This year, each Leader In You will feature a talent theme or theme combination. Increasing awareness of each talent’s unique power and edge helps us appreciate our own contributions and the power of strengths-based partnerships and teams.

**Strengths Spotlight: Activator (Influencing)**

"When can we start?" This is a recurring question for activators. People with strong activator talents are impatient for action. They may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down they know that only action is real. Once a decision is made, they must act. Others may worry that "there are still some things we don't know," but this doesn't seem to slow activators down. They make a decision, take action, look at the result, and learn. The bottom line is this: Activators know they will be judged not by what they say or what they think, but by what they get done. This does not frighten them. It energizes them.

Its power and edge: Activators are catalysts who get things started. They naturally see how to turn ideas into action. As a result, they make things happen. Their energy can be contagious and engaging. If you have an important project or talented group that simply needs a "jump start," find an activator - they will bring energy and instant momentum.

If **Activator** is a dominant theme for you: Be the catalyst. Think it through, and then get going.

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**Why Groups Struggle to Solve Problems Together**
We subconsciously move back and forth between The five Stages of Problem Solving before landing on a solution and making a plan.

**The Impact of Positive Leadership**
How seemingly small interactions can dramatically boost your team's productivity.

**The Anxious Achiever**
This podcast wants to reframe how we think about mental health issues in the workplace by talking openly and honestly about them — and about how they are connected to our drive to succeed -- with candid stories from leaders who've been there.
Toastmasters International - Classy Toasters

Discover your voice!

Active SCCOE members, as well as non-SCCOE members, are invited to explore your potential and build your speaking skills, as Sandro Brenziaglia has in this #MyWhy video. Learn about the congenial club environment as well as tuition reimbursement for permanent SCCOE staff.

Open to all levels; Classy Toasters can help you communicate more effectively and develop better facilitation skills through their Toastmasters pathways program!

Ready to learn what Toastmasters is all about? Contact Nan Harn for more information or to RSVP as a guest for an upcoming meeting.

'Tis the season for giving

The Annual SCCOE Toy Drive returns

The Holiday Gift Drive will be held prior to the Ridder Park Holiday Luncheon on Wednesday, December 4. Please bring NEW toys, clothing, educational items, and gift certificates to the Guadalupe Room from 9 a.m. until noon (early drop-off preferred!); donors will be given raffle tickets in exchange for donations.

Your donations will directly benefit students, ages infant to 18, in our Migrant Education, Foster & Homeless Youth Services, and Head Start programs. Here is a short video that highlights last year’s gift drive, SCCOE’s festive carolers, and best of all, some of our students receiving their gifts! For questions or more information, contact Dan Mason.

Winter Clothing Drive

The Migrant Education Department at SCCOE would like to invite you to join our Warm Winter Clothing Drive. Donate clean, new or slightly used outerwear that will keep someone warm: coats, sweaters, jackets, and sweatshirts. Blankets, hats, beanies, earmuffs, mittens, and scarves are also much appreciated. Your donation will benefit migrant families. We hope to provide each of our Out of School Youth (14 to 21-year-old migrant workers) and migrant families with a warm coat and accessories. Please bring your deliveries to any Migrant Education staff member by December 16.

The SCCOE Human Resources department is holding its Annual Toiletry Charity Drive. The department is collecting shampoo, conditioner, soap, toothpaste, toothbrushes, mouthwash, tissues, combs, feminine products, deodorant, and more. The items are assembled into kits and distributed to charities that provide shelter and aid to people of all ages. Please bring or send in any unused, travel-sized toiletries to Ridder Park to assist those in need.

Complete the Vitality Health Review (VHR) November 30 bonus points deadline

If you have not yet completed your VHR for the school year, log-in or register on Vitality and earn:

• 500 Vitality Points for completing the VHR; and
• 250 bonus points for completing it before November 30.

When you complete the VHR, you'll get a more personalized Vitality experience and get one step
closer to earning the $200 wellness incentive!* For more information contact Tricia Zamora or call (408) 453-3616.

*The VHR is required to earn the $200 wellness incentive.

