

Upcoming Events

Information Nights

- March 10th - 7pm
Byron Bergen Jr./Sr. High
- March 12th - 7pm
LeRoy Jr./Sr. High
- March 24th - 7pm
GVEP Mt. Morris Campus

Home School Visits

WNYTA Staff Visits Students at Home School

- March 2th - March 6th
- March 16th - March 20th

On Campus Visit

Students will be traveling to WNYTA Campus

- March 27th - 9am-2pm
Byron-Bergen Jr./Sr. High



Spring 2015

This issue

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Principal's Perspective

Let me welcome you to the first issue of Tech Academy Times. This newsletter is dedicated to providing students and parents of the WNY Tech Academy reminders of upcoming events, views into future career pathways, and articles focused on critical mindsets that will allow us all to reach our highest level of effectiveness. Given our goal of providing all stakeholders ownership of, and within, the WNY Tech Academy, I would like to extend an invitation to everyone to provide material for future newsletters. If you see an article that you think we all could benefit from please consider sharing it. If you have a story to tell, a topic you would like us to address, or if you'd like us to highlight your career and/or company, please let us know.

In early January, I was listening to Ohio State University football coach Urban Meyer speaking to the media after his team had just won the National Championship. Given the fact that the team had reached this accomplishment after losing their top two quarterbacks, and suffered the loss of a teammate to suicide, Coach Meyer was asked how his team overcame these challenges to reach the apex of college football. In his response, Coach Meyer mentioned a very simple mathematical formula as the key to his team's success: $E + R = O$. Having never heard a coach reference a mathematical formula as the key to team success, I had to do some research to learn more. After digging on the internet, I came to learn that $E + R = O$ is an incredibly straightforward mindset for personal and team effectiveness. It goes something like this: E represents all of the **Events** that occur in our lives. These could be the mundane events that occur every day or the more important events that may only occur once.

Regardless, our lives are an ongoing stream of events. **O** represents the **Outcomes** of those events. In many cases these outcomes truly define who we are, what we are, and what opportunities we have before us. **R**, the most critical variable in this equation, represents our **Responses** to those events. It is our responses that define what the outcome will be.

Mr. Madden's Toolbox focuses on the ever growing issue of overindulgence and the need for instant gratification. Both are prevalent issues in society today and many companies have expressed concern that young people entering the workforce have the perception that they should get a promotion simply because they want it. Credit debt, for example, has always been an issue because it allows the freedom to buy what we want, when we want, without the immediate outcome of having money pulled from our pockets. How could $E + R = O$ help?

Forcing ourselves to work through the $E + R = O$ equation, and examining the potential outcomes before we actually respond is an essential skill we can all work on. While no outcome is guaranteed, we can significantly improve our odds of having positive outcomes if we consider our responses and act on the one that aligns most directly with a positive outcome.

We can all think of events in our lives that have helped shape us into who we are. The question I ask myself... Is it really the events that shape my life, or my response to those events? $E + R = O$.

For more information on $E + R = O$ visit www.focus3organizationalculture.com



Mr. Madden's Toolbox

To be our best at work, we all try to keep our skills sharp by increasing and improving our knowledge base. We often forget however, that parenting is the toughest job of all. In this section, I'd like to provide our WNY Tech Academy parents with useful resources and information.

Parenting in the Age of Overindulgence

The phenomenon of overindulgence has received a great deal of attention lately in the fields of Early Childhood Education and Family Therapy. Chronic and persistent overindulgence of a child can have disastrous social effects that can be seen as early as kindergarten. Constantly protecting kids from the consequences of their own actions can lead to helplessness and poor self-control. Giving a child whatever they want can lead to disregard for their things (and others' things) and ungratefulness. These effects can last well into adulthood, ultimately impacting the ability to work with others. We have all worked with colleagues who've felt that conversations should focus solely on them to the exclusion of others, or workers who feel that they are owed raises or promotions without having earned them. We've also worked with chronically helpless people who have failed to develop a strong sense of self-responsibility and urgency in their duties. The adults in a child's life should be aware of the effects of overindulgence, in order to prevent these long-lasting effects from taking root.

