

A PUBLICATION OF THE NEW ALBANY HOUSING AUTHORITY

Neighborhoods

Published and edited by Christal Bell Stephenson

IUS Nursing Students Health Fair and Luncheon at Mark Elrod Tower

A partnership between Indiana University Southeast and the City of New Albany Housing Authority



he nursing students at Indiana University Southeast worked with residents at the Mark Elrod Tower for 6 weeks by providing nursing services and health education. They concluded the semester by putting together a health fair and a luncheon to end their time with the residents.



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Happy Holidays

from all the staff here at the New Albany Housing Authority.



Little Elves Workshop

Date/Time: December 8, 2018, 10:00 am - 12:00 pm

Location: Clarksville Middle School, 101 Ettels Lane, Clarksville, IN 47129

Ages: Children ages 5-10

Help your children get into the holiday spirit with this special holiday-themed event! Activities include cookie decorating, games, crafts, and more! Santa Claus and Mrs. Claus will also be stopping by to take pictures and hear your child's Christmas list, while parents are free to do a little holiday shopping.

<u>Event is FREE, but registration is required. Space is limited!</u>

4TH ANNUAL HOLIDAY BASH & SNOW THROW

Not ready for Christmas? This event surely will get you excited! Our wildly popular Snow Throw event is back! We will also be playing games, decorating cookies and the afternoon will end with a free showing of Elf (rated PG). For more info, find us on Facebook.

Location: Silver Street Park Indoor Facility

Day: Saturday, December 22nd, 2018

Time: 3p Crafts & Activities

4p Snow Throw

5p Movie



First Friday Concert Series: Christmas Concert

(Upstairs Reading Area)

Free lunchtime concert held the first Friday of the month at noon. The First Friday Concerts are free and open to the public, and no registration is required. All ages are welcome! The concerts are sponsored by the Kentuckiana Association of Musicians and Singers.

Location: New Albany Floyd County Library

Date/Time: Friday, December 7, 2018 at 12 PM



I would like to compliment Josie Nally for the good work she has done for the Social Club as the new Social Club President. Josie also keeps the kitchen so nice and clean.

Thank you, J.M.



NAHA / FSS Success

For the month of December we wanted a very special FSS success and we did not have to look far.

We found an Angel!

Josephine Lawson is a very special person. Josephine was born in Germany. She survived

the Nazi regime and has stories of survival. As a young girl, Josephine was forced to work in the 'Nazi War Factories". One day she went skiing with a girl-friend and met a handsome American soldier. They fell in love and were married. Soon after Josephine was able to move to America where she raised her 2 sons. Before her husband passed away he served our country for close to 30 years. Josephine worked 17 years in housekeeping for the Marriott Hotel company. As she approached her senior years she needed income-based housing. She moved into the Mark Elrod Towers in 2002 and has been a true inspiration. Josephine works hard to do whatever is needed. She volunteers for all the NA-HA senior parties, bingo, and wellness programs. She rarely stops! If Josephine



is not helping out with the cooking or cleaning for the various programs, she is walking. She loves to walk. Josephine also loves to dance. While attending the last senior party she was spotted dancing with our very own Executive Director, David Duggins. At a young age of 91 she is incredibly strong, vibrant and truly looks like a lady half her age! Josephine is not only beautiful through and through, she is **UN-STOPPABLE.**

New Albany Housing says "Thank you Josephine Lawson for all you do!"





New Albany Housing Authority &



City of New Albany Parks Departmen

Would like to wish you and your family a Happy Holiday. Please join us at:

Riverside Terrace, Rec Center Wednesday, December 5th from 4:30 to 6:30

OR

NAHA, 300 Erni Gym Thursday, December 6th from 5:30 to 7:30

Pizza, cookies, crafts, live band & a special appearance by Santa!



Don't miss Santa's BIG Bike raffle!!

