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NUHRA Newsletter

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President's Address

Welcome to February! We are moving toward Spring. I can tell by the fact that the days are slowly getting longer!

We had a very good turnout and a great speaker for January's meeting. Joshua Irvine went over the details of the Form I-9 compliance. He also shared tips for employers and answered several questions regarding this required step of the hiring process.

I wanted to mention an issue we are having with the NUHRA.org website, as well as the State site - UtahSHRM.org. The company that has put these websites together is having issues keeping the information secure and has had to shut the sites down. They are not sure when they will be up and running again, but they did mention that it will probably be weeks before everything is rebuilt and ready to go. We hope to keep all members informed via email and through the NUHRA Facebook page. We are considering other options at this time and will let everyone know the status as soon as possible. In the meantime, thank you for your patience! Always feel free to contact any Board member with questions or ideas at any time. I have listed the contacts below.

Past President - Veronica Akers
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AFFILIATE OF

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Why the Best Hire Might Not Have the Perfect Resume

Ted.com/Regina Hartley

Your company launches a search for an open position. The applications start rolling in, and the qualified candidates are identified. Now the choosing begins. Person A: Ivy League, 4.0, flawless resume, great recommendations. All the right stuff. Person B: state school, fair amount of job hopping, and odd jobs like cashier and singing waitress. But remember -- both are qualified. So I ask you: who are you going to pick?

My colleagues and I created very official terms to describe two distinct categories of candidates. We call A "the Silver Spoon," the one who clearly had advantages and was destined for success. And we call B "the Scrapper," the one who had to fight against tremendous odds to get to the same point. You just heard a human resources director refer to people as Silver Spoons and Scrappers -- which is not exactly politically correct and sounds a bit judgmental. But before my human resources certification gets revoked -- let me explain.

A resume tells a story. And over the years, I've learned something about people whose experiences read like a patchwork quilt, that makes me stop and fully consider them before tossing their resumes away. A series of odd jobs may indicate inconsistency, lack of focus, unpredictability. Or it may signal a committed struggle against obstacles. At the very least, the Scrapper deserves an interview.

To be clear, I don't hold anything against the Silver Spoon; getting into and graduating from an elite university takes a lot of hard work and sacrifice. But if your whole life has been engineered toward success, how will you handle the tough times? One person I hired felt that because he attended an elite university, there were certain assignments that were beneath him, like temporarily doing manual labor to better understand an operation. Eventually, he quit. But on the flip side, what happens when your whole life is destined for failure and you actually succeed?

I want to urge you to interview the Scrapper. I know a lot about this because I am a Scrapper. Before I was born, my father was diagnosed with paranoid schizophrenia, and he couldn't hold a job in spite of

his brilliance. Our lives were one part "Cuckoo's Nest," one part "Awakenings" and one part "A Beautiful Mind."

I'm the fourth of five children raised by a single mother in a rough neighborhood in Brooklyn, New York. We never owned a home, a car, a washing machine, and for most of my childhood, we didn't even have a telephone. So I was highly motivated to understand the relationship between business success and Scrappers, because my life could easily have turned out very differently. As I met successful business people and read profiles of high-powered leaders, I noticed some commonality.

Many of them had experienced early hardships, anywhere from poverty, abandonment, death of a parent while young, to learning disabilities, alcoholism and violence. The conventional thinking has been that trauma leads to distress, and there's been a lot of focus on the resulting dysfunction. But during studies of dysfunction, data revealed an unexpected insight: that even the worst circumstances can result in growth and transformation. A remarkable and counterintuitive phenomenon has been discovered, which scientists call Post Traumatic Growth.

In one study designed to measure the effects of adversity on children at risk, among a subset of 698 children who experienced the most severe and extreme conditions, fully one-third grew up to lead healthy, successful and productive lives. In spite of everything and against tremendous odds, they succeeded. One-third.

Take this resume. This guy's parents give him up for adoption. He never finishes college. He job-hops quite a bit, goes on a sojourn to India for a year, and to top it off, he has dyslexia. Would you hire this guy? His name is Steve Jobs.

In a study of the world's most highly successful entrepreneurs, it turns out a disproportionate number have dyslexia. In the US, 35 percent of the entrepreneurs studied had dyslexia. What's remarkable -- among those entrepreneurs who experience post traumatic growth, they now view their learning disabilities a desirable difficulty which

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Upcoming Events

February Luncheon

When: February 18

Time: 11:30 – 1:00

Where: Jeremiah's

Marilyn Momeny will present on the basic principles of coaching.

