

PLEADINGS

Issue No. 331

Published by NALS of Greater Kalamazoo
www.nalsofgreaterkalamazoo.org

September 2018

DO YOUR COLLEAGUES DISLIKE YOU?

Employers often like to boast of their team environment and workplace culture, but maybe you're just not comfortable being all buddy-buddy with your co-workers. Maybe you're more like a competitor on a reality TV show: You didn't come here to make friends. You came here to win. (And by 'win,' you mean do your job, get your paycheck and get home to finish binge-watching "Wild Wild Country.")

And that's okay. Maybe you don't care if your co-workers like you; however, you should care if they dislike you. Being a quiet loner type won't necessarily prevent you from contributing and being a part of the team, but being actively dislikable can have a negative impact on your career. After all, the less likable you are, the less likely others are to collaborate with you, volunteer their help when you need it or recommend you for a promotion.

So what makes someone unlikable? We asked experts to share some of the most common reasons someone's co-workers might dislike them and, more importantly, what they can do to improve.

1. Being a glory-hog.

We all like to get some praise and recognition for our hard work. That's something everyone – not just you – appreciates.

"If people are only concerned with boosting their own names and careers, act superior to others, or steal someone else's thunder, it's pretty tough to like them," says Josh Dziabiak, COO of a Texas-based car insurance company.

How to fix it: Be gracious in your success and give credit where credit is due. "Great team members deflect attention and give credit to their teammates when things go right," Dziabiak says. "When there is success, they recognize it's not theirs alone."

2. Ignoring your own mistakes.

Everybody makes mistakes – just ask any motivational poster or educational after-school cartoon. The mistake itself isn't going to cause anyone to dislike you. But if you handle your mistakes poorly, then they just might.

"Someone who makes a mistake and, rather than fessing up, tries to cover it up or even blame someone

else, is going to be disliked," says Sarah Schewitz, a licensed clinical psychologist.

How to fix it: Allow yourself to be more vulnerable in the workplace by owning up to your mistakes, apologizing for them and, if necessary, asking for help with the solution, Schewitz advises. "Not only will this increase your likeability, but also your authenticity and integrity in the workplace."

3. Complaining all the time.

We all gripe about work from time to time. But constantly complaining to your co-workers isn't going to help anyone – least of all yourself.

"We all feel unhappy with our circumstances at times, but a consistent pattern of negativity typically ruins the environment for others and pushes others away," says Donna Lubrano, adjunct faculty at Northeastern University College of Professional Studies.

How to fix it: If you're consistently unhappy at your job, it may be time to look for a new one. Identify your biggest complaints, and start looking for other opportunities where those issues won't be a problem. In the meantime, focus on what you can do

to change your current situation. Next time you feel like complaining, try looking for solutions before speaking up. (Or try one of these quick fixes for an instantly happier workday.)

4. Being anti-social.

Just because you prefer keeping to yourself doesn't mean you always should. When it comes to co-workers, a little socializing can go a long way.

"You don't have to be joined at the hip with your co-workers, but those who don't at least make an attempt to participate in some workplace social activities can be seen as isolationist, stuck-up, stuffy or even rude," says Lubrano.

How to fix it: Make the effort to get to know your colleagues as people. Say 'yes' to the occasional after-work social event or suggest lunch with a colleague. Not only will you be more likable, but research shows bonding with fellow employees can actually make you more engaged and happier at your job.

5. Displaying negative body language.

Just saying the occasional nice thing or exchanging pleasantries with your co-workers may not be enough, particularly if your body language undercuts your words.

"It may surprise you to learn that bad body language can make people unlikeable," says Carrie Glenn, founder of Etiquette at Hand, a professional etiquette consultancy. Yet, given that the majority of communication is non-verbal, it makes sense that certain behaviors (such as refusing to make eye contact, crossing your hands in front of your chests, slouching, etc.) can make you appear cold and unfriendly, turning others off.

How to fix it: Glenn suggests taking a yoga or ballet class to improve posture or joining a club like

Toastmasters (or taking a speech class) to improve the way you present yourself.

6. Disrespecting others' space and time.

While you may not intend for it to be taken personally, being disrespectful of someone's personal space or wasting someone's time is often interpreted as a personal affront.

"Bursting into someone's office, invading someone's space, and being loud in an office (especially in an open-floor plan) can all make someone 'unlikeable,'" says Chad Daniels, co-founder of buildthefire.com. These behaviors indicate a lack of consideration and respect for others who are trying work.