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Sun	Mon	Tue	Wed	Thu	Fri	Sat
	Dare To Care Each Monday Beech wood					
2		4	v	9	7 Walmart day Pick up 10:00	× ×
6	10	11 Blood Pressure PVT 11:30	12 Lincoln Hills Bingo MET 7:00	13 Kroger Day 10:00	14	15
16	17	18 Autumn Wood Brunch pick up 9:30	19 Lincoln Hill Birthdays MET 2;00	20 Kroger Day Pick up 10:00	21 Walmart Day Pick up 10:00	22
23	24 Blood pressure MET 11:00 NAHA Closed	25 NAHA Closed	26	27	28	29

through FSS, please call Willa Banet at 812-206-2052. You must allow 24 hours notice for transportation services. To sign up for these events or for any questions related to these events or other transportation services available



NEW ALBANY HOUSING AUTHORITY

TONY TORAN, Deputy Executive Director ttoran@nahain.com~812-206-2016

SCHOOL BUS SAFETY PRECAUTIONS

All drivers need to recognize the special safety needs of pedestrians, especially those that are children. Young, elderly, disabled and intoxicated pedestrians are the most frequent victims in auto-pedestrian collisions. Generally, pedestrians have the right-of-way at all intersections; however, regardless of the rules of the road or right-of-way, you as a driver are obligated to exercise great care and extreme caution to avoid striking pedestrians.



- □ Drivers should not block the crosswalk when stopped at a red light or waiting to make a turn. Do not stop with a portion of your vehicle over the crosswalk. Blocking the crosswalk forces pedestrians to go around your vehicle and puts them in a dangerous situation.
- ☐ In a school zone, when a warning flasher or flashers are blinking, you must stop to yield the right-of-way to a pedestrian crossing the roadway within a marked crosswalk or at an intersection with no marked crosswalk.

☐ Always stop when directed to do so by a school patrol sign, school patrol officer or designated crossing guard.
☐ Children are the least predictable pedestrians and the most difficult to see. Take extra care to look out for children not only in school zones, but also in residential areas, playgrounds and parks.
☐ Don't honk your horn, rev your engine or do anything to rush or scare a pedestrian in front of your car, even if you have the legal right-of-way.
☐ The area 10 feet around a school bus is where children are in the most danger of being hit. Stop your car far enough from the bus to allow children the necessary space to safely enter and exit the bus.
☐ Be alert. Children are unpredictable. Children walking to or from their bus are usually very comfortable with their surroundings. This makes them more likely to take risks, ignore hazards or fail to look both ways when crossing the street.
☐ Never pass a school bus on the right. It is illegal and could have tragic consequences.

NAHA Anonymous Tip Line (812)206-2047

New Albany Housing Authority Smoke-Free Policy Effective date: August 1, 2018

- 1. Purpose of Smoke-Free Policy. The New Albany Housing Authority (NAHA), in issuance of this Lease Addendum, is setting a standard to reduce the known health effects of secondhand smoke, to reduce the increased risk of fire from smoking, to reduce the cost of unit turnover due to smoking, and in general to make NAHA property a more healthy environment for all. The U.S. Department of Housing and Urban Development (HUD) has mandated housing authorities to adopt smoke-free policies.
- 2. Definition of Smoking. The term "smoking" means inhaling, exhaling, breathing, or carrying any lighted or heated cigar, cigarette, pipe, water pipe tobacco (hookahs), or other tobacco product or similar lighted product in any manner or in any form. This definition includes all e-cigarettes and other electronic nicotine delivery devices (ENDS). Under Indiana law, it is illegal to smoke illegal substances such as methamphetamine, marijuana, crack cocaine, heroin, etc.
- 3. Smoke-free Campus. Resident agrees and acknowledges that the premises to be occupied by the Resident and members of the Resident's household have been designated as a smoke-free living environment. The Resident and members of the Resident's household shall not smoke anywhere in the unit rented, in the building where the unit is located, in any common area or any adjoining grounds, terraces, balconies, or other parts of the residential community, or in a vehicle on NAHA property, nor shall the Resident permit any guest or visitors under the control of the Resident to do so. The use of electronic cigarettes is also prohibited in all mentioned areas as well.
- **4. Resident to Promote Smoke-free Policy and Alert Landlord of Violations.** The Resident shall inform the Resident's guests of the smoke-free policy. Further, Residents shall promptly give Property Manager a written statement of any incident where secondhand smoke is migrating into the Resident's unit from sources within the building.
- **5. NAHA to Promote Smoke-free Policy.** NAHA shall post no-smoking signs at the entrances and exits, common areas, hallways, and in conspicuous places on the campus.
- **6. NAHA is Not a Guarantor of a Smoke-free Environment.** The Resident acknowledges that NAHA's adoption of the smoke-free living environment, and the efforts to designate the campus as smoke-free, do not make NAHA or any of its managing agents the guarantor of Resident's health or of the smoke-free condition of the Resident's unit and the common areas. However, NAHA shall take reasonable steps to enforce the smoke-free terms of its leases and to make the campus smoke-free. NAHA is not required to take steps in response to smoking unless NAHA knows of said smoke and has been given written notice of said smoking.
- **7. Evidence of Policy Violation.** The following is evidence of a policy violation:
- a. Observed smoking by a New Albany Housing Authority staff member
- b. Cigarette butts, in or immediately surrounding the unit
- c. Ashtrays (containing ashes and/or butts)
- d. Hookahs or other water pipe accessories
- e. The presence of nicotine on the unit's furnace filter
- 8. Effect of Breach and Right to Terminate Lease. The follow procedures will follow violation of this policy:
- 1st Violation: If a first violation occurs, the household will receive a verbal warning at the time of the violation. Documentation of the incident will be added to the Head of Household's file.