**Eat Nourish and Thrive with Diet ID!**

SCCOE is proud to introduce a new wellness tool that makes healthy eating simple, sustainable and fun. Earn 35 Vitality Points when you register, and hundreds more when you participate daily. Visit [www.dietid.com/sccoe](http://www.dietid.com/sccoe) and take meaningful steps toward better eating.

**Walk n Connect**

Walk-n-Connect empowers us to connect with others and bring more energy into everyday life through walking. Connect with your well-being, others, and nature. All fitness levels welcome. Earn 250 per walk. Sign up to be included on this walk or future walks. For more information, email Tricia Zamora or call (408) 705-3332, if you plan to join. Carpool options from Ridder Park will be available that morning.

**New Wellness Reward Option**

Starting 2020, in addition to earning Vitality bucks, SCCOE will offer a $200 Wellness incentive towards a flexible spending account (FSA) or a $200 gift card on the Vitality Mall. All members are encouraged to choose their preferred $200 reward by January 31, 2020.

**Compliance Corner**

The new **Employee Compliance Handbook** was distributed electronically in September to all permanent and substitute employees. This handbook applies to all employees of the SCCOE and serves as a reference tool, highlighting our continuous improvement efforts and outlines important employee benefits, programs, and services.

Thank you to those that have completed the form. If you have not completed the form, please review and complete the user agreement form as soon as possible. The link is below. You will need your employee ID number to complete this form, which can be found on your paystub or the SCCOE intranet Employee Self Service (ESS) page.

[https://forms.sccoe.org/Forms/EmployeeComplianceHandbook](https://forms.sccoe.org/Forms/EmployeeComplianceHandbook)

If you have any questions, please contact the Human Resources Department at (408) 453-6820 or send an email to hr_recep@sccoe.org.

**Discounts and Deals - 49ers, Sharks Tickets, and More!**

Come out and enjoy an afternoon at Levi's Stadium while supporting the San Francisco 49ers, bring your friends and family and have a great day!

**Saturday, December 21, at 1:05 p.m.**
San Francisco 49ers vs. Los Angeles Rams

Purchase tickets at [http://offer.fevo.com/santa-clara-county-office-of-education-6918c05](http://offer.fevo.com/santa-clara-county-office-of-education-6918c05)

Come out and enjoy an evening at the SAP Center while supporting the San Jose Sharks, bring your friends and family and have a great evening!

**Sunday, March 8, 2020, at 7 p.m.**
San Jose Sharks vs. Colorado Avalanche


The Bay Area appreciates your service. Check out the fantastic benefits you get as a member of #TeamSCCOE. Please stop by Human Resources or contact them at (408) 453-6820 for more
information on how to receive discount offers from the Santa Cruz Beach Boardwalk, California Academy of Sciences, Golfland, Golden State Warriors Games, Legoland, Universal Studios, Hollywood, and much more! Current year tickets are now available for local amusement parks. For even more employee discounts, visit Tickets at Work.

Tell your friends, now is the time to join #TeamSCCOE

For a list of all job postings, visit EdJoin.

Certificated Positions
- Positive Behavioral Interventions Specialist
- Program Specialist - Alternative Education
- Assistant Superintendent - Early Learning
- Services Division
- Manager - Early Childhood Integrated Data System (ECIDS)
- Director III - Creative Impact

Classified Positions
- Substitute/Relief Account Technician
- Substitute Education Interpreter I/II
- Network Administrator
- Substitute/Relief Technology Assistant I
- Paraeducator - Special Education
- Education Interpreter I/II

Online Transfer Request
The transfer request process for classified employees is available online. Should you have any questions about the transfer process, please contact Marisa Perry within Classified Personnel Services.

Want to share departmental events or news?

Is your team or department working on an interesting project or offering a service that you want to share? Submit a project request to Media & Communications for a social media post or campaign! We want to share the story of SCCOE with our audience, and that includes sharing what we all do every day.

Draft a brief memo (100 words or less), have it approved by your division chief, and complete a project request no later than the Thursday before the issue date or call (408) 453-6824 for questions and News Roundup event tips.