



# THE YP CONNECTION

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## LIFE - WORK BALANCE

Letter from the Editors, Laura Cremer and Erika Horan

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The last few months of the year are as good a time as any to share advice on “life-work balance”... and yeah we’re switching it up over here as a reminder that because it’s very easy to let work take over your life as a young professional, balance is the key so that it doesn’t kill you!

Erika, what are some things you do to have a good life-work balance?

This time of year can be really overwhelming. With a full social calendar and finishing up end of the year tasks it can be a lot. Time management is key to my life-work balance. I work hard at the office so I can leave work at the door and enjoy all the fun things going on after work. From formal office Christmas parties to ugly sweater parties and family functions, you don’t want to be distracted with work on your mind. Are you able to separate the two?



For me in general I have a difficult time compartmentalizing - both work stuff at home and home stuff at work, especially around these last few months. To maintain a good balance I focus on completely specific tasks rather than dwell on things in the other world that I can’t control or work on in that moment. I also take a lot of deep breaths and chant “This is fine. This is fine” to myself for a short period.

Totally normal. Life will always have its crazy moments when you have to take those deep breaths. I’ve been working on trying not to spread myself too thin. I like to help whenever I can so I volunteer my time a lot. I am on A&WMA committees both local and national, I get involved in as many work projects as possible to help my career, and I am always there for friends and family when they need me.

That’s awesome! A&WMA plays a huge role in my life-work balance. It contributes to a healthy amount of fun yet it still requires focus and dedication which keeps me on track with my priorities (most of the time!). Plus any volunteer knows that it is a life-work balancing act in itself.

So, what steps do you, the readers take to help yourself balance? Let us know, we’d love to hear from you.

# FINDING YOUR LIFE BALANCE

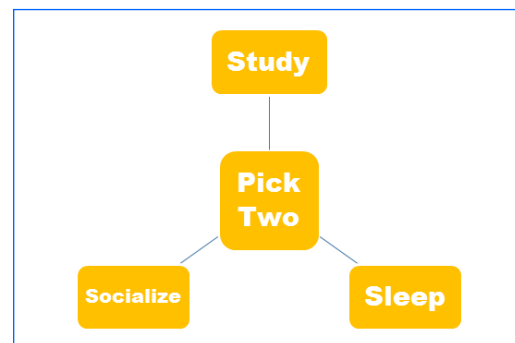
Message from YPAC Chair, Jen Cowman Moore



JEN COWMAN MOORE

2016–2019 YPAC Chair

The Work-Life Balance was so much simpler in college. You basically had three options: 1) You could get some sleep, 2) you could study for your classes, or 3) you could socialize with your friends. The catch? You can pick only two. I myself, sacrificed sleep at the expense of socializing and studying. I lived by the philosophy that “you can sleep when you are dead.” While this was a great short-term strategy, I’m pretty sure my sanity and general well-being wouldn’t have survived the long-term.



After college, the balance between Study-Sleep-Socializing was replaced by a much more complicated situation –

the **Work-Life Balance (WLB)**. I think that this is a term that is thrown around loosely. It’s marketed as something we all want to attain but few achieve. Employers try to attract younger employees by offering flexible work arrangements under the guise of helping create a WLB. However, how someone balances their work product and personal obligations is entirely up to that individual. Work is just one facet. The Life Balance part is managed by YOU!

Where you fall on the “live-to-work” or “work-to-live” spectrum really depends on what phase of your life you are in. When I was in my 20’s and was new to my career, I was willing to put in long hours to complete a project ahead of schedule or to learn a new skill. I didn’t have a family to take care of. I could stay as late as I wanted. My career was my priority.

However, with each life milestone I achieve, I have had to reprioritize both my activities and the time I devoted to each one. On the next page I’ve illustrated what activities I participated in or prioritized by each stage in my life and how they have changed.