Smoke-Free

Housing

- 2nd Violation: If a second violation occurs, the household will receive a written warning and smoking cessation materials. Documentation of the incident will be added to the Head of Household's file.
- 3rd Violation: If a third violation occurs, the household will receive a notice to attend and complete a required hazards of smoking or smoking cessation class. Proof of class enrollment, including the verification letter attached to the notice and a receipt (if applicable), must be submitted to the property manager within 30 days of the notice. A class completion certificate must be turned into the property manager by the date given on the notice. If both of these steps are not completed in the allotted time, it will be grounds for the eviction process to begin.
- 4th Violation: If the policy is violated after household members have completed smoking cessation classes, the eviction process will begin.
- **9. Disclaimer by NAHA.** NAHA's adoption of a smoke-free living environment and the efforts to designate the rental community as smoke-free do not in any way change the standard of care that NAHA would have to a Resident household to render buildings and premises designated as smoke-free any safer, more habitable, or improved in terms of air quality standards than any other rental premises. NAHA specifically disclaims any implied or express warranties that the building, common areas, or Resident's premises will have any higher or improved air quality standards than any other rental property. NAHA cannot and does not warranty or promise that the rental premises or common areas will be free from secondhand smoke.

McCuthen, Jacob M.

Remember these people are banned from ALL NEW ALBANY HOUSING AUTHORITY PROPERTIES. 13-Nov-18 Jackson, Robert

Jutz, Lisa

Abbott, Matthew Acers, Catina M. Acers, Keith B. Adams, Todd Adcock, Kevin Adkins, Darnell L. Alexander, Amanda Alexander, Marshall Anderson, Chantez Anderson, Carl Antonio, Terald Applegate, Christopher Arnold, Stephanie Ashby, Ryan Bailey, Christopher R. Baldridge, Shaunda Ballard, William Ballard William Barnett, Jr., Albert J. Basham, Heather Battiste, Carl Baugh, Alexander T. Beecher, Adam Bell, Anthony Robert Benningfield, Heaven Best, Gary Best, Patricia Bethards, Nicholas R. Billman, Ronald Blair, Darlene Bland, Thurmond Bloomenberg, Joseph Blythe, George C. Boleyjack, Sherman J. Bolin, Walter Bonds, Tabitha Bowman, Richard N. Bradley, Robert Bratcher, Kyle F. Brent, Timothy C. Brewer, Breon Brewer, Charles Brim, Alonzo Brooks. Dexter T. Brooks, Marshaun Brown, Anthony Lee Brown, Aris L. Brown, Christian L. Brown, Deandre L. Brown, Geron D. Brown, Louis G. Brown, Randall Brown, Tracy M. Bumpous, Dion M. Burdette, Jasper Bradshaw, Rodney Bryant, Chris M. Burkhead II, John E. Burks, Cynthia Burns, Damon I. Burrell, Sabrina Bush. Linda M. Bush, Shamar Bush, Sylvester E. Calloway, Adrian M. Campbell, Shirley Canada, Joseph Carmen, Randall Crothers, Dawn Carroll, Rodney Carter, Josten D. Casey, Richard Casey, Robert Casev. Vernon Chamberland, Hollie R. Chism, Robert N. Claney, Anthony J.

