

Are Soft Skills More Valuable Than Academic Skills In The Workforce?

(NAPSA)—From preschool through college, teachers are instructed to build students' academic skills, like reading, writing and arithmetic. However, students leave the classroom untested for many skills that are directly applicable to one's career. Soft skills may not be "graded," but they can make or break your career.

Soft skills are increasingly important to success in the workplace; it's no longer enough to rely on technical skills to set yourself apart. Employees must also demonstrate highly developed interpersonal skills, which contribute to a positive work culture and promote strong teamwork and enhanced leadership abilities. And employers are looking for employees who are efficient and demonstrate the ability to manage their time wisely, whether it's juggling multiple projects or avoiding personal distractions.

A recent 2016 national curriculum survey conducted by the American College Test (ACT) found that supervisors and employees ranked the lack of three nonacademic skill areas—conscientiousness, problem solving and critical thinking—among the top five skills most likely or very likely to lead to a poor outcome for an employee.

"Soft skills begin to develop at a very young age, and it's essential to support the growth of these skills," said Constance St. Germain, J.D., Ed.D., executive dean for University of Phoenix Colleges of Humanities & Sciences, Social Sciences, and Security and Criminal Justice. "Integrating soft skills into our curriculum alongside technical knowledge is an integral approach that University of Phoenix uses to prepare our students for success in the workplace."

Dr. St. Germain highlights the following as among the most valuable soft skills:

1. Communication: Effective communication skills, both written and verbal, are integral to success in any industry. A recent Pew Research Center survey found that communication ranked first among the skills that Americans believe are most important for children to have to get ahead in the world.

2. Critical Thinking: According to the ACT survey, more postsecondary science instructors cited weakness in critical thinking than in content knowledge as most likely to contribute to a poor outcome for a student. Critical thinking skills are necessary to navigate a variety of workplace challenges, including making big decisions and communicating a point of view.

3. Collaboration: Collaboration is key to a company's success, especially as the landscape of industry demands continues to evolve. According to Cisco, over the past 20 years, as companies have begun to automate or outsource many structured or process-oriented tasks, much of the work that remains is complex and highly collaborative.



A flair for collaboration can take you far in business and all of life. Fortunately, it can be taught.

4. Problem Solving/Creativity: Problem solving requires a willingness to be creative and think outside the box. Professionals who are willing to be patient and approach problems from all angles are more likely to find solutions, and to be noticed by their supervisors for their resourcefulness.

5. Emotional Intelligence: Emotional intelligence (EQ) is as valuable as IQ in the workplace: having perseverance, self-control and the ability to get along with others is necessary throughout one's career. According to TalentSmart, 90 percent of top performers have high emotional intelligence. Fifty-eight percent of job performance is also attributed to EQ.

6. Professionalism: Adult learners can begin to incorporate professional behavior in the classroom through their approach to learning, teamwork, tackling assignments and accomplishing their educational goals. The professionalism necessary to successfully complete a degree program, especially as a working adult who may be balancing other responsibilities, can create a strong foundation that will translate into the workplace.

Learn More
To learn more about University of Phoenix College of Humanities and Sciences, visit www.phoenix.edu/colleges_divisions/humanities-sciences.html.

For more information about each of these programs, including on-time completion rates, the median debt incurred by students who completed the program and other important information, please visit www.phoenix.edu/programs/gainful-employment.

- Citations:*
1. *Pew Research Center; The skills Americans say kids need to succeed in life, February 19, 2015*
 2. *National Curriculum Survey 2016, ACT; pg. 29*
 3. *Pew Research Center; The skills Americans say kids need to succeed in life, February 19, 2015*
 4. *National Curriculum Survey 2016, ACT; pg. 23*
 5. *Cisco Connected Workplace Survey 2013 pg. 2*
 6. *Talent Smart; Emotional Intelligence (EQ) | The Premier Provider - Tests, Training, Certification, and Coaching. TalentSmart. Web.*
 7. *ibid*

Low Blood Glucose Can Be Highly Dangerous

(NAPSA)—If you or someone you care about is among the more than 29 million Americans living with diabetes—of the additional 86 million who are at risk for developing the disease?—there's something you should know.

The Problem
One complication of diabetes, hypoglycemia, occurs most often in people taking medications as treatments that may raise insulin levels too high, which can cause blood glucose levels to drop too low. Hypoglycemia can be dangerous and, depending on the severity, can lead to various symptoms including dizziness, confusion, anxiety, seizure or loss of consciousness.

It's a particular problem in hospitalized patients. Low blood sugar, also known as hypoglycemia, is associated with increased short- and long-term mortality risk, per a new study published in the Endocrine Society's Journal of Clinical Endocrinology & Metabolism.

To increase awareness of hypoglycemia in persons with diabetes mellitus and to foster initiatives focused on reducing its incidence, the Endocrine Society established the Hypoglycemia Quality Collaborative (HQC), a coalition of medical specialty societies, payers, industry, patient advocates, diabetes educators and research organizations.

Seeking Answers
"Hypoglycemia is common among hospitalized patients with and without diabetes mellitus," explained the study's senior author, Amit Akirov, M.D., of Rabin Medical Center in Petah Tikva, Israel. "Our findings suggest that hypoglycemia, whether insulin related or noninsulin related, is associated with short- and long-term mortality risk."

The study included nearly 3,000 patients with hypoglycemia, defined as blood glucose levels < 70 mg/dL, during hospitalization at a 1,330-bed, university-affiliated medical center. Researchers evaluated medical records and the hospital's mortality database to investigate the association between hypoglycemia and mortality in hospitalized patients. They found that for patients with hypoglycemia, end of follow-up mortality was 31.9 percent.

