

Summer 2009

CCDA Quarterly Newsletter

Summer 2009



In the News!

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Welcome New Board Members!

Congratulations to the newly elected CCDA officers and to the nominated board members elect!

Marie Zimenoff - President Elect

Cori Shaff - Treasurer Elect

Lin Sherman - Secretary Elect

Welcome Donna Lynch to Denver Connections!

2009-2010 CCDA Board Members REGULAR BOARD MEMBERS

President- Sandi Rosewell

Marketing Chair- Brian O'Bruba

Past President- Wendy Winter-Searcy

Newsletter Editor- Jessie Czerwonka

Secretary- Amy Lichty

Denver Connections- Donna Lynch

Treasurer- Julie Elliott

Boulder Connections- Dan Macy

Training Registration Chair- Jeanne Timmons

Northern Connections- Available

Training Speaker Chair- Anne Angerman

Western Connections- Larry Dutmer

Training Logistics Chair-- Jodi Schneiderman

Southern Connections- Larry Gabbard

Membership Chair- VA Hayman Barber

Web Administrator- Zach Scully



Congratulations Leslie Cancilla!

Established by the Colorado Career Development Association in 2007, the Rich Feller Award acknowledges the service and contributions of Richard Feller, PhD, who has served the association for several years. The recipient of this award is recognized annually for making valuable contributions to CCDA and the career development field, and for emulating Rich Feller's service to others as mentor and colleague.

This year, the Rich Feller Award was presented to another career development professional who demonstrates similar qualities of leadership, dedication, and service to CCDA – Leslie Cancilla. Leslie, currently a national trainer and career coach, was instrumental in restarting CCDA at a time when the organization was leaderless. She continued to serve on the board for 8 years, ensuring continuity and smooth transitions among leaders. Congratulations Leslie to all your hard work and dedication to CCDA!



Summer, 2009 Profile: Linda Faucheux

Welcome to the, *Member Profiles* Feature!

Our Summer 2009 profile is of Linda Faucheux, who was nominated by Whitney Riggs. Linda is the Assistant Director of Career Counseling at CU Boulder. The nominator, Whitney Riggs, stated that, "Linda is my supervisor and she is inspiring and wonderful to work with. Linda received her Masters from and also worked at Naropa University for several years. She also provides private counseling on the side. We are so excited to have her as a recent addition to our team here at CU Boulder."

Below are Linda's responses to various questions:

What has your career path been?

This question can also serve as my bio. My career path started off with a BA in Philosophy from the University of Cincinnati and a MA in Contemplative Psychotherapy from Naropa University in Boulder, CO. After getting my Masters, I worked as a therapist in the Wind-

horse Model of Mental Health treatment that was developed at Naropa University and is based in Mindfulness Awareness Psychology. I worked as a Windhorse therapist for 10 years working primarily with adults and also worked in the field of addictions. In 1998 when I was studying for my LPC, I became very interested in the career counseling portion of the test. I was also seeing a career counselor at the time and decided to take a course in career counseling to further my study. I realized at that point, I definitely wanted to move into career counseling. I got my start from volunteering one day a week at the YWCA Career Center which was a very positive and affirming experience. In 2000, I became the Career Services Coordinator for Naropa University and also became an adjunct faculty member teaching career counseling in the MA Transpersonal Counseling Psychology Program and the MA Somatic Counseling Psychology Program. I then eventually moved into private practice, and recently was hired as the Assistant Director for Counseling at the University of Colorado's Career Center in Boulder. Working at CU has been an amazing experience and I am very happy to be there.

What do you enjoy most about your current job?

I love working at CU because I get to work with and supervise a team of very fun, talented, innovative group of counselors. It is a very creative and fun environment. What I love most about my job is the counseling sessions with students and working with such great colleagues.

How do you stay current in your field?

I keep up on reading the current books and new counseling approaches in the field. I like to go to CCDA events and also a national conference if possible at least once a year. I go to trainings and workshops often. We just completed the StrengthsQuest training at CU which was a lot of fun to learn and an interesting tool to use with clients and with team building.

Any advice you would like to offer our student members?

There is no better way to learn than to get hands-on experience.

