

Colorado Career Development Association



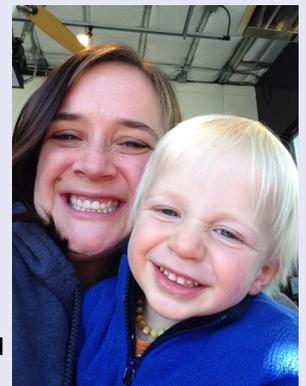
Connections: Connecting the Colorado Career Winter 2014 Quarterly Development Community

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President's Corner

Happy New Year from CCDA! Are you someone that makes new resolutions/intentions/goals? While I know not everyone is a fan of identifying 'resolutions,' a new year does bring an opportunity to make change in our life. As career development professionals, we may also find that our clients are looking to make change in their life. We all work in some capacity with youth and adults in transition – whether they are returning to work after time off, adjusting to civilian life after serving in the military, or seeking employment for the first time. While this is not an exhaustive list, I want to encourage all of us to think about how we can help our clients increase their engagement in work, life, and play. One definition of engagement can be how one 'shows up' psychologically and emotionally for work and life. In the Gallup 2013 report 'State of the Global Workplace,' only 30% of working adults in the United States are engaged in their work. Half of our population is not engaged and 18% are actively disengaged. Employee engagement drives growth in our economy, which in turn can increase the number of jobs for our workforce. And, engagement has an important impact on our overall satisfaction with our lives.



Assess your client's engagement by asking them questions such as:

- how does your supervisor/manager help you develop as a professional?
- when was the last time you heard from your colleagues or supervisor that you were doing a good job?
- what do your relationships with your colleagues look like?
- how do you use your strengths at work? How often do you use your strengths at work?

As your client answers these questions, pay attention to how they describe the culture at their workplace, their professional relationships, and how they interact with their supervisor.

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SAVE THE DATE !

**CCDA Spring Conference
12th Annual Best Practices in
Career Development:
Career Development for Adults in Transition**

**Location: Arvada Center for the Arts
April, 4, 2014, 8:30am-4:30pm**

Case Study Contest

Review the following case study and submit your approach to working with this client to the editor (dan.macy@rrcc.edu) and your approach will be reviewed by a group of career professionals with the most effective approach to be published in the next newsletter and given a \$10 I-Tunes card.

The Case of Juan:

Juan is a 47 year old bank executive who has recently lost his father after a long bout with cancer. His mother, Theresa passed away 12 years ago, which left Juan and his younger sister to care for his aged father. Juan is the father of 3 teenagers himself and has aspirations that all three will go to college and then on to professional careers that may require graduate education. Recently, Juan's wife filed for divorce and has moved out of the family home. She told Juan that she needed time to figure out who she was and if she still wanted to be married to Juan any longer. At work, Juan's boss gave him an ultimatum, either he move to San Diego to take over the new branch office, or be laid off when his local branch closes this fall. Juan is torn between taking the job in San Diego (which is a promotion with more pay and better benefits), or stay in Orlando and try to make it work with his wife. Juan has always wanted to pursue a career in something other than banking, something more artistic, like architecture. He landed a job at a bank out of high school and worked his way up to where he is now, without any formal college education. He is contemplating just leaving his job, staying in Orlando, and going to school to study architecture. He seeks your career counseling expertise to help him work through his life/career dilemma.

Thanks to Leann Morgan, Ph.D., LPC, NCC, Assistant Professor of Counseling at the University of Colorado-Colorado Springs for providing these studies and for the \$10 I- Tunes card.

"I think the person who takes a job in order to live—that is to say, (just) for the money—turns himself into a slave."

- Joseph Campbell

Presidents Corner continued:

Listen for how they might make small changes to help them increase their engagement at work. For clients that are not currently working, spend time talking about the kind of work culture they believe would be most engaging for them as well as the style of supervision they seek from a manager. While it is important to assess a client's skills, values, interests, strengths, and personality, it is also critical for a client to assess what they want and need in a workplace.

If you're interested in reading more about engagement visit <http://www.gallup.com/> to learn more and to sign up for monthly updates and articles.

Reference: <http://www.gallup.com/strategicconsulting/164735/state-global-workplace.aspx>

Nominate your career development colleague for a NCD A award!