How to fix it: Don't assume your colleagues can drop everything at your convenience. Remember they have their own responsibilities and priorities that require their attention. Give them a heads up by giving them a call or email and asking if they have a moment to talk, Daniels suggests. Also, be mindful of the volume of your voice and try to meet with others behind closed doors so as not to disturb others.

7. Gossiping.

People tend to like people they feel they can trust, and gossiping is a quick way to show your co-workers you might not be super trustworthy. Not only that, but surveys have found gossiping to be among the top behaviors that hurt an employee's chances for promotion.

How to fix it: Aside from not engaging in office gossip yourself, remove yourself from temptation by changing the subject or finding a way to excuse yourself from the conversation.

You may never be liked by everyone – and that's okay – but you can make it so you're not reviled by them,

either. You may be surprised by how little effort it takes to make a big impact on your colleagues' opinions of you – and your satisfaction at work as a result.

By Matthew Tarpey, at Careerbuilder.com

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS September 4, 2018

The September Board Meeting was held on Tuesday, September 4, 2018, at Austin Kofron.

Approval of the August Board meeting minutes were tabled. The Treasurer's report was distributed and discussed. Committee reports were given and committee matters were discussed, including Ways & Means, Membership, Education, and Programs and Reservations. We currently have 35 members. New member social is planned for September 25. Diane Berry reported we received another \$47 from the latest Schwan's campaign. Thank you, Diane! Paula Steffey reported that we made \$164 from the second garage sale, for total income of \$514 this summer. Thank you, Paula! The board meeting was followed by a planning meeting for the 2019 NALS of Michigan Annual Meeting. Next board meeting will be held October 2, 2018, at Goidosik Morse at 5:30 p.m. Next planning meeting for 2019 NALS of Michigan Annual Meeting is November 6 at 5:30 at Plunkett Cooney. Come out and join the planning team!



SCHWANS CARES.COM

MEMBERSHIP NEWS

SEPTEMBER/OCTOBER BIRTHDAYS:

Courtney Carpenter, PLS	September 15
Lucinda Broecker, PLS	September 21
Michele Guyman	October 4
Paula Ste ffey	October 10
Samantha Wilder	October 22
Jennifer Robinson	October 27
Jennifer Antisdale	October 31



HAPPY BIRTHDAY!

SEPTEMBER/OCTOBER NALS ANNIVERSARIES:



Susan Collins	September 12 (12 years)
Elena Tricoci	September 20 (2 years)
Colleen VanSickle	September 23 (22 years)
Andrea Kardatzke	October 11 (2 years)
Denise VanHoven	October 13 (4 years)
John Rikkers	October 20 (8 years)

THANK YOU FOR YOUR SERVICE TO NALS!

REMINDER TO INVITE A FRIEND! Copy the meeting invitation from this month's *Pleadings* newsletter and send it to colleagues or students in the legal field, encouraging them to attend a NALS meeting with you!

NOTE: JEN BAYER HAS RESIGNED AS VICE PRESIDENT, SO WE HAVE A VACANCY. TAMI CARL HAS AGREED TO TAKE OVER MEMBERSHIP DUTIES. IF YOU WOULD BE WILLING TO STEP UP AND TAKE OVER THIS POSITION, PLEASE CONTACT PRESIDENT MICHELE GUYMAN.



Certification Corner

by Paula Steffey, PP, CLP-SC, CWCP

Complete the quiz, sign your name, and email it to me for a chance to win a prize—a hand crocheted hat/cowl set. The deadline for submission will be September 30th at 5:00 p.m. and the drawing will be held on October 1st. The winner will be contacted by email and it will be posted on the NALS of Greater Kalamazoo's Facebook page. Good luck and have fun!

THE COURTS

(Fill in the blank)

1. _____ law sets out the rights and obligations of individuals.
2. Public law governs the rights and obligations of individuals in relation to government. The broad categories of public law are: criminal law, _____ law, constitutional law, international law and _____ law.
3. This group—the _____ became to be known as the king's court.
4. _____ jurisdiction refers to jurisdiction granted to different courts at the same time over the same matter and within the same territorial limit.
5. The _____ Doctrine states that in an action brought in a federal court (except those governed by the Constitution or acts of Congress), the court will apply whatever law would be applied by the courts of the state in which the federal court is sitting.
6. The principle of _____ is that courts of one state or jurisdiction will give effect to laws and judicial decisions of another state or jurisdiction, not as a matter of obligation, but out of deference and mutual respect.
7. _____ is the doctrine adopted by the U.S. Supreme Court holding that certain matters are of such a national character that federal laws take precedence over state laws.
8. Jurisdiction *in* _____ is the authority of a court to render a judgment over the property of a person when that property is within the jurisdiction of the court, even if the person may not be.
9. The _____ doctrine permits a federal court in the exercise of its discretion to relinquish jurisdiction to avoid needless conflict with a state's administration of its own affairs.
10. _____ law is based on a series of written codes or laws. Common law is based on the doctrine of _____.