What is the best thing you've learned over the years/course of your training?

My favorite models over the last few years that I have enjoyed incorporating into my career counseling work with clients are Herminia Ibarra's model from Working Identity, Rick Jarow's model from Creating the Work you Love, Norman Admundson's Active Engagement, Carol Adrienne's model from The Purpose of Your Life, Kathleen Mitchell's Planned Happenstance model, Mark Savickas's model. I have also enjoyed utilizing the Enneagram, Human Design System, and the Pearson-Marr Archetype Indicator.



Immunity to Change

Submitted by Barb Stainman of BLS Career Services

"A book that can make your job easier and help your clients succeed."

- Barb Stainman

Our clients are frequently filled with good intentions in their job search—they want to network, explore new options, and assertively negotiate their salary. Unfortunately, they often have difficulty reaching those goals, even with good planning, for reasons that are not always clear to us or to them. They feel, they may say, as if they have, "one foot on the gas and one foot on the brake."

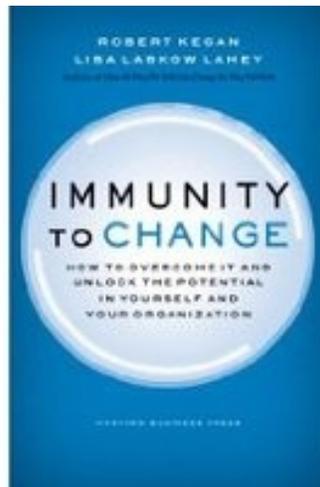
Robert Kegan and Lisa Laskow Lahey's new book *Immunity to Change* offers a specific, clearly delineated road-map to help uncover and transform the blocks to goal attainment. But this isn't your usual Dummies Guide to Reaching Your Goals. It's a subtle but powerful system for overcoming the forces of inertia, resistance to change, and unconscious factors of self-protection that prevent action.

The authors are experts in adult learning at the Harvard Graduate School of Education, and they've spent more than 20 years investigating why it is that people don't change, studying those who have successfully reached their goals, as well as the many others who, despite repeated attempts, can not.

The beauty of the authors' strategy is that they provide a means to uncover the hidden agendas that frequently go

unacknowledged. Taking action is often risky — psychologically and practically — it can be uncomfortable, scary, or anxiety-producing. The authors assert that when these "competing commitments" are recognized, along with our assumptions about ourselves and the world that are derived from those factors, then we can overcome our self-limiting behaviors and move forward.

So using an example from job search, a client may assert that they want to network more. They would then look at actions they are not taking for and against that goal, as well as actions they aren't taking that would help (e.g., not locating the right group, going once and not going back, going alone instead of finding someone to go with, asserting that there's "always next week" to go).



The next step in the immunity to change process is to consider the "hidden (unconscious) competing commitments" suggested from the preceding exercise. These might include the fear of saying the wrong thing (or not knowing what to say), discomfort at going alone to group events, being exposed as out of

work, or making an irredeemable mistake. These competing commitments answer the question, "What is uncomfortable, worrisome, or scary about achieving the goal?" "What's at stake?" These should elicit an emotional "yuk!" response when the client thinks about them. These are frequently factors that ensure psychological safety, such as the need to maintain self-respect or fear of incompetence.

The final step is to identify the core assumptions and blind spots that are the truths that maintain a limited world view and self-concept. In our example, these might include assuming that one cannot recover from a mistake, or that going to a group would be unbearably uncomfortable or unproductive. These are the assumptions that prevent adaptive change, and our job is now to devise real-world "tests" that take action to test the assumption's validity. Kegan and Lahey assert that your goal here is **to introduce doubt** about what is accepted as irrefutable and show that in fact, those so-called truths aren't the only reality.