Carothers, Alisia R. Clark, Bo (J. Woodard) Clark, Dylan Clark, James A Cole, Beth Ann Cole, Demetrious L. Cole. Jason Chandler, Sade' Collier, Robert J. Collins, Amanda Collins, Joseph Colmore, John Coomer, Robert L. Cordoso, Anthony B. Cortez, Terry Cotton, Steven A. Cottrill, Carl Ray Cousins. Devontea K. Cox, Charles P. Craft, Kimberly Craft, Rasheede Craig, MaKenzie S. Crandall, Robert Crandell, Jacob Crone, Daniel Crowe, Briana Cruce, Larry A. Cupp, Christopher Curry, Justin S. E. Curtley, Christopher Dansby, Dean K. Dansby, Marquis Dansby, Sean Darby, Collie C. Davenport, James A. Davey, Chelsea Davidson, Jordan Davis. Ben J. Davis, Bobbie Lee Davis, Christopher Davis, Rickey Davis, Tina Davis, Troy Deaver, Anthony A. Dedrick, Shawn Deleon, Antonio Dell, Rhonda Dennison, Bradley A. Denton, Paula M. Denton, Terry L. Deville, Richard L. Jr Devine, Patrick Allen Dixon, Robin Dodson Jr., Alan Lee Dodson, Timothy W. Douglas, Edwin Draper, Larenzo Driver, Michael J. Duncan, Jay Edelen Duncan, Stephone Dunn, Carlos Dunn, Linda Dunn, Scotty Earls, Christopher Edwards, Deantre Eichler, Anthony D. Jr. Elliott, Desean Elliott, Walter Ellis, Jeremy A. Enlow, Steven C. Ernspiker, Crystal Evans, Jesse D. Evans II. John Evans, Larita Ezell. Don Farley, Josh

Farley, Keith Fay, Gary P. Ferguson, Jason Finley, Corbett Fitzgerald, Daniel Fitzgerald, Kristal Ford, Chantez Ford, Marquis Foreman, Leslie E. Fraley, Harrison T. Frank, Elaine M. Frazier, Carmel G. Frazier, Clayton Freman, Steven Fuller-Tucker, Derrick Fulton, Billie Fuson, David Gabriel Harold F Gant, Jesman Y. Glass. Ronald D. Gonzales, Joshua L. Grant, Miranda Graves, Jr., Christopher D. Griffin, Dallas W. Green, Sedrick J. Goodbolt, Brandon Hack, Sherry Hackney, Robert Hall, Harold E. Hall, Nicole C. Hall. Terry C. Halouma, Anthony Hambaugh, Shawn K. Hampton, Justin Hardin, Krystin Paige Hardin, Dylan Hardin, Nicole Hardin, Raheem Hardin, Ryan L. Harraway, Lachera Harris, George Harris-Jenkins, Laquante Harrison, Clarence Hash, Garv Hauck-Adamson, Constanc Lee, Joshua C. Hawkins, Misty Haycraft, Ethan Hazel, Jeremy P. Hedgespeth, Mark L. Helmbriecht, Richard Henderson, Amber Henderson, Chris C. Henderson, Nekos L. Hensely, Jesse L. Henson, Brandon A. Higgins, Adam W. Hill, Adam Hindman, Austin T. Hinson, Mark A. Hobbs, Demetrius T. Hodges III, James A. Hodler Michelle S Holden, Anthony K. Holmes, Franklin Hood, James Hooker, Ronald C. Hubbard, Billy Ray Huff, James Huff, Troy D Humphrey, Anthony

Hurt, Casey

Hurt, Misty L.

Hutchins, Trisha

Jackson, Jerry C.

Jackson, Nardie

Hussein, Hamadi A.

Jackson, Kimberly V.

