

ZÖe Pediatrics Company Newsletter

Welcome to May!

ZÖe Center for ABA and Development Services

“ZÖe Center for ABA and Development Services has been open for 1-year and recently obtained their BHCQE Accreditation, congratulations to the ZÖe Center for ABA and Development Services!”



Upcoming Events:

Rock On!

- May 4th from 1-5 p.m.
 - @ ZÖe Williams Rd.

Please email fkong@zoepeds.com if you are interested in volunteering for any upcoming events!

Also, S/O & thank you to all for volunteering at the Rock Ranch Event – it was a “success!”

Memorial Day on May 22nd

Memorial Day is a day in where we, as a country, can reflect and honor those who have died in military service. It is traditional to fly the flag of the United States at half-staff from dawn until noon and many people visit cemeteries and memorials. However, please remember that our office will be closed on this day.

We want to remind those of you that qualify for holiday pay, that any call out the day after or weekend does forfeit your holiday paid day. So please work your assigned schedule, as many people asked off months in advance to be with their family and friends. Thank you to everyone who is working the day after and weekend, we appreciate your dedication to the patients who need you!



ZÖe Peds Highlights

HAPPY BIRTHDAY TO...

- Ambria Frazier (5/3)
- Shantelise Dickey (5/7)
- Steven Hill (5/10)
- Mustafa Bakir (5/27)
- Anna Sosebee (5/27)
- Lucy Chaney (5/28)
- Alexis Person (5/29)

HAPPY ANNIVERSARY TO...

- Bobbie Piper (5/5/14) – 5 years
She will receive a \$1000 Bonus Check and is now a Tenure Employee
- Christy McKay (5/18/16) – 3 years
- Nana Yaw Siriboe (5/30/18) – 1 year

HAPPY 90 DAYS TO...

- Jessira Negrón (2/4/19)
- Rafael Williams (2/7/19)
- Amanda Norton (2/18/19)
- Steven Hill (2/27/19)
- Crystal Williams (2/28/19)

ZÖe ABA Highlights

HAPPY BIRTHDAY TO...

- Melanie Jones (5/9)
- Imani Washington (5/14)
- Joy Slaughter (5/21)
- Angelia Allen (5/25)
- Erica Fung (5/28)

HAPPY ANNIVERSARY TO...

- Tracy Smith-Kong (5/1/18) – 1 year

HAPPY 90 DAYS TO...

- None



Director Highlight

Shantelise Dickey



Shantelise Dickey is the Director of the ZÖe Med Tech School and is May's Director of the Month! Shantelise runs the Med Tech school which, if some of you may not know, is an academy that trains individuals to be qualified to assist physicians as Certified Medical Assistants. She runs the classes herself with the help of her Instructors and designs curriculum that ensures graduates will positively impact the practices they belong to. Shantelise is also a Licensed RN so when she's not running the school, she is helping out at ZÖe Peds by handling referrals and assisting on the floor when needed.

When she's not at work, Shantelise enjoys spending time with her family, traveling, horseback riding, ATVs, UTVs, and sports!

We're so grateful to have Shantelise as an employee and a Director of our Med Tech School and we are looking forward to many more years with her here at ZÖe!

Employee Highlight

Crystal Williams



Crystal Williams is Licensed Practical Nurse, and has been for 10 years. She was mainly working with geriatrics until she joined ZÖe Pediatrics. She didn't want to be in pediatrics because she has 9 children of her own and 6 still remain at home, she had thought that she wouldn't be able to meet the challenge of raising her own children and working with children. To her surprise ZÖe has changed her life, she loves her job and it shows! She enjoys meeting different kids and their personalities, and listening to the stories they have to tell.

She has learned a lot from Dr. Siriboe, in fact she thinks she is a product of hers.

Crystal is currently attending school on-line for a Bachelors of Arts in Psychology with hopes of joining the ABA Team and creating her very own company. She intends on living life like Dr. Stephanie Kong, which she states the ZÖe way – ***“Life the way God intended!!!”***

Look out Rivertown Psychiatry because “Swan Center” is on its way!

HR Topic of the Month: Respect in the Workplace

It is important that all ZÖe employees treat one another with dignity and respect. This article from Balance Careers shows how respect can be demonstrated amongst coworkers:

“After feeling the respect and regard, you demonstrate them by acting in ways that show you are aware of your colleagues as people who deserve respect. As such, you recognize that they have rights, opinions, wishes, experience, and competence. They have the right for you to regard them through this referential lens.

You can demonstrate respect with simple, yet powerful actions. This is a list of ways in which you can demonstrate respect for others in your workplace. These ideas will also help you avoid needless, insensitive, unmeant disrespect, too. Try them; your colleagues and managers will respect you more for trying.

- Treat people with courtesy, politeness, and kindness.
- Encourage coworkers to express opinions and ideas.
- Listen to what others have to say before expressing your viewpoint. Never speak over, butt in, or cut off another person. Listen, really listen, and stop formulating rebuttals and responses in your mind when you need to focus on listening to the other person.
- Use peoples' ideas to change or improve work. Let employees know that you used their idea, or, better yet, encourage the person with the idea to implement the idea.
- Never insult people, use name calling, disparage or put down people or their ideas.
- Praise much more frequently than you criticize. Encourage praise and recognition from employee to employee as well as from the supervisor.
- Be aware of your body language, the tone of voice, and your demeanor and expression in all of your interactions at work. People, who are radar machines, are hearing what you're really saying in addition to listening to your words.

There are many other ways to demonstrate respect at work. You will want to make your job become meaningful work. Respect is a cornerstone of meaningful work. These ideas constitute a solid foundation, but your imagination and thoughtful consideration will bring you many more.

Implemented consistently at work, these respectful actions help ensure a respectful, considerate, professional workplace. You can be certain that a respectful workplace brings benefits for all stakeholders.”

Quiz!

1. Which of the following is a way to treat your employees with respect?
 - a. Listen to them
 - b. Value their opinions
 - c. Follow up on tasks assigned
 - d. All of these answers are correct
2. If I already know that my argument is right, should I still have to listen to their side of the story? (Y/N)
3. Which of the following is considered respect in the workplace?
 - a. Showing up late for a meeting
 - b. Looking at a coworker's computer screen over his/her shoulder
 - c. Remaining silent as the other person is telling their side of an argument.
 - d. Tattle telling on a coworker
4. Blaming someone else when you are at fault instead of accepting responsibility for a mistake is an example of not showing respect to your coworkers. (T/F)
5. If a fellow employee is not understanding me or begins to talk back, I am allowed to start yelling at them since they provoked me. (T/F)

Answers: 1) D. 2) Yes 3) C. 4) True 5) False