

# THE BRIDGE



February 16 | Issue 40

Welcome to the Employee Newsletter!

## Leadership Minute

### Techniques for Avoiding "Fight or Flight"

By Dan Wietecha

This morning, I started reading *Belonging: The Key to Transforming and Maintaining Diversity, Inclusion, and Equality at Work* by Kathryn Jacob, Sue Unerman, and Mark Edwards. They begin with the business case that diversity helps better decision-making, greater engagement, and increased profitability. I would add that it is just morally right.

[Continue Reading...](#)

---

## Employee Engagement

By Kelly Murtaugh

One of the survey items on the Q12 Employee Engagement Survey is "My associates or fellow employees are committed to doing quality work." As an employee committed to quality, one of the worst experiences is working with a team member who does not share your same commitment to excellence. Employees need an environment in which there is mutual trust and respect for one another's efforts and results. Developing trust starts with a deep awareness of work standards and team expectations. Others' level of quality work can impact our own. Do you feel empowered to take action to improve the quality of your work?

[Continue Reading...](#)

---

# Workiveraries

See who's celebrating a workiversary in February [here!](#)

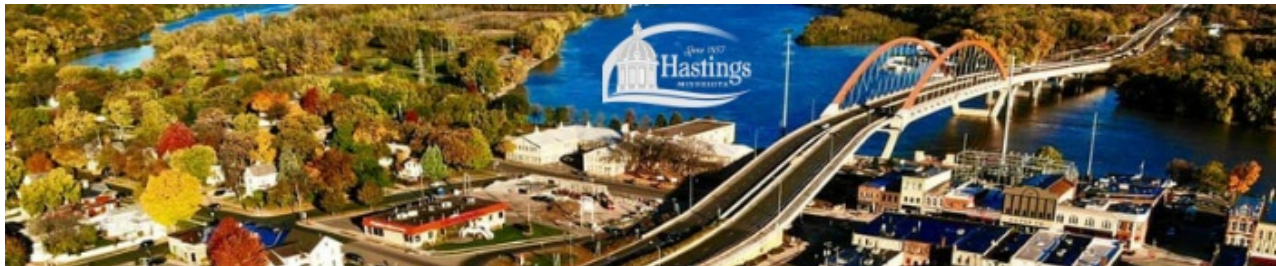
## Kudos Korner

From Dawn Skelly - Thanks to Paige Marschall Bigler for her fun and creative social media posts the past couple of weeks, announcing the cancelation of popular winter programs,



From Dawn Skelly - Thank you to Megan Schlei and Emily King for their willingness to be videotaped for a social media reel to advertise the hiring of election judges.

Thank you to our Public Works and Parks crews for their hard work after this week's snow event.



## Wellness Spotlight: Prevention

### [Metabolic Syndrome and You](#)

### [Lifestyle Habits That Can Reduce Your Health Risks](#)

### [The Microbiome: What it is and Why it is Important](#)

### [Recipe: Prebiotic Chickpea](#)

## Dates to Know February

**February 16** - National Almond Day

**February 17** - Random Acts of Kindness Day

**February 19** - President's Day - City Offices Closed

**February 20** - National Love Your Pet Day

**February 21** - National Sticky Bun Day

**February 22** - National Chili Day 2024

**February 23** - National Banana Day

**February 27** - National Pokemon Day

## [Smooth Bowl](#)

### [Activity: Support Your Microbiome](#)

**February 28** - National Pancake Day  
2024

**February 29** - Bachelor's Day

[Visit the Events Calendar](#)

City of Hastings Government | Hastings City Hall, 101 4th Street East, City Government,  
Hastings, MN, MN 55033

[Unsubscribe dskelly@hastingsmn.gov](mailto:dskelly@hastingsmn.gov)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by [humanresources@hastingsmn.gov](mailto:humanresources@hastingsmn.gov) powered by



Try email marketing for free today!