

LEMON CREEK JOURNAL

TRAINING, NEWS & EVENTS FROM LEMON CREEK CORRECTIONAL CENTER
JUNEAU, ALASKA



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To our readers:

The Lemon Creek Journal is a quarterly publication of Lemon Creek Correctional Center, Juneau, Alaska. The Journal's mission is to provide cutting edge training to Lemon Creek personnel, to contribute to a healthy workplace community, and to open our institution to public view. So that we can be more responsive to our readers, please share with us your impressions and suggestions by emailing daryl.webster@alaska.gov.

Cover photography by Bonnie Webster



A MESSAGE FROM THE SUPERINTENDENT

Many years ago I had the pleasure of spending part of a day visiting with a very successful man whom I looked up to and admired. One thing I took away from that visit has stuck with me to this day. He told me, "I have been successful in life because of those whom I have chosen to be around and I am successful only because of those surrounding me. My accomplishments have come because of what they have taught me."

His words left such an impression on me because he gave credit for his accomplishments throughout his life to those around him, taking absolutely none for himself. It is the influences of others that can and do shape our lives, whether those influences are for good or ill. It is solely up to us as individuals whether we absorb or filter the influences that swirl around us daily.

Whether we recognize it or not, we all have people in our lives who have influenced us in positive ways. Some of the greatest lessons in my life were taught through the actions of people rather than their words, and that has been true here at Lemon Creek Correctional Center. At Lemon Creek we take care of each other and look out for each another. Great strength comes from that. Positive influences in the workplace set the tone for our successes. Whether we realize it or not the positive results of our influence often range far beyond those who were directly impacted.

I wish to express my gratitude for the positive influence that many of you have had on me, mostly through observing your actions. What we do here matters, even if we are only making a difference one person at a time. People may not always remember what you said, but they will never forget how you made them feel.

Thank you all for choosing to make a difference.

As usual, happy reading!
Bob Cordle

Officer Of The Year

CO Gary Locke

2016



We are pleased to announce that Lemon Creek Correctional Center's employee of the year for 2016 is Officer Gary Locke. Officer Locke received numerous nominations for this award from his co-workers and was a clear winner.

During the course of 2016, Officer Locke was directly involved with saving the lives of multiple inmates. It isn't enough to say that he was in the right place at the right time. He put himself in the right place and did what had to be done precisely when it needed doing. These inmates, their loved ones, and the State of Alaska owe him a debt of gratitude.

Not content to limit himself to feats of heroics, Officer Locke devotes himself to his profession and displays that commitment daily with his genuine, faithful, sincere and giving attitude. When he sees a fellow officer in need of assistance he doesn't ask what he can do to help, he simply determines what needs to be done and does it.

Officer Locke's steadfast support for the institution and its mission is inspiring. His genuine concern for the wellbeing of inmates and loyalty to his colleagues is a credit to his character. Congratulations Officer Gary Lock. We are lucky to have you on our team.



Officer of the Quarter

CO Aiona Fisi

Correctional Officer Aiona Fisi joined the Alaska Department of Corrections in June 2012. Since that time, she has proven herself to be a hardworking, dependable favorite among her co-workers. Officer Fisi makes the workplace more enjoyable. She gets along with her co-workers, lifts people's spirits, promotes unity, and genuinely cares about others. Officer Fisi connects with people at a personal level, but commands respect from co-workers and inmates through her honesty, conduct and bearing. It is no wonder she was nominated by her peers as Lemon Creek Correctional Center's Officer of the Quarter for the 1st Quarter of 2017. It is a great honor work with her and to call her part of our family.

Feel Trapped In A Thankless Job?



We asked Lemon Creek Correctional Center staff to tell us about colleagues, past and present who made a difference in their lives. This is what they shared with us.....

Correctional Officer Harold Mikesell pays tribute to Leitoni Tupou:

As I reflect on my career and those who influenced me, I feel blessed to have served with and been surrounded by truly great correctional officers. Many years ago, a good friend of mine named Leitoni Tupou convinced me to apply for a job here at Lemon Creek Correctional Center. All through the long process of getting hired, he encouraged me.

