing mind-set to contribute** that is not numeric, but spiritually and socially passionate about learning. **Hopefully, this story derails your woes and whining as it has mine. Keep on learning.**

OWL Motto: Living Safe; and Driving Even Safer!

Regarding aging and driving, be aware of new laws, and get the special senior guide from your local DMV. There are also online classes by AAA and AARP that will get you lower insurance, as well as reassurances our class of drivers (over 70) are often the best, most law abiding drivers. That is what can put us at risk.

future employment by another person. Blaming personnel who cannot control what they are accused of, like technology issues.

Misrepresenting facts or lying, gossiping, and trying to destroy someone's reputation. Back stabbing, undermining one's ability to get a job done or correctly. Pointing fingers at others who cannot defend themselves due to position or skill in confronting.

Personal attacks on a volunteer or workers: When trying to enforce a rule, employee attacked and pushed into a wall by a drunken bride.

Threatening not to do a job correctly and setting up the other person for failure.

Only focusing on what is going wrong, challenging everything someone does.

Public members (customers) upset with rules and threaten to complain saying really negative things other than what really occurred. Distorting situations and only "cherry picking" facts is the process.

Complainers about their roles who lie and say they were told they could do something or who claim trusted members promised something.

Using age to suggest one is incompetent or "losing it" when this is slander and hoping the person will quit or retire in the

The mission of DMV is to ensure our safety, the safety of others, and NOT to get us OWLs off the road. There are many 90s and up still driving alert and carefully. I will be participating in continuing dialogues with the CHP's Strategic Highway Safety Plan. We are still focusing on signage, medical issues and Amber Alerts for people who should not remain at the wheel, and who could benefit from a "driver's ride along network" of resources.

May and June

These are milestone months as grandkids and kids (those seniors) graduate, as we think about the important things after Mother's Day (honoring Mothers and key others), Memorial Day (honoring the those sons and daughters who gave their lives with honor), Father's Day, and forthcoming Flag Day celebrating our continued presence as one people - not always in full agreement, but striving for good things, a unified commitment to freedom and opportunity for all despite class or demographics like older, younger, and colors that constitute our cultural diversity and can divide us.

Self-managing care and wellness is in . . . Doctor hopping, and drug addiction is out.

All the End-of-Life strategies I read about document that both the medical and housing systems are flooded with overloads of work and capacity to meet new needs for those over 80 and 90. Long waits and new drugs with dire warnings are not the answer. Keep moving, eating less, and stop moaning. Stay outside more this summer. Keep your gardens alive even in the "great California drought."

Check out this month's young people's flash mob video and be impressed by what both young and old folks can still do. Next month we will feature a 90-year plus musician who is now a conductor.

Yes, there are more and more losses of dear friends and loved ones, but I am grateful for these extra years, and can look back at what I gained along the way recalling the MOST defining moments of continued laughter and learning.

There are clearly more wonderful moments to come if we still can give a "hoot."

face of pressure and attack.

Making Sense of Change construction of positive solutions and clearer action

Michele Jackman just wants us to get the most out of living. She has helped thousands of people be better at their jobs and their personal relationships while openly confronting issues and conflicts with a positive sense of humor.

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Looking Out for You

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