Tests of the above assumptions might include the client deciding to talk to individuals who have successfully found jobs to see what mistakes they made and how they "recovered." Or perhaps the client would go to a networking group with the goal of seeing/experiencing what they felt besides discomfort. When you've refuted the assumptions that define reality as one way only, you

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Lessons Learned on TWITTER

From Susan Britton Whitcomb in the Career Management Alliance Newsletter



I'll admit that I'm not a Twitter expert, but I have learned a great deal over the past few months as I've jumped into the twitterverse with reckless abandon. I'm sharing my insights (and hard knocks) in hopes you'll:

- (1) LEARN A LITTLE SOMETHING NEW
- (2) SAVE YOURSELF SOME TIME ON THE LEARNING CURVE
- (3) FEEL GOOD THAT YOU ALREADY KNEW SOMETHING I JUST RECENTLY DISCOVERED!

- Confused about what it is and where to start? Check out the video on Twitter's help page: <http://help.twitter.com/portal>
- Frustrated with no followers? Start following others. This will grow your followers. Don't ask me how. It just works!
- How do I find people to follow? Here's a great tip for your job-search clients. Guide them to <http://search.twitter.com/search> - click on Advanced Search to the right of the blank text box. In the "all of these words box" type "recruiter, healthcare" (without the quotations; of course, substitute whatever industry your client is looking for a job in for the word "healthcare"). Dozens of options will surface. Click on a name, and then click Follow. Since it's not good etiquette to "friend" recruiters on Facebook, this gives job seekers a method to follow recruiters without stalking.

- Vary your posts. As helpful as information is, don't always point your followers to yet another website or cool article. People don't have time to read everything. Social media has an air of omniscience to it and, as tempting as it may seem, trying to follow everything will only send you into overload. (Do I hear heads nodding?!) Sometimes a thought-filled question or inspirational quote will be a welcome alternative to the info overload.
- Don't tweet from your phone without first setting it up: I learned this one the hard way. I busily tweeted during the Career Management Alliance conference in San Antonio via my cell phone and, only later, learned that none of the tweets appeared under the #careers09 hash tag set up for the conference. Bummer. (Go to Settings, then Devices, to turn on your mobile phone.) Deb Dib (follow her at <http://twitter.com/CEOCoch>) was kind enough to retweet my posts!
- What's a hash tag? Use and/or search hashtags. Hashtags include a # sign followed by a short word, phrase, or abbreviation. For example, the Career Management Alliance conference was tweeted under #careers09. If you want to see all the thoughts flying during the sessions, search for #careers09 at twitter. You can also search for #mcm - short for Many Career Minds - put together by ChandleeBryan (follow her at <http://twitter.com/chandlee>)



***See you on Twitter! And follow my meanderings at
www.twitter.com/susanwhitcomb***

"Twitter is a service for friends, family, and co-workers to communicate and stay connected through the exchange of quick, frequent answers to one simple question: **What are you doing?**"

Colorado Career Development Year in Review 2008-2009

The Colorado Career Development Association (CCDA) serves professionals who have an interest in career and workforce development issues in Colorado, encompassing practitioners in numerous arenas. The association provides valuable training for these practitioners, as well as leadership and networking opportunities. In 2008-2009, these accomplishments included:

§ In 2008, for the fourth time in five years, CCDA was chosen as the top association in the Western Region.

§ Local economic experts participated in a guest panel at the fall conference, discussing economics, technology, and energy. Our own Rich Feller served as keynote, speaking on the theme “Transitions: Personal and Global.” The relevance of the topics was clear in a record attendance for a conference.

§ The spring training featured Don Schutt discussing Appreciative Inquiry, another almost-record attendance with 120 career practitioners participating in the lively, hands-on training.

§ Career practitioners across the state volunteered during Career Development Month in November, assisting community members with improving their resumes and other job search techniques. Other volunteer opportunities were presented through the regional Connections groups.

§ A web committee reviewed, evaluated, revised, and added significant content to the CCDA web site, making it easier to navigate and a more robust resource.

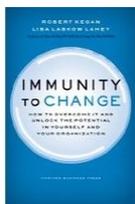
§ One practitioner from Colorado (out of 4 nation-wide) was selected for a competitive Leadership Academy sponsored by the National Career Development Association.

§ A LinkedIn group was established to create more opportunity for virtual connections. In addition, the use of Constant Contact was launched to better manage marketing lists. Four high-quality newsletters were contributed to by members and distributed.

§ Connections groups met and/or shared information in their regional areas, covering most of Colorado. In addition, a special interest group for private practitioners was initiated.