I went to the Corrections Academy not knowing if I would have a job here at all. When I was hired and started this job, my friend and all of the other correctional officers he had worked with for years, welcomed me with friendship and open arms. They were glad to know someone who was a good friend of Lei Tupou. On one of my first breaks, he gave me a personal tour of Lemon Creek and explained the workings of the job in a way he knew I would understand. He was my friend and a mentor who saw to it that I fit in and could do the job, interacting with inmates in a safe and professional manner. I owe a lot to Lei but I was surrounded by great officers who took me in as one of their own and helped me and guided me along the way.

Everyone who had the privilege of working with Lei Tupou respected him and what he always stood for. He is still remembered throughout the state, both in our institutions and our communities. He taught me that there was a time to work and a time to play and he lived what he taught. We faced the difficult challenges of the job as brother warriors and did what the mission required, always looking out for the safety of those next to us. I learned from Lei that to earn respect you must give respect, be firm but fair, and serve even the hardest individuals to work with. Some of those individuals

were inmates and some were staff. It didn't matter.

Working in a hard environment, it has been easier and comforting to know and feel that we have been looked after by a sea of blue, our fellow officers, brothers and sisters, Family away from our family. May each of us be surrounded by great officers in the tradition of Lei Tupou, who stand by us in spite of our faults and who make us stronger, so we are as one and can take on any challenge and all go home safely at the end of the day.

Sgt. Ron Shriver bids farewell to retiring Sgt. Cathy Good:

It is time to say good-bye to possibly the one sergeant we most hate to love. When I first started here at Lemon Creek I always felt like someone was watching me, even more so when I worked for one particular sergeant. Every time I made a wrong turn or forgot to dot my i's on my reports she was right there to correct me and tell me how I was doing it all wrong. Some officers could not stand this constant reinforcement of the rules, policy and grammar. So, some of them complained to whoever would listen, some internalized it and others, well they broke down in tears and quit over it. Personally I tried to internalize it and make it a driving force to make me a better officer.

The level of respect I gained for this sergeant grew a little more each day and eventually I think I earned her respect. Today I have to say that despite all her quirks, Sergeant Cathy Good may be one of my all-time favorite sergeants. It may be hard to love someone who is always right, it might even be harder to admit being wrong. Many of us have grown and learned

valuable knowledge from this amazing woman who is truly one of a kind, and to say that she will be missed is an understatement. The void that she will leave will be hard to fill and the love she showed so many of us in the way she cared to make sure we made it home safe every day is something I hope I can carry on and pass on to other generations of Correctional Officers for years to come. Thank you Sgt. Good for being an inspiration, role model and for leaving behind a legacy of excellence.

**Superintendent Bob Cordle on
Correctional Officers Harold Mikesell &
Bruce Winslow:**

Two officers stand out in my memory. Officer Harold Mikesell set a good example for me early in my career as someone who

was firm and held his ground with the inmates but was also compassionate and understanding. On more than one occasion, I witnessed him taking the extra time to show genuine consideration for inmates who were hurting emotionally. He didn't allow them to excuse themselves from the rules they broke but he listened to them and counseled with them in their time of trouble and sorrow.

I have also always been impressed with Officer Bruce Winslow's ability to communicate with inmates on all levels. When I was a young booking officer there were times when he was able to gain compliance from persons being booked into the facility, when I could not. His personable approach earned him respect with some of our most unruly inmates and that made my job a lot easier.

Turning the Corner



L to R: Asst. Superintendent. Daryl Webster, Kara Nelson, PO Brent Wilson

My name is Kara Nelson. I am a formerly incarcerated woman in long term recovery. I have many titles and jobs in the community but nothing gives me more honor than being a person in recovery who has lived experience through our criminal justice system and as a mother who has restored relationships with her children, her family, and her community. I know the incomprehensible demoralization that our community members feel while in prison, on probation, and separated from their loved ones. It is no easy task to walk the path that I have had the privilege to travel. What I want everyone to know more than anything is the hope I found in a few special people along the way. Their compassionate words, uplifting spirit, and gestures of kindness, however big or small, gave me the encouragement I needed to carry on and move forward in a way that

brought authentic change and a higher quality to my life. It is also important to know that it has taken time and healing to be able to see some of my circumstances the way that I see them today. What I specifically mean is that some of my greatest lessons learned were born from adversity. During these challenges I did not see them as a blessing, but I know now they are the reason I am who I am today.

My story is wholly and completely about identity, God's unfailing grace and connection with others. Truly, I am just as surprised as anyone that I am alive, clean, out of prison, and living the life I live today. I say this because I am a survivor of physical and sexual abuse, IV drug use, overdoses, mental illness, homelessness, and a lifetime of trauma.

My criminal history started in 1991. That means that I have spent over 20yrs in and out of the criminal justice system. During these years I experienced some of my darkest days. I will never forget the day I had lost all hope in myself and my circumstances. I had been transferred to Hiland Mountain Correction Center from Ketchikan. I was lost, alone, broken, and I felt emptier than I ever had in my entire life. I was away from my three small children and the relationships I had with my family were strained more than they ever had been before. I remember looking in the mirror and not recognizing the person who was staring back at me. I had always fought everything and everyone, but this time I felt I had no more fight left in me. I remember walking into the chapel where someone called out "Nelson". Chaplain Blodgett said to me

“You are a Nelson.” What you should know about Chaplain Blodgett is that he and his wife Bonnie have been close friends of my parents. I knew them from my childhood. As with many of my interactions while incarcerated, I believe with all my heart that it was not a coincidence. God had placed them there for me at that exact time so that I would remember the plan that God has over my life. Chaplain Blodgett did not look surprised or judgmental. In fact he looked happy to see me. He awakened something in me. I could feel myself come back to life in the presence of acceptance and love without conditions. This was the very beginning of where I started to believe in myself. He loved me before I could love myself. He believed in me before I could believe in myself. I will never forget his kind heart. I wish I could say that from this moment on I was a changed person and that I was successful in getting out of prison and staying out of prison; unfortunately, that is not the truth of my story. My transformation was not linear, instantaneous, or easy. Then or now!

Two other amazing people who are so worthy of my admiration and praise are Ellen Campbell and Ramona Ignell. Both women were so influential in what I do today. Strong women of faith. They were prison ministry volunteers who exuded love and grace. They taught me how to be free even while in prison. Later, they founded Haven House Juneau, the organization I work for today. Ellen Campbell wrote in an early letter to our faith community;

“We want the women who come to Haven House to be in the company of others who share similar hopes for finding out who they are in God’s eyes. Only then can the greatness of God’s

love, his total forgiveness and redeeming grace be discovered.

The scriptural passages that speak especially well to the aspirations of Haven House are in Mark 5. It is the story of the little girl pronounced dead, of whom Jesus said “She is not dead; she is only sleeping. He took her by the hand and said ‘little girl, get up.’” Then he told the people to give her something to eat.

This will be the task of Haven House- to help women get up on their feet, to begin taking wholesome nourishment for their bodies, minds and spirits, to become alive again, then to serve others.”

After my release in 2008 I went through several probation officers over the course of 7yrs on a 4yr probation term. Each probation officer helped me to grow, encouraged me, and taught me valuable lessons. I had spent so many years living on the street, selling and buying drugs that social etiquette was no longer something that I knew or cared about. I wanted more than anything to be different, but had no idea how to get there on my own. The facts are that probation was really tough for me. I had to hear a lot of hard things that were difficult for me to accept and I went back to jail many times.