Please RSVP before noon the Monday prior to Ashley Wendt.

March Luncheon

When: March 17

Time: 11:30 – 1:00

Where: Jeremiah's

Diane Passey will tell us all about EAP plans and how they benefit employers.

Please RSVP before noon the Monday prior to Ashley Wendt.

April Luncheon

When: March 17

Time: 11:30 – 1:00

Where: Jeremiah's

Sandra Abbey will present on Courageous Leadership.

Please RSVP before noon the Monday prior to Ashley Wendt.

These events have been pre-approved by HRCI and SHRM for 1 General Credit / PDC.



NUHRA 2016 Calendar

<p>February 18, 2016 Luncheon Jeremiah's 11:30 – 1:00</p>	<p>March 17, 2016 Luncheon Jeremiah's 11:30 – 1:00</p>	<p>April 21, 2016 Luncheon Jeremiah's 11:30 – 1:00</p>
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see calendar items in detail:

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Why the Best Hire Might Not Have the Perfect Resume, continued from page 2

provided them an advantage because they became better listeners and paid greater attention to detail. They don't think they are who they are in spite of adversity, they know they are who they are because of adversity. They embrace their trauma and hardships as key elements of who they've become, and know that without those experiences, they might not have developed the muscle and grit required to become successful.

One of my colleagues had his life completely upended as a result of the Chinese Cultural Revolution in 1966. At age 13, his parents were relocated to the countryside, the schools were closed and he was left alone in Beijing to fend for himself until 16, when he got a job in a clothing factory. But instead of accepting his fate, he made a resolution that he would continue his formal education. Eleven years later, when the political landscape changed, he heard about a highly selective university admissions test. He had three months to learn the entire curriculum of middle and high school. So, every day he came home from the factory, took a nap, studied until 4am, went back to work and repeated this cycle every day for three months. He did it, he succeeded. His commitment to his education was unwavering, and he never lost hope. Today, he holds a master's degree, and his daughters each have degrees from Cornell and Harvard.

Scrappers are propelled by the belief that the only person you have full control over is yourself. When things don't turn out well, Scrappers ask, "What can I do differently to create a better result?" Scrappers have a sense of purpose that prevents them from giving up on themselves, kind of like if you've survived poverty, a crazy father and several muggings, you figure, "Business challenges? --Really? Piece of cake. I got this." And that reminds me -- humor. Scrappers know that humor gets you through the tough times, and laughter helps you change your perspective.

And finally, there are relationships. People who overcome adversity don't do it alone. Somewhere along the way, they find people who bring out the best in them and who are invested in their success. Having someone you can count on no matter what is essential to overcoming adversity. I was lucky. In my first job after college, I didn't have a car, so I carpooled across two bridges with a woman who was the president's assistant. She watched me work and encouraged me to focus on my future and not dwell on my past. Along the way I've

met many people who've provided me brutally honest feedback, advice and mentorship. These people don't mind that I once worked as a singing waitress to help pay for college.

I'll leave you with one final, valuable insight. Companies that are committed to diversity and inclusive practices tend to support Scrappers and outperform their peers. According to Diversity Inc, a study of their top 50 companies for diversity outperformed the S&P 500 by 25 percent.

So back to my original question. Who are you going to bet on: Silver Spoon or Scrapper? I say choose the underestimated contender, whose secret weapons are passion and purpose.

Hire the Scrapper.

TOP 10 COMMONLY BROKEN NEW YEAR'S RESOLUTIONS According to TIME Magazine

1. Lose Weight and Get Fit
2. Quit Smoking
3. Learn Something New
4. Eat Healthier and Diet
5. Get Out of Debt and Save Money
6. Spend More Time with Family
7. Travel to New Places
8. Be Less Stressed
9. Volunteer
10. Drink Less

KAREN'S RECOMMENDATIONS:

Don't make resolutions; make personal changes that reflect your core values, i.e. to like yourself, to be more patient, to spend more time with people that matter, etc. (those are actually some of my personal goals for 2016). Lose weight....probably not going to happen, so why add it to 'the list' when it is not realistic!

President's Address continued from page 1

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We look forward to seeing everyone at the February meeting at Jeremiah's at 11:30am on Thursday, 2/18/16.