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FAPAC-DOI Newsletter

In this issue

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Letter from the board

Hello from the new FAPAC Board!

We (Martin, Michiko, Vincent, and Mandian) are so excited to welcome the new fiscal year with you. What better time to talk about professional development than at the beginning of a new year? Whether we are newer or seasoned employees, whether we need to earn continuing education credits to maintain our professional credentials, gain in-depth knowledge about our respective work field, or learn something new inter or intra agencies to improve our skillsets, add value to ourselves and our teams, or to put ourselves in a better position for career advancement, it is important that we all continue to learn and develop as individuals. This issue of the newsletter, spearheaded by Michiko and Ashley, will provide guidance in professional development that we hope you will find value-adding in your career journey.

Individual development plans

MICHIKO SQUIRES

FAPAC-DOI Vice President of Outreach

It's the start of a new fiscal year! In addition to Employee Performance Appraisals and setting a work plan for the year, it's a great time to organize your Individual Development Plan (IDP). IDPs are completely optional but serve as a powerful tool for YOU as part of DOI. It helps you think of where you are and where you would like to be, and identify some stretch goals or sketch out a path toward your career goals.

Why an IDP?

Let's start this by saying that you are ultimately responsible for your progressive career development. Sometimes life and work can get in the way of your personal goals – IDPs help outline a way for you to reach short and long-term career goals while also improving current job performance. You can work on it on your own, or develop it with your supervisor or mentor. IDPs also provide an organizational benefit by aligning employee training and development efforts with the organization's mission, goals, and objectives.

Where to Start?

Time to do some soul searching. Goals may naturally change over time especially with life changes. There is no wrong way to approach an IDP, but you should be thinking about what you want to accomplish in your federal career and consider some personal areas of improvement. What can you do to address and overcome them? And beyond that, you can consider some of these goals to have far-reaching impacts that can also improve your relationships outside of work too!

Some areas of development to consider include your presentation and communication skills, learning more about your agency or about other jobs that you may be interested in, taking a class for professional development, or joining a mentoring program.

Looking for some ideas? Try these:

Developmental Assignments

- Read a book on leadership or listen to a podcast. Brene Brown has some good ideas.
- Think of some trainings you would like to attend. It's good to at least do an inventory of your interests and career goals, and identify available classes that can get you there. Even if you don't think it's feasible to do this year, write it down.
- Review some open jobs you are interested in on USAJobs. What skills do you need to develop to be a competitive hire?

Networking Opportunities

- Conduct interviews and/or shadow assignments with someone outside of your program area. Service personnel at different grade levels to learn about their different communication styles.
- Have informal interviews/conversations with agency staff on various projects of interest to learn more about that project or how you can get involved.
- Learn about different Programs in your agency, or branch out to learn about a different Agency! You can always use FAPAC as a way to make connections too.
- Attend a conference.
- Join an Employee Resource Group/Affinity Group or become more active in one.

Stretch Assignments

- Do a detail.
- Improve your communication skills! Ask someone (or more than one person) to monitor your non-verbal communication and give feedback.
- Attend 1 Toastmasters/month. Use the free Toastmaster International Resources (videos, tips, articles, etc.).
- Give a presentation at work on something you love (i.e. brown bag at lunch).
- Lead a meeting at your office. Do the agenda and facilitate all aspects.

Mental health manual

October 10 was World Mental Health Day. Here are some activities we've brainstormed for you to start practicing self-care! Feel free to print out this page and fill in the blanks with your own ideas as well.

GET PHYSICAL

- Practice yoga
- Have a dance break
- Go for a nature walk

GET CREATIVE

- Cook using a recipe you haven't tried before
- Do some photography in a new location
- Spend time drawing or painting

GET SOCIAL

- Host a game night with friends
- Join a support group
- Volunteer for a cause meaningful to you

OTHER

- _____
- _____

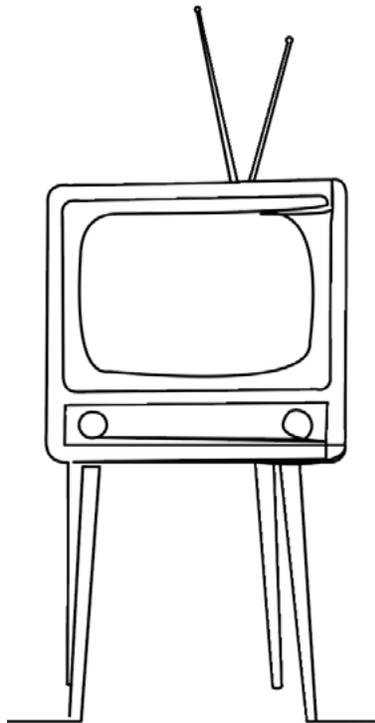
Member resources

-- WHAT WE'RE READING --

Diagnosis Female: How Medical Bias Endangers Women's Health
by Emily Dwass

[How to cope with racism-induced stress](#)

[Jaylin Williams makes history as first player of Vietnamese descent to make active NBA roster](#)



-- WHAT WE'RE WATCHING --

[2022 WHIAANHPI Filipino American History Month celebration](#)

[3 ways to speak English](#)
spoken word by Jamila Lyiscott

[38 At the Garden](#)
documentary about Jeremy Lin

Train to Busan
South Korean horror movie

Have any recommendations to share with the chapter? Send them to Michiko (msquires@usgs.gov) and Ashley (ashley_chou@college.harvard.edu). We will accept a wide variety of resources, so please feel free to reach out!

November calendar

Mon	Tue	Wed	Thu	Fri	Sat	Sun
	1 Dia de los Muertos (Day of the Dead)	2	3	4	5	6
7	8 Election Day	9 World Freedom Day	10	11 Veterans Day	12	13 World Kindness Day
14	15	16	17	18	19	20 Transgender Day of Remembrance
21	22	23	24 Thanksgiving	25	26	27
28	29 Newsletter submission deadline	30	1	2	3	4

November is ***Native American Heritage Month***.

Featured resources:

- [Native American Heritage Month site](#)
- [A Proclamation on National Native American Heritage Month](#)
- [Office of Tribal Relations](#)
- [Tribal Consultations](#)

Here are some professional development events which may be of interest!

Understanding Community Engagement Webinar | Nov. 9 @ 3pm ET
Hear from panelists and leaders from across the country model successful work learning programs as a second key component of Community Engagement. Learn about how state leaders successfully blend Vocational Rehabilitation and Developmental Disability Agency Supports to create effective work-learning opportunities for those looking to build skills while looking for work. Register [here](#).

Becoming a Change Agent | Nov. 17 @ 9am CT
We are working and living in a constant state of change. While change can be difficult, join us to learn strategies for managing change and how you can become a change agent - both within your organization and in achieving your personal goals. Register [here](#).

Houston Federal Executive Board Emerging Leaders Development Program

The Emerging Leader program offers opportunities for mid-level (GS-13) federal professionals to develop leadership skills, interact with other federal emerging leaders, and learn from expert instructors. Classes will be held 9-11am CT on every second Tuesday of the month from March to September 2023, and each session is led by an executive level leader. Projects will be assigned in between sessions. See the curriculum and register [here](#).

CALL FOR SUBMISSIONS

We would love to feature as many members as possible in our last newsletter of 2022! Please reach out to Michiko (msquires@usgs.gov) if you would be willing to do a member spotlight, write a reflection on upcoming events and/or holidays, or simply share fun recommendations (shows, recipes, songs, etc.). The deadline is **Tuesday 11/29**.

Contact us at fapacboard@ios.doi.gov to join our email list and get the latest news!