One officer in particular was Brent Wilson. Brent was my very first probation officer in the Juneau Office. He taught me how to hold compassion and truth equally at the same time. Brent always encouraged me and made me believe that I could change. I remember him telling me “Kara, not everyone knows you are a felon”. He said this because I would walk around with so much shame and guilt. I believe that because he spoke with such

honesty and sincerity I could hear him. Brent would always ask me what he could do to help and he genuinely wanted to understand addiction. Today I know that my struggle with social norms, addiction, and significant change was never a moral failing. Brent really helped me understand these important things. Brent continues to be a mentor of mine here in the community of Juneau. He will never fully understand what he has done for me and my family.

The other officer I want to mention is Dusty Dumont. Dusty has been one of my greatest teachers. She taught me how to dive deep, stay constant, speak truth, take accountability, and stop being the victim of my circumstances. Most importantly when it came time for her to give me a chance, she did. Despite all of my wrongdoings and my past behaviors, she advocated for me. I will never forget this and

it has been one of the greatest turning points in my journey.

There have been many more people who have helped me learn more about who I am along the way while in the criminal justice system. The truth is that their words and kindness shined through the darkness and softened my heart. I also have to say that there were many in the criminal justice system who harmed me, but that is another story.

What I know now is that no matter how far down the road someone has gone, they have the capability to recover. I am living proof of this promise. God has been there every step of the way. He continues to use my past for my future. He is my source of strength and comfort. I learned how to seek Him in my moments of despair and I have never stopped. All glory to God and thank you to everyone who has been part of my healing.

More about Kara Nelson

Kara Nelson is a lifelong resident of Southeast Alaska and the Director of Haven House Juneau, a grassroots oriented faith-based organization which provides peer support services within a safe and recovery focused environment, devoted to fostering healing and self-sufficiency for women returning home after incarceration. Haven House Juneau is a national association of recovery residences (NARR) level two home.

Kara is a formerly incarcerated leader as well as a person in long-term recovery. After her release from incarceration Kara reunited with her children and completed her Associates Degree. Kara has become devoted to reentry efforts & transitions, corrections reform, and creating community peer support networks. As such, she serves on multiple boards and coalitions, most notably as co-chair of the Juneau Reentry Coalition (JREC), co founder of the Juneau Recovery Community Organization (JRCO), 2016 fellow of Just Leadership USA, active member of the Juneau Homeless Housing Coalition, Juneau's Disability Abuse Response Team, Juneau's Recovery Coaches Advisory Board, Facing Addiction's (facingaddiction.org) public safety committee work group and other similar community engagements.

LCCC Security Bulletin

Lemon Creek Correctional Center

4/1/2017

Incident Write-ups

Making a complete report

by Sgt. Ron Shriver

Report writing has always been one of the most challenging parts of the correctional officer career. It is something many correctional officers despise and some officers avoid altogether. Many times, important details and incidents do not find themselves documented because of the avoidance of report writing. Report writing is a big part of our job and such an important necessity for documentation and communication. It is not something that should be stressful or something dreaded as it is a very powerful tool in our job.

When we write an incident report, we want to paint a picture. Think of it as painting a picture to tell a story to someone who is not present — your sergeant, the superintendent, a district attorney, a judge, a probation officer, or maybe even a jury. Some of these individuals do not work inside our correctional institution and therefore need enough detail to visualize that picture. We also want to paint the picture vividly enough to reference an incident that has occurred. There are so many components that need to be present in a report, such as: documentation of who is involved, the nature of the incident, the details surrounding what has happened, significant statements, injuries, and the outcome. The easiest way to add these components is to start at the beginning and just tell a story.

Quick Tips



- Make sure you paste the narrative in a Word Doc. It will show more errors.
- Have a fellow officer proof read it before you hand it to the sergeant.
- Triple check the birth date and ACOMS numbers.
- Make sure you have the correct time and date.
- Take pictures, few things will tell a story better than photo evidence.
- Make sure the infraction matches what you are writing the inmate up for.
- Include the “4 W’s and How” to make it a complete report

1. It is important to write a report that flows and is in chronological order. Document step-by-step what has happened. While you write, pretend you’re telling a story to someone who was not there. Start at the beginning and work through it. Be clear and concise; there is no need to use big words or officer jargon. Do not skip details that leave holes in your report and that would give your reader questions.