§ We have approximately 190 active members, from all across the state, in most sectors career development practitioners are found.

§ Better communication and collaboration with our parent organization, Colorado Counseling Association, was re-established, with more to come.



Book Review: Immunity to Change

(Continued from page 3)

have changed a person’s mindset, and change is possible.

The foundation of this system rests on a constructivist world-view where the client creates reality—and recreates it. Moreover, the best part of this book is that the authors are supporting a greater purpose than simple goal attainment. Zig Zigler once said, “What you get by achieving your goals is not as important as what you become by achieving your goals.” Kegan and Lahey would no doubt agree. They are advocating nothing less than self-growth and transformation, which manifests as increased neural flexibility and the ability to thrive with complexity. But it is powerful change, the authors assert, where “one’s grasp exceeds one’s reach.”

Interested in Making Even More Connections?

Volunteer for the Board!

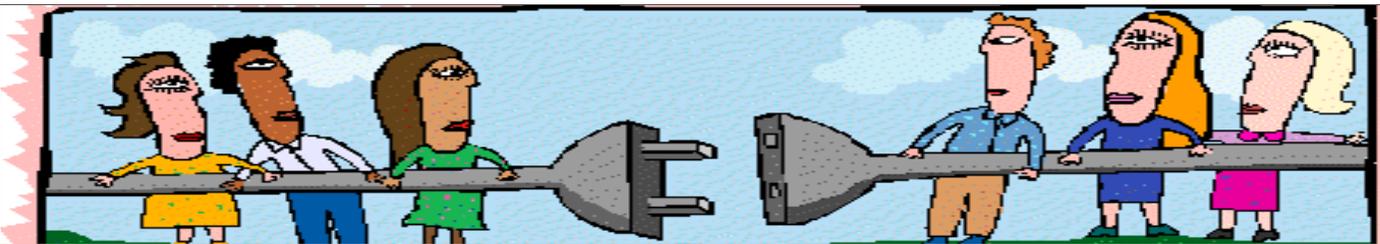
CCDA is led by a dedicated group of volunteer officers and board members including regular members currently serving in office and elect board members who will take regular office the next year. The board meets monthly during the fall and spring and has an annual retreat in the summer. Regular board members are expected to attend all board meetings and the retreat whenever possible. Elect board members are highly encouraged to attend as well. In recognition of the time resources, and dedication to CCDA and its members, all training fees for CCDA events are waived for regular board members and elect board members pay half. The board positions of President Elect, Secretary, and Treasurer are elected by the members. All other board positions are appointed by the President and President-Elect. The board is a fantastic way to meet colleagues, network, and expand your leadership skills and experience. While it does involve work and commitment, mostly it's lots of fun!

Who should we profile next?

We welcome your nominations and submissions to Member Profiles. If you would like to see a member profiled in our next edition, please let us know. Simply tell us who you would like to see profiled and why. Email your suggestions to Jessie Czerwonka, CCDA newsletter editor, at Jessie.Czerwonka@ucdenver.edu. Please note that we will need a little extra time to put the profile together, so the sooner you contact us, the better. Please also feel free to nominate yourself. We don't know how fascinating you truly are, but we'd sure like to!

CCDA Mission

The mission of the Colorado Career Development Association is to promote the career development of all people throughout the lifespan. To achieve this, CCDA provides services to the public and supports the advancement of the career development profession. CCDA strives to promote a sense of community; opportunities for professional development; and a diverse network of resources, expertise, and support for its members.



GET CONNECTED! With CCDA Connections

What are CCDA Connections? An informal bi-monthly gathering of career development professionals, students or interested community members with the purpose of networking, and expanding our awareness of career development related issues and resources. To learn how to get involved with a group near you, contact one of the following Connections Chairs:

Boulder Connections: Dan Macy at danmacy@yahoo.com or 303-819-6178

Denver Connections: Donna Lynch at workwize@comcast.net

Southern Connections (CO Springs, Pueblo and SE): Larry Gabbard at larrygab@comcast.net

Western Connections: Larry Dutmer at ldutmer@coloradomtn.edu or 970-569-2915

Northern Connections: Available