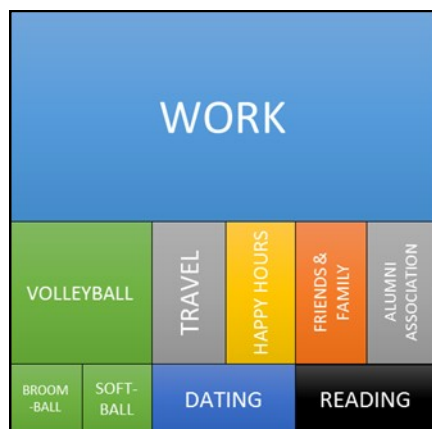
As you will note, some activities or priorities were added, while some dropped off or were reduced over time. How I prioritized depended on creating a balance between ALL my commitments. It’s not as easy as adding one activity and removing another. Priorities can shift day-to-day or year-to-year, but my high priorities (i.e. child, spouse, friends/family and work) always remain on the list.

Ultimately my approach to balancing work and my personal life evolved over time as my priorities developed. I used to get really stressed about balancing all of the activities I committed to because I hated to say “no” or admit that I was over committed. As a result, some of my “life products” were less enjoyable.

My major WLB turning point came when my daughter was born. I discovered that I had to hyper-prioritize my time. Baby always comes first. Then my husband. Then work. Then my dogs. And after that comes all of my other activities, each with their own pecking order. If my daughter is going to nap for 2 hours each day, you can bet that I make sure I execute the most important tasks first during that time.

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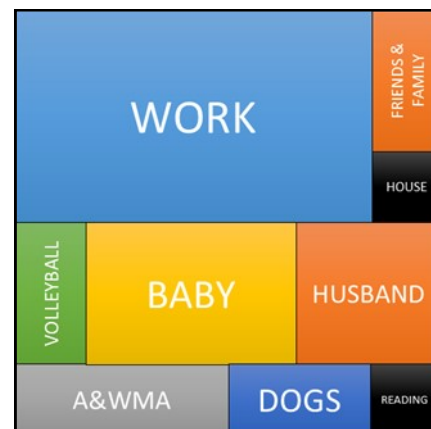
## ... FROM PREVIOUS PAGE



25 years (aka “single” Jen)



30 years (aka “engaged” Jen)



35 years (aka “momma” Jen)

In the last 13 years, I have learned a bunch about WLB through trial and error. Here is my advice on achieving a better WLB:

1. Understand what the REALLY important things are to you and put them first. And commit to those things. They may be family, friends, volunteering, or something else.
2. Don't be afraid to say “No” to the things that aren't at the top or middle of your priority list. You are only human and you can't do everything. No one expects you to say “yes” all of the time so they won't be disappointed when you do.
3. It's ok to step away from something temporarily. Just because you did that activity for years doesn't mean that you will have time to do it in the future. You can always take a break and come back to it when you are ready.
4. Reduce the number of your commitments so you can execute them very effectively. Don't say you are going to do something unless you know you can deliver a good product or have the time to execute it.
5. Make time for yourself so you can re-charge. Allow yourself time to go to the gym, get some extra sleep or just decompress. No one else is going to do this for you!
6. Set small goals for yourself and track your progress. Every weekend I make a “To Do” list for myself with chores, fun activities and other items falling into the “life” category. I mentally plan which are the most important and if there are any constraints that I will need to work around (e.g. what can I only do when the baby is napping?). Then work through the list. It's ok if I don't finish the list because I did the most important tasks first.
7. Don't compare your situation to someone else's. We all try to put up the appearance that we have everything under control even when we don't. Don't stress yourself out trying to keep pace with others. Your priorities are yours and yours alone.

Remember your WLB will evolve over time. As your life changes so will your priorities. Embrace change because ultimately it's helping you understand more about what the important things are in your life.

# MEMBER SPOTLIGHT:

## ANN DANIELSON

**Tell the YP Connection Readers a little about yourself and the role you serve with SLR Consulting.**

I currently manage greenhouse gas reporting for SLR's Alaska clients.

**What do you like most about your job?**

The greenhouse gas rule has been an ever-evolving regulation, providing a continuous challenge and keeps every day different.

**Do you have a role model on a professional level?**

Yes – my PE mentor! She's helped me navigate many different situations and I've really enjoyed having someone to look up to.

**Have you read, listened to, or watched anything interesting lately?**

Summers in Alaska are pretty hectic – most all of my free time is spent outside! I do try to keep up with the news though, there's always something going on these days.

**How long have you been a member of A&WMA and what is your local Section or Chapter affiliation?**

I've been a member of A&WMA for about 4 years now, and am currently on the communications committee for the PNWIS section. I served as the Alaska Chapter treasurer for two years previous to that, and was the 2016 PNWIS annual conference chair.

**Why did you initially join A&WMA?**

I joined A&WMA at the start of my career to meet other professionals and learn more about a field I was so new in.

**Explain some of the volunteer efforts you have and are currently working on within A&WMA.**

I am currently on the communications committee for PNWIS, so I help to maintain the section website and brainstorm new ideas for reaching our members. Also not having a board position on my local chapter gives me the opportunity to volunteer for many different events, instead of sticking to one role.

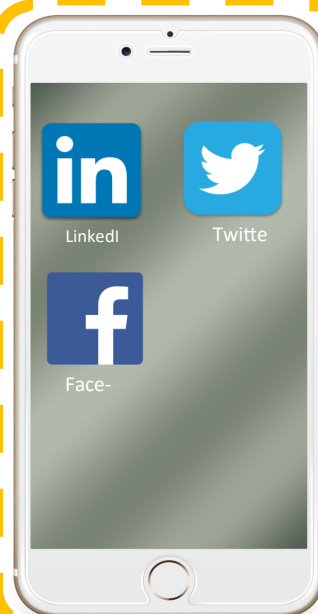
**What are some of the key reasons you continue to volunteer and be a member of A&WMA?**

A&WMA has provided many different professional relationships and opportunities, I can't imagine not being involved at some level!

**Finally, If you can offer up only one piece of advice to students and entry level young professionals what would that be?**

Do your best to meet other professionals both in and out of your company! Having a solid professional network can and will help boost your career in many ways.

Questions by Jason Midgett, YPAC Vice-Chair



Connect with  
the YPAC

Connect with the YPAC and other YPs on our media platforms. Click on the logos for a direct link to our pages. Follow us and we will follow back!

# MEMBER SPOTLIGHT:

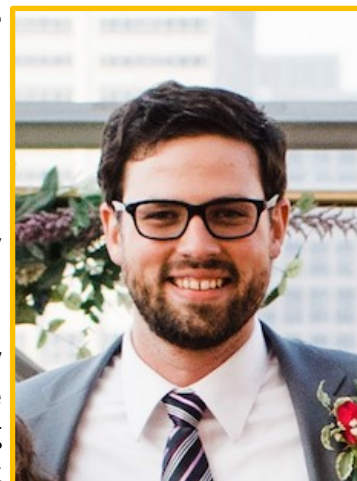
## "YP TO ACE" WINNER, BENJAMIN CARLSON-STEHLIN

Questions by Jen Cowman-Moore, YPAC Chair

*In Ben's words: I would first like to thank the Upper Midwest AWMA Section for allowing me to attend the 2017 Annual Conference and Exhibition in Pittsburgh. This was my first time to Pittsburgh and the city of bridges lived up to expectations.*

### What events did you attend?

I was able to take in most of the events at the conference including the Keynote Speaker, Grand Reception, and the Honors and Awards Ceremony and Luncheon. I attended the daily lectures including talks on advances in control technology, and updates on NSR/PSD and permitting. Between the sessions I was able to walk around and take in the exhibitors in the exhibit hall. I found the exhibits on new technologies in monitoring and modeling particularly interesting. On Wednesday I took part in all of the Young Professional events including the Young Professional Breakfast, Young Professional How it Works Series, and the Young Professional Networking Reception. All of the events and sessions were very engaging and it was a great opportunity to meet other young professionals and mentors in the industry.