Each year NCD A recognizes outstanding career practitioners in a number of award categories. These categories can be identified on NCD A's website at: http://www.ncda.org/aws/NCDA/pt/sd/news_article/4944/parent/layout_details/false. There you will find "how to apply" instructions for each type of nomination. Submit your nomination by February 15, 2014.

"It sometimes seems that Intense desire creates not only its own opportunities, but its own talents."

- Eric Hoffer

"Anyone who stops learning is old, whether twenty or eighty. Anyone who keeps learning today is young. The greatest thing in life is to keep your mind young."

- Henry Ford

Tapping into the Realise2 Strengths Assessment

It's a new year and this often generates energy for a fresh beginning. What better way to begin than to start with "what's right" and build on it, as those in the positive psychology field suggest. One way to help our clients and ourselves do this is through the Realise2 Strengths Assessment.

The Realise2 is an evidence-based assessment developed by Alex Linley at the Centre for Applied Positive Psychology (CAPP) in the UK, and Robert Biswas-Diener of Positive Acorn in Portland. It is a more *granular* approach to discovering one's strengths. The assessment reveals realized strengths, unrealized strengths, learned behaviors, and weaknesses. The metrics are based on performance, energy, and use.

In essence, Realized Strengths are those things that we perform well, energize us, and we use often. Unrealized Strengths are similar, but we use them less often. Learned Behaviors are things we perform well and do fairly often, but drain us. And Weaknesses are those things that we don't perform well, we have to do, and drain us even more.



CAPP suggests the "4M Model" for working with the Realise2:

Marshal Realized Strengths – use these strengths for optimal performance, but beware of overuse.

Maximize Unrealized Strengths – find opportunities for growth and development of these strengths.

Moderate Learned Behaviors – refocus the role, or try to stop doing it.

Minimize Weaknesses – let it go if you can, and use strengths to compensate.

I discovered the Realise2 while taking a Career Coaching class and got hooked. I had taken the StrengthsFinder assessment, and recognized the value of focusing on strengths. Yet when I received my Realise2 Profile Report, I found myself saying yes, that's me in more detail than I had ever named. For example, Listener and Esteem Builder are strengths I've known and naturally used over the years.

But when I saw my unrealized strengths of Change Agent and Innovation, I recognized that these were aspects of what was emerging in me and I just hadn't put words to yet. The real surprise was seeing my learned behaviors, those things I do well but drain my energy. I'm good at details and have a strong work ethic, but during an interim coffee shop job while discerning my next career, I used these constantly and always came home exhausted.

The advantage in learning about both strengths and weaknesses is that it allows you to create a "strengths sandwich" which is to arrange to do something that drains you in between times you get to maximize your strengths. CAPP also coaches clients to find a complimentary partner, or reshape your role from the basis of your strengths in order to minimize the use of learned behaviors and weaknesses. Another technique encouraged in the Realise2 is "strengthspotting" (Linley, 2008), where you identify strengths in others by listening for the amount of energy and engagement you detect.

I highly recommend the Realise2 for anyone interested in strengths.

Linley, A. (2008). *Average to A+: Realising strengths in yourself and others*. CAPP Press:

Coventry, England.

More information can be found at www.cappeu.com.

Barbara Valusek is a certified Realise2 Practitioner, and graduate student in the Counseling & Career Development program at CSU.

"The discipline of paying close attention to ourselves, to the vital signs that blip across the screen of our lives in forms such as dreams, intuitions, feedback, and longings, will help us know what our calls are."

- Greg Levoy (from Callings)

Customize Your Path – New Online Resource Hub

The Colorado State University Career Center recently won an MPACE innovation competition grant around the idea of building a searchable and sortable online career resource hub. While a career advisor can easily help the student understand their unique career resource needs, there is a high volume of students who desire to supplement counselor appointments by searching for resources on their own. However, finding resources within those sites and finding personal relevance is often difficult. So we sought to answer this question: How can the ‘personal resource recommendation experience’ exist online, without an advisor present? To that end a personalized career resource search tool has been developed: <http://customizeyourpath.colostate.edu>. Still in its infancy, the site will be launched to CSU students in March, and intends to be offered to other career centers for customization at some point in 2014. It is being modified by user and counselor feedback. CSU would gladly accept your feedback and interest in having a customized version of the site.