CALENDAR

September 20-22, 2018

67th Annual Education and Networking Conference

Venue: Phoenix Marriott Mesa, 200 N. Centennial Way, Mesa, Arizona 85201

Sign up at www.NALS.org/events

September 25, 2018 – Member Meeting

NALS of Greater Kalamazoo General Membership Meeting

Venue: Jac's Cekola's Pizza, 7638 S. Westnedge Ave., Portage

5:30 p.m. Networking; 6:00 p.m. Dinner

Speaker: Erin House, Special Prosecuting Attorney

Topic: Sexual Assault Kits Initiative (SAKI)

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

September 29, 2018

ALP/PLS/CLP/PP Certification Exam

October 8-12, 2018

Court Observance Week

Theme: Separation of Powers: Framework for Freedom

October 8, 2018

NALS Online Membership Meeting

8:30 p.m.

Speaker: NALS Resource Center Staff Member or a NALS

Board of Director

Sign up at www.NALS.org/2018NOMM

October 11, 2018

NALS Webinar: Let's Talk About Online Exams

2:30 p.m.

Speaker: Maria Easterly, NALS Certification + Education Manager

Sign up at www.NALS.org/events

October 20, 2018

NALS of Michigan Membership Meeting

Venue: State Bar of Michigan, 306 Townsend St., Lansing 8:30 a.m.

Speakers: TBD

October 23, 2018

NALS of Greater Kalamazoo General Membership Meeting

Venue: Miller Johnson, 303 N. Rose St., Kalamazoo

5:30 p.m. Networking; 6:00 p.m. Dinner

Speaker: Attorney Matthew Van Dyke

Topic: Real Estate

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

November 6, 2018

2019 NALS of Michigan Annual Meeting

Planning Session

Venue: Plunkett Cooney

5:30 p.m.

November 27, 2018

NALS of Greater Kalamazoo General Membership Meeting

Venue: Kalamazoo Public Library

5:30 p.m. Networking; 6:00 p.m. Dinner

Speaker: Attorney Saraphoena Koffron

Topic: Embryonic Law

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

December 1, 2018

ALP Certification Exam

December 18, 2018

NALS of Greater Kalamazoo Holiday Meeting

Venue: Michelle's Restaurant, 4010 Gull Rd. Kalamazoo

5:30 p.m. Networking; 6:00 p.m. Dinner

Speaker: TBD

Topic: TBD

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

NALS – National Court Observance Week 2018

On October 14, 1974, President Gerald Ford signed a proclamation designating the second full week of October as NALS Court Observance Week.

This proclamation established the basis for a NALS tradition of recognizing the skill and dedication to the system we serve. NALS has continued this tradition over the years by establishing an annual theme which our states and chapters promote when hosting Court Observance Week events locally.

This year's court observance week is **October 8, 2018 to October 12, 2018**. This year's theme is Separation of Powers: Framework for Freedom (based on the ABA's Law Day 2018 theme).

NALS encourages every NALS member, chapter, and committee to organize, publicize, and participate in an event during this week in celebration of the constitutional freedoms our courts protect.





Help us raise money with delicious food delivered to your door.

You have been invited to support our Schwan's Cares™ fundraiser for Engage Inspire Enhance Promote.

Shop online from over 300 high-quality foods that go from the freezer to table in minutes. With Schwan's® foods, a quality meal is always within reach.

When you order by Oct 05 2018, a percentage of your order will be contributed towards our fundraising goal!

Here are two ways to support us:

Order Online

1. Visit schwans-cares.com/c/38366
2. Click "Shop Now".
3. Select team member (if applicable).
4. Start Shopping!

Order By Phone

Call 1-855-870-7208 and provide, Campaign ID 38366 and, Fundraiser ID (if applicable).

Choose from over 300 delicious foods



MEATS



SEAFOOD



MEALS



FRUITS & VEGETABLES



SIDES



PIZZA



SNACKS & APPETIZERS



BREAKFAST



ICE CREAM & TREATS



DESSERTS

NALS of Greater Kalamazoo
September 2018 Membership Meeting, CLE, and New Member Social
Tuesday, September 25, 2018
JAC'S CEKOLA'S PIZZA
7638 S. Westnedge Avenue, Portage, MI 49002
Phone: 269.321.2121

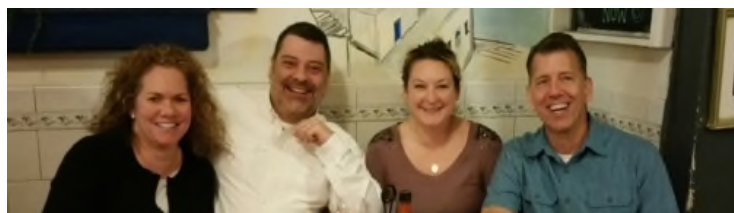


CLE TOPIC

Kalamazoo County Sexual Assault Kit Initiative
(SAKI)

CLE SPEAKERS

Erin House, Special Assistant Attorney General
Lance Handlogten, SAKI Investigator
Richard Johnson, SAKI Investigator
Rachel Johnson, SAKI Victim Advocate



Over the last few years, across the United States, communities have discovered that tens of thousands of sexual assault forensic evidence kits had never been sent in for testing. In response, the State of Michigan took a proactive approach and asked every law enforcement agency to report the number of untested kits they had in their possession. In 2016, grants received by the Michigan State Police from the Manhattan District Attorney's Office and the federal Bureau of Justice Assistance funded the inventory and testing of more than 3,000 previously untested sexual assault forensic evidence kits from across the State of Michigan and over 50,000 nationwide. Nearly 180 of the kits were from Kalamazoo County.

The goal of the Kalamazoo County Sexual Assault Kit Initiative is to bring justice to women, men, and children who have been victims of sexual assault in Kalamazoo County and to hold their offenders accountable.

EVENING AGENDA

5:30 p.m. – Networking / Meet and Greet
6:00 p.m. – Welcome and Dinner Buffet
6:30 p.m. – CLE Presentation (SAKI Team)
7:30 p.m. - Special Guest, Teri Garber, President of NALS of Michigan, will say a few words.
7:45 p.m. – Raffle (Membership Chair) and Conclusion (President Michele Guyman)
Members: Please plan to stay for a short chapter meeting after the conclusion of the new member social.

MENU

A pizza buffet including a variety of pizzas, Caesar salad, and more. Cake for dessert. **\$17 per person.** The cost includes non-alcoholic drink, tax and tip. A variety of alcoholic drinks are available at your cost.

BRING A GUEST WITH YOU: ALL GUESTS THIS EVENING PAY ONLY \$8.50 (HALF OFF THEIR MEALS)!

RESERVATION PROCEDURE

E-mail your reservation to Tierney Tubergen at tubergent@millerjohnson.com or call 269.226.2972 **no later than NOON on Friday, September 21, 2018**, to reserve your spot. Give your payment to Jen Robinson, NALS Treasurer, at the meeting. Checks are welcome payable to **NALS of Greater Kalamazoo**. If you pay in cash, please bring the exact amount.
SORRY, BUT ONCE THE RESERVATIONS HAVE BEEN CALLED IN, YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU HAVE TO CANCEL AND DO NOT FIND A REPLACEMENT.

2018 - 2019 Officers

Michele Guyman, President

Phone: 586-557-4054; mightymmo@sbcglobal.net

(vacant) Vice President

Phone:

Samantha Wilder, Recording Secretary

Phone: 870-5329; sgwilder22@yahoo.com

Paula Steffey, PP-SC, CLP, CWCP,

Corresponding Secretary;

Phone: 377-9341; westernmom40@gmail.com

Jennifer Robinson, Treasurer

Phone: 459-9500; jen@austin-koffron.com

Nancy Thomas, PLS, Director

Phone: 381-7030; thomasn@millercanfield.com

Cathy A. Zackery, CLP, Immediate Past President

Phone: 382-0444; czackery@levine-levine.com

Diane Y. Berry, PLS, Parliamentarian

Phone: 226-8860; diberry@plunkettcooney.com

* * * * *

Nancy Thomas, PLS, *Pleadings* Editor

Phone: 381-7030; thomasn@millercanfield.com

CALENDAR

Next Board Meeting

Tuesday, October 2, 2018

5:30 p.m.

Location: Goidosik Morse

Next 2019 Annual

Meeting Planning Session:

Tuesday, November 6, 2018

5:30 p.m.

Location: Plunkett Cooney

September General Membership Meeting

and New Member Social:

Tuesday, September 25, 2018

5:30 p.m.

Jac's Cekola's Pizza

Program: Sexual Assault Cold Cases

NALS of Michigan Membership Meeting

October 20, 2018

9:00 a.m.

State Bar Building, Lansing



**NALS of Greater Kalamazoo
P.O. Box 50221
Kalamazoo MI 49005**