### What was your favorite part about ACE?

Being able to connect with people from across the country who work in the same field and have similar career goals had to have been the best part of the experience for me. Being a permit engineer you rarely have face to face meetings with regulated parties or their consultants so it was good to meet a lot of people and put a face to a name. It was also a great experience to be in a more relaxed setting at the Young Professional Networking Reception. I was able to have conversations with other attendees that would not normally happen in a business situation.

### What did you learn at ACE that you wouldn't otherwise have known if you didn't attend ACE?

Working on the regulatory side of the industry, I find it is always interesting and good to hear the regulated parties' perspective. There was a lot of talk about the current administration and how their policy would be affecting regulation. During the Keynote and other panels there was good discussion between both sides, but overall I was a little surprised that industry for the most part preferred standard federal rules over state by state rules.

### What do you recommend to future Young Professionals attending ACE 2018?

I would encourage future Young Professionals (YP) to take part in all of the activities especially the YP focused events. I would recommend taking a look at the program before arriving and determining which panels or lectures you are interested in. Although, don't be afraid to alter from your set plan if you find a different session that interests you. . Don't be afraid to walk up to a table of strangers at the exhibit or reception and introduce yourself. Also, be sure to take part in the YP focused events, they are very helpful and fun. The speed



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your  
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**ENVIRONMENT, ENERGY & HEALTH**  
A&WMA 111<sup>th</sup> Annual Conference & Exhibition  
June 25-28, 2018 Hartford, Connecticut

networking event was a lot of fun, not only do you get to network with mentors but also with other YP's. It was a lot of fun and a good way to break the ice with others at the conference.



## YP EVENTS HIGHLIGHTS

### Florida A&WMA Conference – Spearheading Change



The Florida AWMA Young Professionals hosted three events at the 53rd Annual Florida Section Conference, “Spearheading Change”, in Tallahassee Florida. YPs and professionals gathered at Harry’s Seafood Bar and Grill the evening before the conference to enjoy happy hour and New Orleans style appetizers. It was great to get to know regulators and professionals from around the state over local craft beer and wine. The group hosted its first ever Student/Mentor Breakfast on Thursday, October 26th. Students from University of Florida and Florida International University were paired with professionals to learn more about the organization, discover career paths and network. The group also hosted a friendly 5K run at Cas-

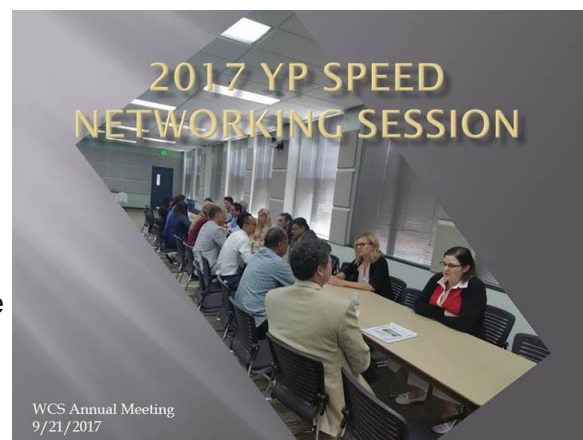


cades Park on Thursday, October 26th. The runners won commemorative hats at the finish line but keeping warm was the real motivation! We are looking forward to hosting more events at next year’s conference in Southeast Florida!

### YP Speed Networking - West Coast Section Annual Meeting

Our WCS Chair, Karin Fickerson, had a great idea of incorporating a YP Speed Networking session during the WCS Annual Meeting. As the YP Chair, I ran with the idea! When people were registering for the meeting, we asked if people would be interested in the speed networking event. There was enough interest to proceed with planning the session.

