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Email the LookOut Staff



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Understanding our EPC

DMB Senior Management recently participated in a personality test ([The Keirsey Temperament Sorter®-II](#)) that reveals traits that affect the way they say and do things on a daily basis. This article will help you understand the personality traits (habits of communication, patterns of action, and sets of characteristic attitudes, values, and talents) and personal needs (contributions individuals make in the workplace and the roles they play in society) of our EPC.

ARTISAN

GUARDIAN

RATIONAL

IDEALIST

According to the Keirsey Temperament Theory, there are four basic temperament groups which describe human behavior: Artisans, Guardians, Rationals, and Idealists. Our EPC only falls into two of the four categories:

Guardians

Anthony Estell and **Laurie Hill** fall into [the Guardian category](#). They speak mostly of duties and responsibilities, of what they can keep an eye on and take good care of, and they are careful to obey laws, follow rules, and respect the rights of others.

Guardians can offer the following:

- They are skilled in logistics: managing people and supplies, implementing policies and procedures, and maintaining systems.
- They follow schedules, routines, and protocols. They value dependability, structure, and regulations.
- They are keepers of traditions and customs, making sure that moral standards and fairness are maintained and that people follow the rules and agreements.

Guardians will thrive in a constant and no-nonsense work environment and they will strive to attain higher management levels and greater degrees of responsibility and authority if given a clear pathway to do so.

Rationals

Tim McCormick and **Phil Stoddard** fall into [the Rationals category](#). They speak mostly of what new problems intrigue them and what new solutions they envision. They act as efficiently as possible to achieve their objectives, ignoring arbitrary rules and conventions if need be.

Rationals can offer the following:

- They are skilled in strategy: formulating well-thought-out plans to achieve well-defined, long-term objectives.

Calendar

December

Public School Employees Board Meeting	11
EMPAC basket sale and silent auction and bake sale	11
Holiday party	17
State Employees Board Meeting	18
Christmas Holiday	24-25
New Year's Eve	31

Quick Links

- [ORS Member Website](#)

- [ORS Employer Website](#)
- [Knowledge Library](#)

Commonly Used Acronyms

AST	Application Support Team
BLA	Business Leadership Assembly (<i>EPC, BPOs, and BPLs</i>)
BPD	Benefit Plan Design
BPL	Business Process Leader
BPO	Business Process Owner
CE	Customer Education
CSC	Customer Service Center
DB	Defined Benefit
DC	Defined Contribution
DIT	Department of Information Technology
DMB	Department of Management and Budget
EPC	Executive Process Council (<i>Phil, Laurie, Tim, and Anthony</i>)
EPO	Executive Process Owner
ER	Employer Reporting
ORS	Office of Retirement Services
PRIM	Preretirement Information Meeting (<i>public school employees</i>)
PRO	Preretirement Orientation (<i>state employees</i>)
PS	Process Support
SME	Subject Matter Expert
T&T	Tools and Technology
UAT	User Acceptance Testing

- They enjoy new challenges and working on complex projects that allow them to investigate new technologies and expand their knowledge.
- They are visionaries and pragmatists, always searching for the most efficient way to solve problems and achieve their goals.

Rationals will thrive in an environment with varied opportunities for intellectual growth. They appreciate a "think tank" environment where they can discuss and refine systems and ideas. They enjoy a workplace that encourages inventiveness and rewards excellence.

Knowing them on a more personal level

The study also sorts between four dimensions that make up a individual's personal style.

As a Guardian, **Anthony** has a preference for **ISTJ**: **Introversion** (Attentive), **Sensing** (Observant), **Thinking** (Tough-Minded), and **Judging** (Scheduled).



As a Guardian, **Laurie** has a preference for **ESFJ**: **Extroversion** (Expressive), **Sensing** (Observant), **Feeling** (Friendly), and **Judging** (Scheduled).



As a Rational, **Phil** has a preference for **INTJ**: **Introversion** (Attentive), **Intuiting** (Introspective), **Thinking** (Tough-Minded), and **Judging** (Scheduled).



As a Rational, **Tim** has a preference for **INTP**: **Introversion** (Attentive), **Intuiting** (Introspective), **Thinking** (Tough-Minded), and **Perceiving** (Probing).



TECHNICAL TERMS	MEANING		TECHNICAL TERMS	MEANING
(E) Extroversion	Expressive	vs.	(I) Introversion	Attentive
(S)	Observant	vs.	(N)	Introspective

Sensing			Intuiting	
(T) Thinking	Tough-Minded	vs.	(F) Feeling	Friendly
(J) Judging	Scheduled	vs.	(P) Perceiving	Probing

Our EPC participated in this activity because they value diversity in the workplace and do their best to stay open-minded and respectful of differences. They believe that by doing this more consistently, creativity and innovation will thrive. To learn more about the Keirsey Temperament sorter, the preferences of Artisans and Idealists, or for better understanding of our EPC's traits, go to Keirsey.com.

Help make the holidays bright for others

Tis the season to be jolly! EMPAC is bringing the joy of the holidays to ORS. Be sure to participate in all the fun activities being put on during this holiday season.



Silent Auction / Bake Sale

- **What:** Bring in your memorabilia, craft items, baked goods, or auction off a service at the Silent Auction. The bidding will take place from 9:30 to 3:30 and simultaneously, baked goods and homemade snacks will be for sale in the breakout area.
- **When:** December 11 from 9:30 to 3:30.
- **Where:** The Bake sale will take place in the double breakout area. The Silent Auction will take place at the entrance area of ORS.
- **Why:** To raise money for our adopted families at St. Vincent's Home for Children.