An example: As you are writing, think about little things that tie the story together. We know the

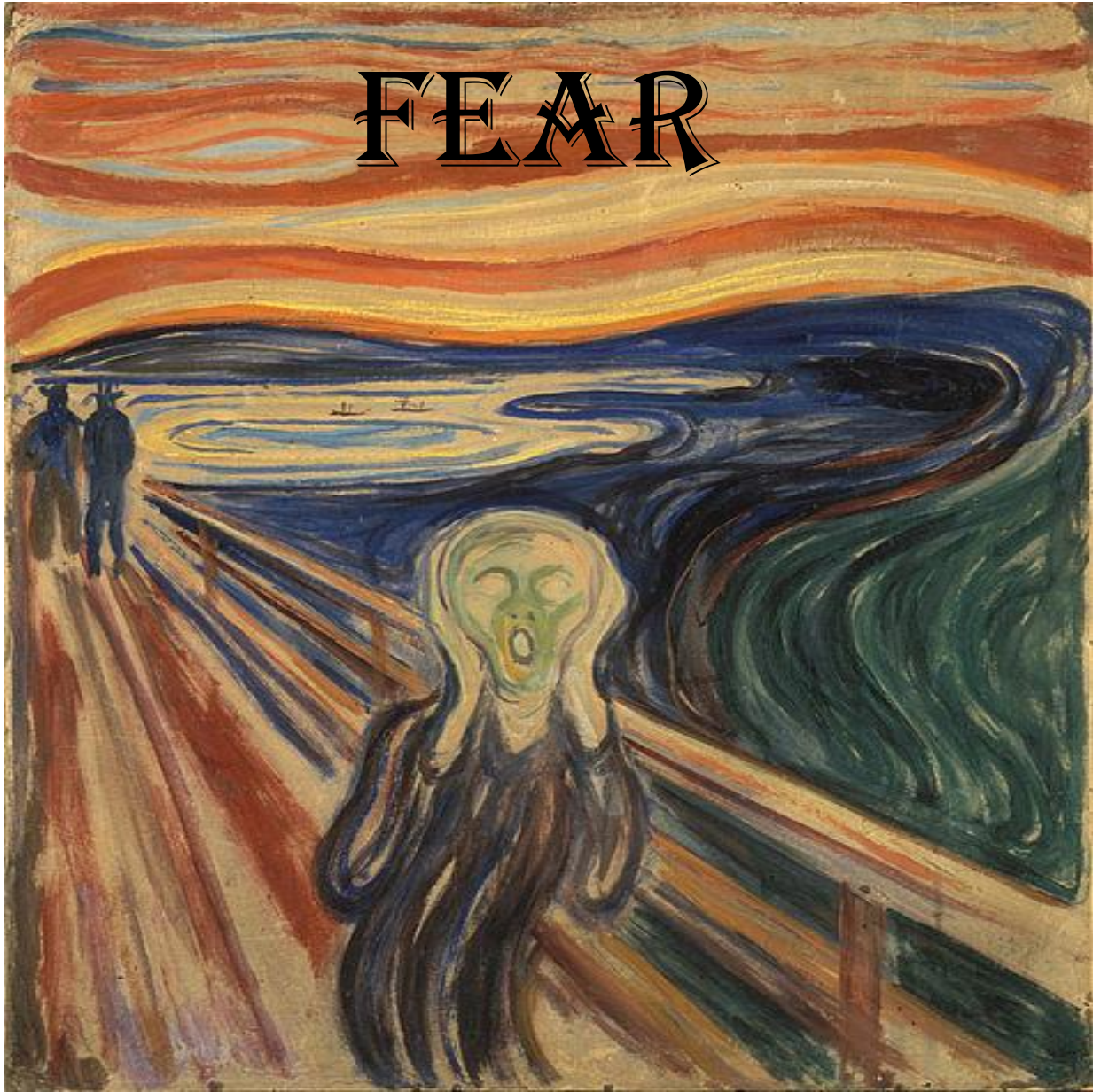
inmate was disruptive in the living unit, and was handcuffed and taken to a camera cell. Details to include would be: what was the disruptive act, who handcuffed or restrained the inmate, what type of restraint device was used, the inmate's demeanor while being escorted, and who escorted him. How was he placed for the handcuffs to be removed or were they left on? Did he yell any statements at staff? Was he cooperative at this point or escalating further? What did he do after the holding cell door was closed? Was medical notified and did he decline medical treatment or did he report he was injured?