Jennings, Johari Roberson, Kontar Roberts, Demetrius L. Jenkins, Michael Ray Jimmerson, Clinton D. Johnson, Amanda C. Johnson, Aaron C. Johnson, Adrian A. Johnson, Antonio L. Johnson Jr., Donald Johnson, Fred R. Johnson, Jesse Johnson, Juwan W. Johnson, Michael Johnson, Monica E. Johnson, William Joiner, Tanva Jones, Bruce S. Jones, Kevin Jones, Tobias M. Jones, Travis M. Kannamore, Joseph D. Kays, Jennifer Keenan, Patricia A. Kelly, Angela Kindred, Cordell Corey King, Rocky L. King, Terry V. Kinser, Crystal Knuckles. Sr., Dontay Kokinda, Trisha A. LaDuke, Christopher L. Lagarenne, Emily G. Lamb, Christopher P. Land, John A. Lane, Derek Andrew Lane, Koray D. Lawrence, Dominique R. Lawson, Joshua L. Leahigh, Teri Lee, Fredrick Lee. Gregory Wayne Lewis, Jr., Charles Lewis, Jonathon Loesch, Raymond Patrick Long, Anthony Wayne Long, Jr., Corey Donnell Long, Jacobi D. Lovett, Mickey Lozier, William C. Luckenbill, Kenneth A. Luker, Nathan Lurry, Julian Maish, Dale Malone, Dajuan A. Manning, Mica Masterson, James D. Marharaj, Kishan Marshall Deante Lavone Marshall, Matthew Martell, James Martin, Brandon Martin, Dimitri "Meechie" Mason, Maurice Mason, Shreal Mathes, James A. Jr. Mattingly, Kenneth L. Mauya Salim M. Maxwell, Michael M. Mayes, Johnny T. Mavo. Sheriese C. McCallum, Jaquen J. McCormick, Cynthia

McDonald, Patrick McGoffney, Charles A. McKim, Shonda McNear, Patrick McPheeters, Arthur (Dick) McQuirt. Shannon Meadows, Daid L. Medcalf, Daniel R. Medley, Maurice A. Mickens, Alex Miles. Chance Miller, Darrell Mills, Austin Montgomery, Mary Ann Moss, Jan Moore, Antonio Moore Dorian Moore, Robert M. Moore, Todd M. Morris, Antione Mosby, Catrell Mozee, Gregory Mowry, Robert E. Mucker, Dion Murphy, Stephson L. Murphy, Jeremy Murphy, Travis Murrell, Akilawoo Murray, Ebony Nance. Rick S. Napier, Shannon Nelson, Bridge Norton, Robert Edward Noxin, Towanga Ollis, Jr., Carl R. O'Meara, Dennis W. O'Neal, Darryl Wayne Oneil, Grant Joseph Orman, Christopher Overlock, Grant E. Pantoja, Mario Parker, Bobbie Parker, Samantha Parrish, Ashley Patterson, Robert Payne, Kenneth A. Peck, William R., Jr. Perry, Jennifer Morgan Perry, Michael Petry, Oradell Petry, Tim C. Peyton, Kennth Pierce, Jr., Joel E. Pilgrim, Robert Earl Pitman, Jeremy Pitney, Austin Pollard, Kelly Porter, Chad A. Porter, Treshawn D. Pound, John Powell Tyler Priddy, David Proctor, Alexandria Proctor, Christopher R. Proffitt, Joshua Pugh, Deconko M. Putnam, Stephanie Rainbolt, Anthony Ragains, Maurice James Ramsey, Brian Rawlings, Glenn W. Ravhel, Joseph A. Ravnor, Kimberly Ready, Aaron Reas, Shelby P.

Reed. Michelle Reed, Sherry Reeves, Curtis Reeves, Quintrius Reliford, Quentin M. Rhoads, Leland Richardson, Bobby Riffle, Nathaniel Rightnowar, Mark Rissler, Joshua E. Roberts, Matthew Robertson, Jr., James A. Robinson, DeAngelo Robinson, Edward L. Robinson, Kenneth Robinson, Tiffany Rodewig, Jonathan Rodgers, Mary Ruth Rogers, Amanda Rogers, Jacob Romero, Brandy Romero, Carlos Ross, Crystal L. Rowland, Courtney Ruby, Dorothy D. Ruby, Michael R. Rudolph, Tabitha R. Sago, April D. Sales, Orlando D. Sanders, Eric E. Sanders, Jodi M. Schuley, Edward A. Scott, Madison Sellers, Twjuan Senior, Gary Senn, Nathan Sensley, Gregory J Shackelford, Shemar Shirley, Aaron Shirley, Bryce Shirley, Chester Shirley, Joseph D. Simmons, Ronald L. Simpson, Kenneth Simpson, Rodney Sims, Bridgette Nicole Sizemore, Edward Skaggs, Jeffery T. Skaggs, Meghan Lynn Slate, David Rov Skeens, Steven R Smith, Alashujon D. Smith, Antonio L. Smith, Clarence Smith. Eric Mitchell Smith. Steven L Smith, Sylvestor South, Phillip Sparks, Candice Spaulding, Anthony Spaulding, Kedran J. Stambro, William S. Starks, Kevin Starks, Larry Stevens, Joshua Stephens, Raymond Stewart, James T. Stockton, Andy Stokes, Richard Stockton, Wesley Stovall, Ashley N. Sullivan, Hannah Sutton, Charolette Sutton, Chiquita Swint, Tarod Tandy, Ronald E. III