Mortality risk was higher in insulin-treated patients with moderate hypoglycemia (40–70 mg/dL), compared to patients without insulin treatment with similar glucose values. However, with severe hypoglycemia (<40 mg/dL), the increase in mortality risk was similar with insulin-related and noninsulin-related hypoglycemia. Cause of admission did not affect the association between glucose levels and mortality.

"These data are a timely reminder that hypoglycemia of any cause carries the association with increased mortality," said Akirov.



Endocrinologists and other scientists are working on ways to help people with diabetes avoid the risks of low blood sugar.

The new HQC blueprint provides recommendations and tactics in multiple strategic areas including reducing gaps in care, advocating for increased focus on hypoglycemia, and improving quality of care for patients who experience hypoglycemia.

Suggested Solutions
Recommendations include:

- Federal government should increase funding for research at the National Institutes of Health and the Centers for Disease Control and Prevention to reduce gaps in evidence related to hypoglycemia prevention and management;
- Insurance companies and health care providers should look for ways to incorporate continuous glucose monitoring data into clinical decision making to prevent and manage hypoglycemia in high-risk individuals;
- Diabetes educators, patient advocacy groups and social workers should engage patients and caregivers regarding self-management techniques as well as protective rights in the workplace; and
- Hypoglycemia-specific education should be targeted by age and gender, sensitive to the amount of time a patient has available, and include training from behaviorists, nurses, dietitians and exercise physiologists.

Endocrinologists are at the core of solving some of the most pressing health problems of our time, from diabetes and obesity to infertility, bone health, and hormone-related cancers. The Endocrine Society is the world's oldest and largest organization of scientists devoted to hormone research and physicians who care for people with hormone-related conditions. The Society, which is celebrating its centennial, has more than 18,000 members, including scientists, physicians, educators, nurses and students.

Learn More
For further facts about endocrinology, visit www.endocrine.org, @TheEndoSociety and @EndoMedia.

999 ♦ PUBLIC NOTICES

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IN THE CIRCUIT COURT OF THE STATE OF OREGON FOR THE COUNTY OF LANE PROBATE DEPARTMENT

In the Matter of the Estate of STEPHEN R. INGRAM, Deceased. No. 17PB00038

NOTICE TO INTERESTED PERSONS
NOTICE IS HEREBY GIVEN that the undersigned, Neolla A. Mead, has been appointed Personal Representative of the above-entitled estate. All persons having claims against the estate are required to present them, with proper vouchers attached, within four (4) months after the date of first publication of this Notice, as stated below, to the Personal Representative at the offices of THOMAS C. NICHOLSON, Attorney at Law, PO Box 308, Florence, Oregon 97439, or the claims may be barred.

ALL PERSONS WHOSE RIGHTS MAY BE AFFECTED BY THESE PROCEEDINGS MAY OBTAIN ADDITIONAL INFORMATION FROM THE RECORDS OF THE COURT, FROM THE PERSONAL REPRESENTATIVE, OR FROM THE ATTORNEY FOR THE PERSONAL REPRESENTATIVE.

Dated: January 17, 2017.
Neolla A. Mead, Personal Representative
Thomas C. Nicholson, OSB #813265
552 Laurel Street
PO Box 308
Florence, OR 97439
Telephone: 541-997-7151
Fax: 541-997-7152
tnicholson@nicholsonlaw.biz
Publication Dates: January 25, 2017, February 1, & 8, 2017

NOTICE OF PUBLIC HEARING
NOTICE IS HEREBY GIVEN THAT THE FLORENCE CITY COUNCIL WILL HOLD A PUBLIC HEARING ON **FEBRUARY 6, 2017 AT 5:30 PM** IN THE COUNCIL CHAMBERS OF CITY HALL, 250 HIGHWAY 101, IN THE CITY OF FLORENCE, LANE COUNTY, OREGON.

CC 16 08 ANN 04: Consider approval of annexation of four properties and adjacent Right-of-ways (ROW):

Property 1, ROW 1: Located on the SE corner of Rhododendron Dr. and Heceta Beach Rd. at 4636 Heceta Beach Rd., Map #18-12-04-00 TL 00103; as well as a portion of Heceta Beach Rd. adjacent to the property.

Properties 2 & 3, ROW 2: Properties located on the west side of 1st Ave. and south of Driftwood Shores at 4513 Lookout St., Map #18-12-04-42, TL 01204 and 4523 Lookout St., Map #18-12-04-42, TL 01205; as well as Lookout St. west of 1st Ave.

Property 4, ROWS 3 & 4: Located west of Rhododendron Dr. and north of Treehood Ct. at 04744 S. Harbor Vista Dr., Map #18-12-15-22, Tax Lot 05300; as well as Treehood Ct. and S. Harbor Vista Dr. beginning west of Rhododendron Dr. and terminating at the westernmost property line of the annexing property.

CC 16 09 CZ 04: Consider approval to zone the properties to the corresponding City of Florence zoning as designated by the Florence Realization 2020 Comprehensive Plan:

Property 1 & ROW 1: Neighborhood Commercial regulated by FCC Title 10, Ch. 14.

Properties 2, 3, & 4 and ROWS 2, 3, & 4: Single Family Residential regulated by FCC Title 10, Ch. 11.

For more information please contact the City of Florence Planning Department at (541) 997-8237 or visit the city's website at www.ci.florence.or.us.

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Woman's Heart Week
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Saturday's Graphic