2. Statements from inmates are pertinent not only to an incident that has occurred but can also show what an incident is really about. Inmates' words are not only really important, but can provide imagery to how an incident occurred.

An example: Did an inmate make a spontaneous statement after an altercation? During a disruptive act, was the inmate threatening staff? These statements should be placed in reports using quotations to validate an inmate's behavior or further show his current state. Writing a sentence stating an inmate is suicidal is not as powerful as saying, "I am suicidal and want to die right now!" Use important statements said to you or other coworkers.

3. Reports are for documenting facts. Write what you observed. Write what happened. There is no room for speculation in reports. Reports should include facts, pertinent details and chronological order. Do not make assumptions.

Writing a report in the middle of shift while juggling all our other responsibilities and duties can be challenging. It is important to write quick and complete reports. Once you have crafted the report style you like, re-use the report and wording you desire. Use the same format each time. Alleviate unnecessary reporting errors by resisting the temptation to cut and paste from older reports. Remember report writing and documenting incidents can also protect us on the job. Many times, writing reports involving use-of-force or an incident with a combative inmate can answer questions later down the line if an inmate wants to make a formal complaint. The report is already completed, documenting who was involved and why and leaves no question of inappropriate officer behavior. Be proactive, write reports to protect yourself and your coworkers and document as a line of communication for other shifts to see and know what happened during your shift. Remember your reports are formal documents and therefore are an extension of you.



FEAR

“The Scream,” by Edvard Munch, courtesy of Wikimedia Commons

By Daryl Webster

The time to take counsel of your fears is before you make an important battle decision. That's the time to listen to every fear you can imagine! When you have collected all the facts and fears and made your decision, turn off all your fears and go ahead!

General George S. Patton, Jr.

Let's talk about fear. This is a surprisingly difficult topic to discuss among professionals who work in a hazardous environment. We are all trained criminal justice practitioners and most of us have been around the block a time or two. Still, it can be tough for us to confront our *capacity* to feel fear, as if doing so makes it more likely that we will somehow fall victim to it. Not so.

Come to terms with fear. We have all felt it. Fear is one of our most basic emotional states and perhaps our most important survival mechanism, warning us in unmistakable terms that we are in danger. We commonly fear both the agency that can deliver harm to us and the form that harm may take. The agent may be animate, inanimate, or even imaginary. The potential harm may range from tangible (i.e. physical or financial harm) to intangible (i.e. failure, rejection, or the unknown). Regardless of the cause or focus of our fear, the fear itself is entirely value neutral. It is our *experience* with fear and our response to it that renders it either harmful or beneficial.

People experience the stress of fear both as a physical sensation and as a psychological state. Common physical symptoms of fear include:

- Increased heart rate
- Increased blood pressure
- Sweating
- Dry mouth

These physical symptoms of fear, commonly known as the “Fight or flight” response, are caused by a wonderfully effective natural mechanism, the sympathetic nervous

system, which registers immediate threat and dumps adrenalin into the bloodstream. What we feel is our body going on Red Alert, preparing to fight to the death or flee from whatever is threatening us. Fear is natural and normal. How we process it and how we grow accustomed to reacting to it determines where our fear will manifest on the anxiety/panic continuum.