During the day of the event, I made a quick announcement during the coffee break to remind the attendees about the networking session. The logistics were perfect for holding the session during lunch because we had extra room for the speed networking tables. Fortunately, I had our YPAC Chair, Laura Cremer, attend and helped facilitate (aka tell people to move) during the session. We were short on time because the talks ran over, but we were able to get in a few rounds. We had about 20 people participate and heard positive feedback. We will definitely do this again next year and will advertise this special session more.



YPs are no doubt some of the coolest people on this planet. But alas, as we all travel through time and space at the same speed, us YPs will inevitably age and become more mature, but still cool, professionals. The time is now for our friend Jason...

## THANK YOU JASON!

Jason, Thank you for your service on the YPAC! I've always been amazed about how aligned we were as YPAC Chair and Vice Chair, sharing similar opinions and vision for the Council. Your support as a sounding board, confidant, and friend were so impactful to me. While I'm sad that you will be leaving our team, I know that you will continue to be an excellent leader of our Association and I hope we get to work together in the future! Thanks for being the Riker to my Picard.

-Jen Cowman Moore



...From Jason

Jason— You bring so much value to the YPAC and to the association and we are so grateful. Thank you for continuing to be an amazing resource for us. And thank you in advance for all the articles you will most definitely be “volunteering” to write for us in the future ;) - Laura Cremer

Thank you.

*I've served on YPAC for nearly five years and spent the last two as Vice Chair. Next year the Association will strip the title of Young from in front of Professional from me. Ouch! Now I suppose, I'm supposed to spend the next 30 years trying to hold onto the Professional? Having the opportunity to work with Association leadership at a young age has impacted me in so many positive ways that I could use pages detailing the experience here. I've worked with many wonderful people and I'm thankful for all the opportunities afforded to me thus far. One of the best career decisions I made was to volunteer within my local Section and it has continued to reward me year after year, over ten years strong. This is not a goodbye but simply a Thank You. I look forward to continued networking, guidance, and support from YPAC as I continue to participate as a member within this great Association. - Jason*

# YPAC OFFICERS LIST

YPAC Officer	Position	Chapter	Section
Jen COWMAN MOORE	YPAC Chair	N.A.	Upper Midwest Section
Jason MIDGETT	YPAC Vice-Chair	N.A.	Louisiana Section
Eric BALBONI	YPAC ACE 2017 Liaison Chair	N.A.	Allegheny Mt. Section
Lindsay RICE	YPAC ACE 2017 Liaison Chair	N.A.	Allegheny Mt. Section
Jessica MILLER	YPAC Local Support Committee Chair (2017)	N.A.	Louisiana Section
Corey MOCKA	YPAC Professional Development Committee Chair	Research Triangle Park	South Atlantic States Section
Ross LOWE BEARDSLEY	YPAC Professional Development Committee Vice Chair	N.A.	Golden West Section
Abhishek BHAT	YPAC Technical Committee Chair	Gulf Coast Chapter	Southwest Section
Arpit BHAT	YPAC Technical Committee Vice Chair	N.A.	Rocky Mountain States Section
Laura CREMER	YPAC Communications Committee Chair	N.A.	Golden West Section
Erika HORAN	YPAC Communications Committee Vice Chair	Gulf Coast Chapter	Southwest Section
Paul ALGU	YPAC Vitality Committee Chair	N.A.	Louisiana Section
Brittney DUPRE	YPAC Vitality Committee Vice Chair	N.A.	Louisiana Section
Christopher WHITEHEAD	Publications Committee Representative	Northern and Central New Jersey Chapter	Mid-Atlantic States Section
VACANT	YPAC Member-At-Large	N.A.	N.A
Kaitlyn TINGUM	YPAC Local Support Committee Chair	NE Florida Chapter	Florida Section
Pat WRIGHT	YPAC ACE 2018 Liaison Chair	Connecticut Chapter	New England Section

If you have questions or comments on the *YP Connection*, or would like to submit articles, please send an email with *YP Connection* in the subject line to [lcremer87@gmail.com](mailto:lcremer87@gmail.com).