Tate. Thomas J. Taylor, Brandon Taylor, Noah Taylor, Roderick Terry, Edward E. Terry, Maurice E. Teagene, Patrice E. Thomas, Heather M. Thomas, Rachel Thompson, Bobby K. Tilford, Christopher Timberlake, Lori Timmonds, Stuart A. Toops, Terry D. Townsend, Ashheena S. Travis, Zelnar Trice, Brian A. Truitt Alonzo A Trumbo, Johntae Tucker, Robert A. Tumey, Kevin Tutt (Offutt), Martin Allen Tutt III, James C. Tutt, Antonio Unseld, Raymond VanCliff, Jr. Alan Vaughn, Justin Vhay, James H. III Voignier, Joshua Wade, Michael D. Walker, Johnathon Walker, Jr., Sanford Walker, Precious Walthour, Teraald A. Wardford, Edward Washington, Deric A. Watson, Justin Watson Marshall Webb, Charles Lamont Welch, Christopher Welker, Matthew Scott Wessling, Jessica D. Wheeler, Megan N. White. Beiamin O. White, Damon White, Marneva Wiggly, Joemale Wilhelm, Clayton Wilhite, Scott Wiliams, Arlon J. Wilkerson, Bennett L. Wilkerson, Ronald W. Wilkins, Deanna Williams, Christopher Williams, Ethan Williams, Antony W. Williams, Malcom Willoughby, Scott Wood, Delbert E Woods, Brandon Woods, Regnald Woodson, Joe W. Woodard, Lorenzo C. Wooten, Jeremy Works, Richard Worley, Tammy E. Wright, Keith Lamont Wright, Kimberly Wyatt, Danny J. Wynn, Rodney Andre Yates, Kevin Yates, Shawn E. Yoest, Nicholas Young, Damon Young, Shaun Zainman, Khali Zang, James Anthony Zuniga, Richard



Holiday Junior Chef Workshop



Where:

Purdue Technology Center 3000 Technology Avenue New Albany, IN 47150 Shine Room (2nd Floor)

When:

Thursday, December 19th, 2018 From 1:00 pm—3:00 pm

A workshop designed to spark the interest of youth in grades 3-5 to the techniques of cooking and food safety for the holidays. Participants will learn techniques for cooking a holiday bread and a healthy snack.

There is a \$10 fee to participate in this class to cover the cost of supplies.

Class is limited to the first 12 paid registrations.



Interested participants need to:

FROM SMOKING

Contact the *Purdue Extension Floyd County Office at (812) 948-5470* for additional information or visit www.extension.purdue.edu/floyd

Registration is due by Thursday, December 13th, 2018.

Cash or Check accepted. Make check payable to Purdue CES Ed Fund.



Freedom From Smoking Group Quit Program-Free Class

Next Class starts January 8th, 2019

Join the American Lung Association's seven-week quit smoking program, conveniently held at Baptist Health Floyd located at 1850 State Street in New Albany, IN. Hundreds of thousands of people have become smoke free through a Freedom From Smoking Group Clinic which offers a structured, systematic approach to quitting smoking.

Call 1-800-476-8723 to register. Registration is required.

Our first sessions starts on Jan. 8th, 2019 from 4:30 pm-5:30pm at Baptist Health Floyd and meets every Tuesday for 7 weeks.

NAHA P.O. Box 11 New Albany, IN 47151-0011 Presorted Standard
U.S. Postage
PAID
New Albany, IN
Permit No. 81

Please send recipes and compliments to:	
Christal Stephenson, FSS Assistant Director New Albany Housing Authority P.O. Box 11 New Albany, Indiana 47151-0011	I would like to compliment: for
From the kitchen of	1
	(Please print) COMPLIMENT PEOPLE magnify their strengths, not their weaknesses