When I was a small boy, my parents often took me camping in the foothills near our home. One morning, I left camp to walk to a nearby river. As I stepped off of a low embankment, I heard an unmistakable dry rattle at my feet. I don't recall seeing the diamondback or anything about my surroundings, only my shrill cry of “Snake!” as I bounded back to camp to get my father, who shot the snake to ribbons. What I experienced was panic. I heard a one-of-a-kind sound, inches from my feet and in some primitive corner of my brain, that sound immediately registered as the dry-as-death warning of a diamondback rattler. Jumping, running, and screaming were all unthinking reflexive responses, understandable under the circumstances but dangerously uncontrolled.

Many years later, as an adrenaline-addicted young adult, I decided to take a one-day skydiving course, just to see if I could force myself to jump out of an aircraft. After the classroom lessons were over, I suited up, strapped on a parachute pack, and boarded a small plane. What I felt at that point could be characterized as *anxiety*, a nagging hint of fear to come. When the plane reached jump altitude, the instructor took hold of the long line that would (hopefully) release my parachute and directed me to crawl out of the plane and onto a narrow step, attached to cross-bars on the wing assembly. Clutching the bar, I stood outside the plane, the wind threatening to break my death grip. On the

instructor's signal, I stepped into space, still holding the bar, my body flapping like a flag. Another signal and I let go. I had naively expected a sensation like floating or flying but what I got was the "I'm gonna go splat" feeling of dropping like a rock. Looking up in dread, I watched the plane recede above me. Then my lessons kicked in, along with a certain fatalistic resolve, and I assumed an arched position, as trained, just as my parachute deployed and jerked me out of my fall. Call me an altitude sissy, but the moments between stepping from the plane and looking up into that beautifully-deployed parachute were, and still are, some of the most horrifying of my fairly adventurous life.

What distinguished the fearfulness of these two experiences and my behavior in each? In the first instance, I was, of course, immature. I had no experience with danger, no training in how to respond, had given no thought to such eventualities. When great fear hit me, I lacked entirely the ability to understand or control it. Fear *ruled* me, and my response went straight to panic mode. In the latter instance, aside from being adult, I had spent the intervening years experiencing danger and fear in various forms. I knew what great fear felt like. I had been trained in how to respond to it. I was able recognize it and deal with it constructively. In his excellent book on the 1914 Ernest Shackleton expedition to Antarctica, "Leading at the Edge," Dennis Perkins discussed practical steps to constructively deal with fear.¹

Understand what scares you. Fear is natural. Everyone fears something, a great many things, if we are honest enough to

¹ Dennis N.T. Perkins, *Leading at the Edge: Leadership Lessons from the Extraordinary Saga of Shackleton's Antarctic Expedition*, AMACOM Publishing, 2012, 2nd ed., p. 180

admit it. Mastering your fear requires first that you be bold enough to admit that you are fearful, then identify what it is that frightens you. It might be fear of public speaking, fear of spiders, fear of confrontation. Once identified, mastering that fear becomes your focus.

Understand how you react to fear. Take stock of yourself when you are fearful. Feel your heart racing, your breath coming faster, the sinking sensation in the pit of your stomach. Do you typically face what you fear or do you avoid it or flee from it? Does your thought process seem to freeze up? Do you envision yourself failing? Understanding how you *experience* fear gives you mileposts to measure your progress in mastering it.

Develop ways to detoxify the fear, so you can deal with it constructively. You have probably heard of the tactic, employed by some people who fear public speaking, of imagining their audience wearing no clothes. This tactic has such an intuitive and humorous appeal, that we may overlook the very important rationale behind it. Those who deal in crisis learn to detoxify fear by looking *outward* at their environment, rather than inward at how fear makes them feel. This calms them and allows them to focus on what lies ahead, rather than on what is going on inside of themselves. In extreme cases, as is sometimes seen in combat, the outward focus may be so complete that a person's sense of self is subrogated to the value of some other identity, which may help explain why some soldiers will brave death to rescue wounded comrades or throw themselves on grenades to save others. In other cases, the *inward* focus may be so complete that it overwhelms self-control and panic ensues. One of the most effective detoxifiers is to simply breathe. This elemental and necessary act is incompatible

with the physical symptoms of fear. By forcing ourselves to slow and deepen our breathing, we encourage our bodies to inhibit the introduction of adrenalin. We slow our heart rate. We begin to calm down.²