Comments and inquiries can be emailed to Jeremy Podany, Director, Colorado State University Career Center:

Jeremy.podany@colostate.edu.

“Those who believe in our ability do more than stimulate us. They create for us an atmosphere in which it becomes easier to succeed.”

- John Lancaster Spalding



Book Review

The Defining Decade – Why Your Twenties Matter – and How to Make the Most of Them Now by Meg Jay

Reviewed by Anne Gottlieb Angerman,
MSW,

As a person who works with emerging adults as a career coach and therapist, I found this book an excellent one addressing why many young adults are struggling with finding a career path for themselves.

The author is a clinical psychologist who has done therapy for the last 10 years specializing in young adults. Presently, there are 50 million twentysomethings in the US, many whom are living with a lot of uncertainty.

First, the author is very clear about stating that thirty is not the new twenty. She is very emphatic that the twenties matter and that 80% of life’s most defining moments take place by age thirty-five. Also, more than half of us are married, or dating, or living with a future partner by age 30. Personality changes more during our twenties than at any time before or after. Lessons to coaches: People might need more counseling before starting any career change process; Change is not easy for anyone and it can take lots of time.

Anne Gottlieb Angerman, Director of Career Matters in Denver, specializes in working with young adults who want to find a new direction for themselves or make a career switch. She can be reached at www.icareermatters.com or 720-489-9409

Announcing the NEW - NCD A Service to International Students Award!

The **Service to International Students Award** promotes the continued development and implementation of *thoughtful* and *innovative* initiatives that support career development for international students within the college/university setting. This award recognizes **career services offices/career centers** for their commitment to this specific student population.

Has your career services office made a commitment to serving international students? Do you know of a career services office going above and beyond to serve this student population in creative ways? If so, go to “Awards” on the NCD A website to learn more about award criteria and **NOMINATE TODAY!** All nominations must be received no later than **February 15, 2014**. We look forward to your nominations!

Happy Hour—Networking Event with Career Folks!

We had about 50 attendees for the happy hour November 15th on the Denver University campus. Attendees were professionals in the career development field representing three different professional associations, including CCDA, MPACE, and CCSA.



Stephanie Klein, writer for the *Denver Business Journal* and owner of Experience Factor, was a fantastic speaker and spoke to us about encore careers and asked us to dream up our own encore careers. Her message was insightful and lighthearted. I would highly recommend her for other speaking engagements! Koren Vining, from First Investors, sponsored the event along with the three professional associations. Thank you, First Investors, for the exciting door prizes!

Submitted by Jodi Schneiderman

"You give birth to that on which you fix your mind"

- Antoine De Saint-Exupery

Career Story: Liz Murray— "Homeless to Harvard"

Liz's mother and father succumbed to drug addiction when Liz and her sister were children. Living from day-to-day and not knowing if the next meal would be on the table or the electricity would work or there would be heat in their Bronx home Liz lived a life of uncertainty. When her mother died of needle inflicted HIV Aids when Liz was 15, she became homeless and lived on the streets, sleeping on the subway at night and dumpster diving for food. Something inside her clicked when she was 17 and she decided to get her high school diploma; in which she completed her four years of high school in two years—studying wherever she could find quiet places. Liz stole self help books of Steven Covey and Tony Robbins from bookstore shelves—a tactic she is not proud of now to take the place of being mentor less. She obtained a New York Times scholarship and was able to attend Harvard. After many interruptions including caring for her father who was dying of HIV Aids, Liz finally graduated from Harvard.

"Attachment holds us in place in life. Look at what's going on in our economy right now. People are losing their jobs and houses, and there's an underlying fear that when we lose the things we believe make us who we are, we're not a human being anymore. But I know you can lose a lot of things and still have yourself. You're breathing, standing and still have a pulse. A certain courage comes with that. When I lost attachment to everything, I said, I have a blank slate. Life can be anything I want it to be."

Liz is a sought after national speaker, has been on Oprah and received Oprah's "Chutzpa" award and has published her first book— Breaking Night."

Submitted by Dan Macy

"This is the true joy in life, the being used for a purpose recognized by yourself as a mighty one"

- George Bernard Shaw



Rich Feller Leadership Award Spring 2014

CALL FOR NOMINATIONS

The Rich Feller Leadership Award was established by the Colorado Career Development Association (CCDA) in 2008 to recognize Rich Feller for his outstanding dedication and service to CCDA and the career development profession in the local, national and international arenas. Leading by example in his service to others, Rich has educated and mentored both students and professionals for many years. He has made significant contributions to research and writing in the field.