Winter Basket Auction

- **What:** Winter Basket Auction
- **When:** December 11 from 9:30 to 3:30.
- **Where:** Crossroads
- **Why:** To serve as a funding source for future EMPAC events.

Holiday Party

- **What:** Annual staff holiday party
- **When:** December 17 (watch for details).
- **Where:** Conference room A.
- **Why:** To celebrate the holiday season with your fellow co-workers.



Secret Santa

- **What:** Secret Santa gift exchange involves participants giving several small gifts throughout the week and one large gift on December 17.
- **When:** December 10 to December 17.
- **Where:** Conference room A.
- **Why:** To participate in a fun gift giving activity with fellow co-workers.

If you have any questions, please contact your EMPAC representative.



ER welcomed **Richard Miles** as a student assistant on November 24. Richard attends Northwood University where he is focusing on business management. He is a Detroit native but moved to Lansing 13 years ago. In his spare time he enjoys Muay Thai boxing and participating in poetry slam events where ever he can find them.

Swathika Thiyagarajan joined the AST development team on December 1. Swathika moved to Michigan after receiving her master's degree from the Illinois Institute of Technology in Chicago. She and her husband reside in the Novi area. She enjoys reading in her spare time.



Richard Miles



Swathika Thiyagarajan

Kristen Kinney's last day in CSC was November 25.

Staff on the move

On December 1 **Shanna Hoss** traded in her ER assistance to help out with refunds in CSC.

Successful transition to EyeMed

As of October 1, 2008, EyeMed Vision Care became the new vision provider for public school retirees.

EyeMed's efforts to ease the transition period left a positive first impression with ORS staff. **Carol Nolan**, EyeMed Account Manager, spent three days with CSC staff to learn how ORS handles insurance concerns, and find ways to make our transition as trouble-free as possible. Her efforts successfully paid off, as staff are pleased with their new partners and EyeMed representatives are just as fond of ORS.



Sally Jimenez and **Judy Mclean** sing the praises of EyeMed's website. It is user friendly, and a great source for our members to find a local EyeMed provider. Our customers are also pleased with our ability to provide one-call resolutions. Most of the time, customer concerns are resolved before the phone call even ends!

DMB intranet offers news service

Don't forget – you've got free access to Gongwer once you've logged into the DMB intranet. *Gongwer* offers comprehensive and timely coverage of issues in and around Michigan's government and political systems.

The DMB subscription to *Gongwer* includes archived issues of its newsletter, a schedule of hearing and committee meetings, and much more.

Here's how to do it:

Log into the DMB intranet at <http://connect.michigan.gov/portal/site/dmb>
Click on the *Gongwer* link in the DMB News and Information section. It's that easy!

Contact **Kathy Hacker**, DMB Intranet coordinator, if you experience problems with your username or password.

business briefs

Active state employees and police receive statements and newsletter

Approximately 1,675 *Member Statements* and *PROactive* newsletters will go out the week of December 1. *Member Statements* are two-page, double-sided documents that include a brief description of retirement plan provisions with, details about service credit, contributions, and wages.



Click on the version below to view a sample *Member Statement*.

- [State Police](#)
- [State Employees](#)
- [State Employees – Covered Position](#)
- [State Employees – Conservation Officer](#)

No supplemental payment (13th check) this year

The investment returns for the fiscal year ending September 30 have been reviewed by Finance. Because the returns did not exceed the level necessary to fund a supplemental payment this year, public school retirees in the basic plan will not receive a supplemental payment in March 2009.

Active survey

The Active Member Survey was sent to approximately 3,840 active Defined Benefit members in each retirement system on December 4. Members have the option of completing a paper survey or responding online, and are ask to respond by Friday, December 19. Members with questions regarding the survey can be directed to **Fred Doll** at 636-4688 or dollf@michigan.gov.



Green isn't just a holiday color

We are all guilty of occasional overindulgence around the holidays-too much food, too much fun, and maybe a little too much wine. This year, enjoy the holidays, but please be conscious of your choices when it comes to overindulgent habits that can affect our environment.

Here are a few simple tips to stay green around the holidays:

- Buy an artificial tree that can be reused. If you like real trees, get one that comes from a sustainable forest, or buy a living tree that can be replanted in your garden after Christmas.

- Buy LED lights which not only last longer than conventional lights, they use 80 percent less energy.
- Reuse decorations. If you choose to purchase new ones, buy decorations that will last or make decorations from scrap materials.
- Use old cards to make gift tags.
- Buy recycled wrapping paper and reuse string or ribbon on parcels.



LED Christmas lights use 80 percent less energy than conventional lights.

Remember to bring your reusable shopping bags along when you venture out to buy all those wonderful Christmas gifts. Happy holidays from your Green Team!

DMB Mission:
Partners in achieving
excellence

ORS Purpose:
We are an innovative
retirement
organization driven to
empower our
customers for a
successful today and
a secure tomorrow.

The *LookOut* is
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and Budget, State of
Michigan

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Phil Stoddard
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Education

Thanks for reading!!



Who has spirit? We do!



ORS staff have fun while showing off their crazy hats for spirit week.

Note: Because some of the links in this newsletter point to network resources, some of the links may not work if you are reading this outside of the organization.