Train yourself to deal with fear. Begin by understanding that fear is not the enemy. It exists to help us survive danger by demanding or forcing certain responses (fight or flight) so that we don't die while thinking through exactly what is happening and what we should do about it. The real enemy is our inability to control fear. Detoxifying fear and dealing with it requires us to train ourselves to respond appropriately. Imagining our feared audience unclothed is not a natural response to fear of public speaking, it requires us to think about this tactic and resolve to employ it when needed. Looking outward when danger threatens to consume us also doesn't come naturally, this too must be learned. We should constantly reinforce our formal training with visualization exercises, imagining ourselves in vivid, fearful scenarios, where we employ appropriate methods to master fear and become calm. As we train and visualize, so shall we perform.

In G. Gordon Liddy's autobiography, *Will*, he describes his boyhood campaign to overcome fear, which by coincidence follows the above prescription. The young Liddy feared many things and found his fear intolerable, so he set about eradicating it. In a classic episode, he identified and targeted his fear of storms and fear of heights. As a

² Lt. Col. Dave Grossman's "Tactical Breathing" or 4X4X4 technique, calls for slowly inhaling through the nose for four seconds, holding the breath for four seconds, exhaling through the mouth for four seconds, waiting four seconds to inhale and repeat the process.

violent thunderstorm bore down on his home, the fourteen year old Liddy climbed 60 feet to the top of a tree and strapped himself to a thin branch with his belt. With wind whipping the foliage into a frenzy, thunder booming, and lightning flashing all around, he clung to the tree, forcing himself to keep his eyes open as rain beat down and the branch swung crazily. By the time he climbed out of the tree, the storm had passed, as had his fear. Liddy identified what he feared, understood his reaction, and detoxified it by forcing himself to face it. By confronting his phobia of storms and heights, he freed himself of a fear that once had power over him. He was able to move on to other challenges.³

Critical incident responders are not born, nor do the skills of our profession simply evolve in fertile soil. As effective criminal justice professionals, we must *learn* our skill sets and *earn* our successes and much of our ability to do so requires us to actively engineer our own learning processes and environments. We may not need to adopt Gordon Liddy's "do or die" approach to self-improvement, but we must take responsibility for preparing ourselves to become the crisis-tamers we wish to be, by adopting a humble and receptive spirit, inhabiting an environment conducive to learning and advancement, and confronting and mastering our fears.

³ G. Gordon Liddy, *Will*, Saint Martin Press, 1980, pp 30-32

Who is this person?

I have traveled the Alaskan Highway at least ten times. My favorite childhood toy was a stuffed dolphin and a red wagon. I love to watch the Military History Channel when I'm not out deer hunting or trying to catch my next Halibut. I am married with children and believe my best accomplishment in life will be surviving my daughter's teenage years (If I manage to). My biggest fear growing up was that a porcupine was going to shoot me with its quills. I enjoy hanging out with friends and would like to excel in woodworking and physical fitness. I'm a great listener and enjoy my peers here at LCCC. Who am I?

And this one?

I am married with children, am a California native and the child of a career law enforcement officer. I worked as a wildland firefighter in my home state, served as a deputy sheriff in another state, and lived and worked in a third state before moving to Alaska. My favorite activities are hunting, fishing, hiking and lugging the spouse's camera equipment around on various adventures. Who am I?

Investigate and be the first to unravel the mystery and e-mail your answers to Lydia.oleary@alaska.gov

What's happening in Wellness

- Easter Egg Hunt, Saturday, April 15th (Time & location TBA)
- Employee Appreciation BBQ, Sunday, May 21st (Time & location TBA)
- We continue to have monthly movie parties. Keep your eyes peeled for announcements