As a phenomenon that is receiving more attention, there are many resources available for parents regarding overindulgence. One of the online resources I've been impressed with is, *Overindulgence.info*. On this site, parents can read scholarly journal articles about overindulgence. The organization also publishes a book titled, "How Much is Too Much: Raising Likeable, Responsible, and Respectful Kids in an Age of Overindulgence." Additionally, links to a newsletter and a Facebook page are devoted to the issue. There are also video clips about overindulgence at the site, as well as a brief quiz for parents to take.

The authors at *Overindulgence.info* also address the fact that our society, largely through media influences (TV, internet, cell phones, etc.), overstimulates and overindulges children on a continuous basis. The constant stream of new apps, video games, and *must haves* can make it difficult for parents to raise children who understand the difference between wants and needs. I strongly recommend a visit to *Overindulgence.info*, for anyone who would like to find out more about this issue.

Overindulgence, whether it comes from the media or parents, can make it difficult for kids to learn and understand one of the most basic life skills; the skill of delayed gratification. Understanding delayed gratification is essential if we are to work (and play) with other people successfully. In the workplace, and also at school, we should understand that others do not have to stop talking simply because we have something important to say. We have to wait our turn, just like everyone else. When we do share our thoughts, it is not unfairness or spite that has other people disagreeing with us—we may simply be wrong. We should know that, to get promoted to higher paying position we will need to work hard. Nothing is owed to us,

and nothing comes without delaying gratification. No matter how good we've been, we may never get that toy or video game. It may simply be too expensive.

Delaying gratification requires that we:

- Work hard for the things we want in life
- Realize that we are not the center of the Universe
- Realize that the adults around us will tell us we can't have things
- Realize that self-sufficiency involves risk, and most likely, mistakes. We shouldn't be shielded from these growth-inducing experiences.

The inability to realize that we are fallible beings who don't get whatever we want in life has obvious implications for the workplace. Inasmuch as this is true, awareness of the importance of delayed gratification is directly aligned with our goals at the WNY Tech Academy. Likewise, understanding overindulgence is also aligned with our goal of creating independent, self-responsible young adults.

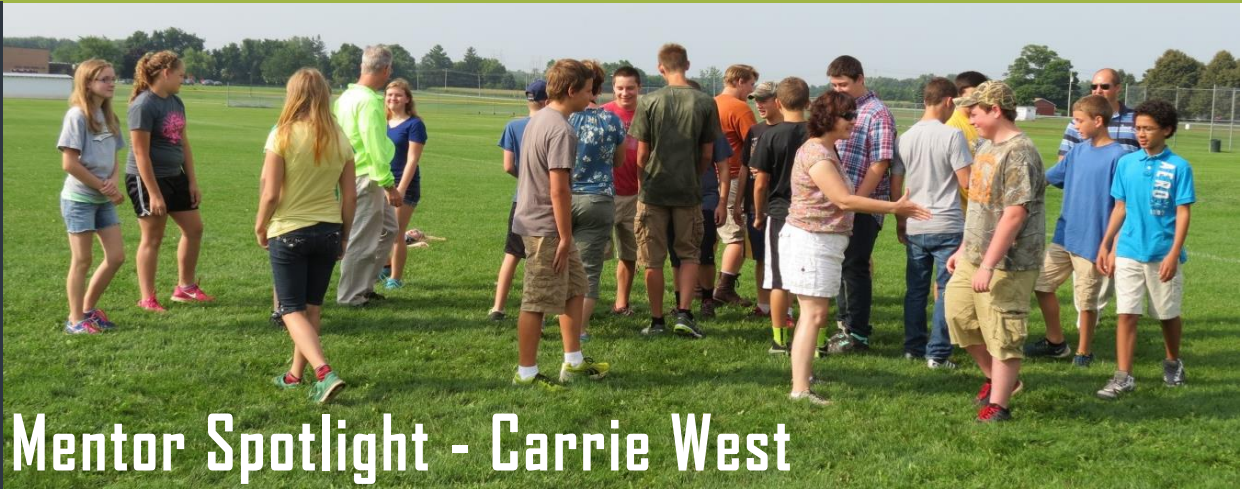
Strategies and Tips:

- Remind yourself that you are the parent. The media does not raise your child; they simply see your child as a potential market. Do not feel bad about having to remind other adults (grandparents, relatives, etc.) not to undermine you by overindulging your child. You are the parent.
- Do not feel guilty for saying, "No." At times, you simply can't afford things, and that's okay. None of us get everything we want.
- Never give in to a tantrum. It may surprise you, but there are adults who can be controlled by a small angry child. The sooner a child understands that they can't control others by getting mad, the better. If the tantrum occurs in a store, either walk the child outside or explain to them that they won't be allowed to come again if they continue.
- Begin to teach the value of saving and earning early! If a child wants something, show them how to save their money in a piggy bank to get it. You can help them by giving them small chores to do to earn money. You can also use a visible chart that shows the money they've saved toward an item. Of course, this process of delaying gratification doesn't have to apply to everything a child wants, but having to save for something is an important lesson.

Sean Madden, School Counselor at the WNY Tech Academy
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Additional Resources:

I would also recommend "The Effects of an Effortless Childhood: Responding to Overindulged Children," by David J. Bredehoft



Mentor Spotlight - Carrie West

The mentors who work with our students at the WNY Tech Academy play a very important role. In this issue of Mentor Spotlight, we asked Carrie West, of West's Bookkeeping Services in Perry, to give us an insight into her career experiences.

Can you tell us a little about yourself and what you do for a living?

My name is Carrie West; I am married and have 3 wonderful children: Izabella, Ivan and Anastasiya. I am an entrepreneur and have multiple businesses. My main business is West's Bookkeeping Services, LLC in Perry. We help business owners and individuals with their bookwork, payroll, consulting, accounting, NYS Sales tax, and income tax.

Can you describe the career pathway you took to get to where you are?

My career path started shortly after I graduated from high school when I began my first business as a Mary Kay Consultant. This is when I started keeping books for my expenses and income. I worked at a salon which I then started helping the owner with processing payroll, tracking expenses, income and organizing the receipts. I went back to GCC to get my degree in Business Administration and Accounting. While earning my degree I worked for a payroll company as a payroll specialist, then a customer service representative and then a receptionist. At the end of 2004 the owner of the salon asked me to start processing their payroll and start bookkeeping for them. Then my father-in-law, who was the president of a local veteran's organization, asked me if I would also like to take over the bookkeeper's position. I took a home course on bookkeeping and became certified in bookkeeping. In January of 2005 I started West's Bookkeeping Services with these two clients, out of a room in my home. Four years later we moved out of the house into a suite in an office building. Last January we upgraded to a bigger suite. We now service between 150-175 clients.

Throughout your career, what experiences have you had that would be valuable to tell young people about?

My most valuable experience has been seeing that people are all different. We need to have the skills to interact with each individual. Be patient, be understanding, show concern and try to explain things in a way that the individual can understand.

What skills have you found to be the most valuable in your career?

The skills I have found to be most valuable in my career are:

- **Being able to relate to people on their level, or empathy.**

What I mean by this is everyone is different in how they think, act and behave. Knowing how to positively and directly respond to the individual person could result in a better outcome

- **Personal development, because it helps in all areas of life.** I teach and share what I've learned with whoever I can, including my children. It can be through a book, CD, DVD, YouTube or a live seminar. The skills I've learned have helped me in many situations.

- **Being a good listener,** this means not interrupting and asking questions to learn more about the individual.

Do you have a favorite quote?

I have many quotes that I like. My favorite, from Jim Rohn is: *"If you really want to do something, you'll find a way. If you don't, you'll find an excuse."*

Another quote that I use all the time with my children is: *"You are the only one who can make yourself feel, act, behave and respond to situations. No matter what anyone says it all depends on how you take it and how you respond. No one can make you feel the feelings you do or say what you say - only you can do that."*

For anyone who may be interested in Carrie's services, her contact information follows:

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