The 2013 recipient of this award will be recognized for making valuable contributions to CCDA and the career development field, and for emulating Rich Feller's service to others as mentor and colleague. To nominate a colleague contact Jodi Schneiderman to request a nomination form:

Jodi.schneiderman@colorado.edu



CCDA CONNECTIONS GROUPS

Northern Connections

CCDA is beginning a campaign to collect career appropriate accessories (shoes, jewelry, belts, scarves, etc.) for the *Able Women Career Closet* in Fort Collins. This is a project by the Junior League to help low-income women facing career/life transitions have a free and fun, personalized shopping experience to get them started with the job search or a new job. As you clean out your closet, start setting these items aside.

Wanted: CCDA members and friends interested in presenting resume & job search workshops for community agencies --Bilingual Spanish/English presentations are a particularly great need-- (Commit to one. Flexible scheduling)

Upcoming...

Look out for a mixer event with CCDA and other career development organizations in Northern Colorado

For more information, contact Elissa Buxbaum:
elissa.buxbaum@colostate.edu

Boulder Connections:

The Boulder Connections Group held another successful resume assistance event at the Boulder Public Library on October 11th with 20 community members being served by seven CCDA volunteers.

The next library resume event will be on May 23rd from noon to 2 pm. If you would like to volunteer for this event and share your expertise please contact Boulder Connections Chair, Lea Alvarado at lea.alvarado@colorado.edu

Southern Connections:

If you are interested in participating in the weekly Workforce Center resume and mock interview assistance events contact Southern Connections Chair Larry Gabbard at: larrygab@comcast.net

SPRING 2014 CAREER DEVELOPMENT FACILITATOR (CDF) CERTIFICATION

Facilitated by Linda Sollars, MA, GCDFi

- Course begins **JANUARY 27, 2014** through **APRIL 30, 2014**

- Hybrid, with 3 in-class sessions at Community College of Denver and the remainder online
- **OPEN COURSE** for private career practitioners, educators, job search trainers, workforce & employment professionals, college advisors and career center staff, human resource professionals, recruiting and outplacement professionals, non-profit professionals, career development students, and others interested in obtaining further career development expertise.

REGISTRATION AT <http://www.creatingpurpose.com>

For More Information:
Contact Linda at 303-596-5080 or



12th Annual Best Practices in

Career Development Conference:

“Career Development for Adults In Transition”

Friday, April 4, 2014

Location: Arvada Center for the Arts, Arvada, CO

Call for Program Proposals

Please Share Your Talents With Us!

This conference provides an opportunity for CCDA members and affiliates to share ideas and best practices for working with adults and youth in career transition. We would like to encourage all interested individuals to submit program proposals for a **75-minute conference sessions**. Proposals will be reviewed and decisions made by a sub-committee of the CCDA Board.

While all program proposals will be considered, sessions that align with the conference theme and provide best practices around the following topics/populations are highly encouraged:

- **Parents returning to workforce after raising a family**
- **Ex-offenders**
- **Mid-life career changes**
- **Reinventing a career**
- **Second Act Careers**
- **Colorado careers in demand**
- **Veterans**
- **Individuals with a disability**

Benefits:

Each accepted program will receive a \$25 discount (per person) off of the applicable registration cost.

Build your professional portfolio while sharing best practices with colleagues and making a positive contribution to the field of career development.

The DEADLINE to submit a proposal is Friday, February 14, by 5:00 p.m.

Decisions will be announced by Friday, February 28.

For more information contact leannmorgan99@gmail.com. To submit a proposal, fill out the attached form and email to leannmorgan99@gmail.com.

Proposal Submission Form

Workshop or Session Title:

Select Format:

_____Lecture

_____Interactive Workshop

_____Roundtable Discussion

_____Other

Target Audience (Select all that Apply)

_____Higher Ed

_____Govt/Workforce/Labor

_____Corporate

_____K-12

_____Private Practice

_____Other

4. What handouts or materials will be provided for the audience?

What AV equipment will you need?

Attach an abstract with 200 words or less describing the proposed content of your program:

Title of Presentation:

Presenter's Name:

Job title:

Phone: