

CCDA Newsletter

SEPTEMBER-NOVEMBER 2003



IN THIS ISSUE:

Welcome New and Renewing Members!
Letter from the President
2003-2004 CCDA Board Members
2003 CCDA Scholarship Recipient
Treasurer's Report
Upcoming Connections Events
Professional Development Events
Corner Resources

Welcome New & Renewing Members!

New Members:

Bonnie Busekrus
Linda Reihardt
James Cunningham
Everlyn Sandoval

Jane Grogan
Linda Helwig
Andrew Helwig
Allan Obert
Linda Panter
Royia Ruffin
Christi Stokely
Anne Thompson
Amy Turner
Lisa Wegener
Judith White
Andrea Wieland
Wendy Winter

Renewing Members:

Jennifer Anton
Rosemary Arp
Richard Delliveneri
Larry Dutmer
Leslie Cancilla
Sue Feinglas
Rich Feller

****CCDA would like to recognize special accomplishments by our members. If you or a colleague has a an achievement you would like us to include in our next newsletter, please submit a brief description of this to Melissa.Johnson@colostate.edu by November 1, 2003.***

Message from the President

Dear CCDA Members,

As the CCDA President for 2003-2004, I would like to first of all thank each of you for your membership, involvement, and ongoing support of CCDA. Without our members, CCDA would not be the viable and active organization it is today. We are currently 90 members strong and we hope

the increase will continue as we strive to provide innovative and informative trainings, conferences, connections meetings, and newsletters. Your feedback and suggestions are important to us as we do our best to meet our members' and career development community's needs.

A large contingency of the CCDA membership was present at the June NCDA Conference in Westminster, at which CCDA received recognition for the Conference Hosting State. I was delighted to see so many members presenting as well as involved in several volunteer capacities at the conference. You represented our state division well! We received a second recognition from NCDA as Outstanding State Division, which was presented by Dr. Rich Feller at the Awards Luncheon during the conference. For those of you who were able to attend, I trust you enjoyed the CCDA hosted wine and cheese reception and the opportunity to meet other CCDA members in a social and relaxed environment.

I would also like to thank the present and past CCDA board members for their hard work and dedication to the organization and growth of the association, and for helping us to gain recognition as an outstanding state division. Our board, is strong with seasoned and new members who bring experience and new ideas to the development of CCDA. The board recently attended the annual retreat in Pingree Park, CO, where we set goals for the upcoming year in regards to each area of our services. I believe you will be highly interested in the upcoming trainings and connections events, as well as the conference this year. In addition, if you have not yet attended a Connections group in your area, I am sure you would find it to be a wonderful networking and professional development opportunity, which is free. What makes these events work is the people in attendance, so please try to attend at least one this year, as your membership benefit, to see for yourself the value of the Connections groups.

Sincerely,

Anne Thompson

President

2003-2004 CCDA Board Members

President.....Anne Thompson
President-Elect.....Melissa Johnson
Past President.....Alice Potter
Secretary.....Tom Jones
Secretary-Elect.....Allan Obert
Treasurer.....Lisa Wegener

Membership Chair.....Rosemary Arp
Membership Chair-Elect.....Wendy Winter
Training Chair.....Leslie Cancilla
Training Chair-Elect.....Jennifer Anton
Colorado Counseling Association Liaison.....Deb Carr
Marketing Chair.....Suzanne Reed
Scholarship Chair.....Lisa Wegener
Webpage Administrator/Newsletter Editor.....Melissa Johnson

Boulder Connections Chair.....Dan Macy
Denver Connections Chair.....Priscilla Bohl
Northern Connections Chair.....Andrea Wieland

2003 CCDA Scholarship Recipient

Everlyn Sandoval Receives 2003 CCDA Scholarship

Budget cutbacks in every area of the economy have made it difficult for some career development practitioners to receive professional development. Everlyn Sandoval is no exception to this as an employee of Metropolitan State College in Denver. So, CCDA is pleased to award the 2003 Professional Career Development Scholarship to Everlyn who continues to seek professional growth and envision the future, despite budget constraints.

As a Career Services Specialist at Metropolitan State College, Ms. Sandoval is actively involved in reaching out to minority communities. She serves on the Latino Faculty/Staff Association at Metro, volunteered for the "Colorado I Have a Dream Foundation", and worked as a Career Program Coordinator for Upward Bound. Everlyn is also a member of Adelante Mujer, Inc., a non-profit organization dedicated to employment, education, job training, and cultural leadership development of Latinos of all ages. These are only a few of the many contributions Everlyn has made to minorities.

Ms. Sandoval previously worked at the Colorado Department of Labor and Employment in human resources. Part of her job included assisting with the new employee orientations and distributing training information. Her experiences there contributed to her strengths in presenting, human relations, and training.

Please introduce yourself to Everlyn at future trainings and welcome her into CCDA.

Treasurer's Report

Number Crunching Saves CCDA Money

Lisa Wegener, Treasurer

CCDA increased the tracking of money transactions this past fiscal year and set goals for each area of the budget to insure financial accountability to members. While the economy is in a slump, CCDA successfully balanced last year's budget. The goal to increase membership was exceeded and projected income was nearly matched. This is due in part to Past President, Alice Potter, who applied for and obtained more grants than CCDA has ever received before, Marketing Chair, Suzanne Reed, who assisted in increasing new membership, and previous Membership Chair, Anne Thompson, who maintained consistent communication with members.

Even more successful, goal limits set for expenses were met and surpassed, saving \$3,898. Past Training Chairs, Leslie Cancilla and Sue Feinglas, obtained facilities at little or no cost and successfully coordinated quality trainings as well as the 2003 Conference, while keeping a close watch on spending. This enabled us to pass the cost savings on to CCDA members. In comparison with other professional organizations, our registration fees for trainings and the conferences have consistently remained below average fees.

The CCDA board strives to be financially accountable to members, providing quality professional development at reasonable rates. We understand the difficult economic times which have meant numerous budget cutbacks in every career development workplace. So, we have offered scholarships every year to students and professionals in order that those who would otherwise be unable to participate can still have an opportunity for growth in their field. Furthermore, for this upcoming fiscal year we set a goal to keep registration fees low for CCDA members, especially during this challenging economic time, while providing valuable quality professional development so that

professionals in our field can still achieve excellence in their work to help others. And with last year's success, CCDA is sure to meet the challenging goals again!

Upcoming Connections Events

Get Connected with CCDA Connections Groups!

Boulder Connections – Boulder Connections is an informal bi-monthly gathering of Career Development professionals, students or interested individuals with the purpose of networking, and expanding our awareness of career related issues and topics. Our next meeting will be **Friday, September 13th at 8 am** at the [Golden Buff Restaurant](#) just west of the Northwest corner of 28th street and Canyon Rd in Boulder. John Cornman will present "Change whatever you wish. Listening for Life Themes" A discussion of the techniques and style Mark Savickas presented at his recent CSU workshop. We'll review the highlights of his presentation and look at how this approach can be used in our work with clients. Come join us. Please RSVP Dan Macy, Boulder Connections Chair, at danmacy@yahoo.com, 303-938-5006 (voice mail), 303-914-6016 (work), or 303-938-4085 (home).

Northern Colorado Connections – The next Northern Colorado Connections meeting has not yet been scheduled. For more information and to be added to the Northern Connections invitation list, please contact Andrea Wieland, Northern Colorado Connections Chair, at 970-351-1873 or andrea.wieland@unco.edu.

Denver Connections - Mark your calendars! The next Denver Connections meetings will be held on the following Tuesdays at 8am at the Le Peep in Cherry Creek - 3030 E. 2nd Ave (at the corner of 2nd and Milwaukee Sts. - across from the Tattered Cover Bookstore): **October 7th, December 2nd, and February 10th**. The October meeting will feature Jane Grogan of Career Match. She will review the recent presentation by Mark Savickas, PhD, covering elements of his Career Dial Questionnaire in which he demonstrated several unique counseling techniques. For more information about Denver Connections, please contact Priscilla Bohl, Denver Connections Chair, at Priscilla.Bohl@mowd.org or 303-964-5468.

Professional Development Events

MBTI and the Enneagram *September 20, 2003*

Larry, B.S., M.S., M.A., and Carolyn, A.B.S., R.D.H., B.A. are the owners of eLCie, an organization dedicated to personal and professional growth. Larry is the author of *Enneagram Patterns in MBTI Type Tables* (2001) and *Occupational Lists for Career Counseling Professionals* (2003). He is a member of APT, IEA and NCDA. He has presented at Association for Psychological Type, International Enneagram and National Career Development Association conferences. Larry and Carolyn have presented workshops together for over twenty years.

Content: This workshop will utilize both MBTI letters and Enneagram numbers. Self-scorable Enneagram (Carolyn) and MBTI (Larry) instruments will be offered to anyone who does not know either or both of these results. A model will be used to compare MBTI letters to Enneagram numbers. The model will explain Enneagram concepts (Triads, Heart, Stress and Wings) in terms of MBTI preferences. Enneagram personality descriptions will be derived from a pair of MBTI types (MBTI Pair). These descriptions will include Fixation, Passion, Trap, Idea and Virtue. Occupational Codes will be used to confirm the model. MBTI is a registered trademark of CPP, Inc.

Fee*: \$45 Workshop only 9:45 a.m-4 p.m.
\$55 Workshop and Enneagram inventory 8:45 a.m.-4 p.m.
\$55 Workshop and MBTI inventory 8:45 a.m.-4 p.m.
**Box lunch provided*

If you do not know either your Enneagram or Myers Briggs type, contact Larry Gabbard (303) 422-6757; larrygab@comcast.net and register with Andy Paterson for the Workshop and MBTI option.

Registration: Contact Andy Paterson (303) 588-1487 voice; (303) 804-9750 fax;
andy.paterson@haworth.com

Location: Trinity Methodist Church; 1820 Broadway; Denver, Colorado; Rooms 1-9 and 1-10 north side, downstairs in the Plaza; Park in the north lot free

Association for Assessment in Counseling and Education 'Assessment 2003' Conference

September 25-26, 2003

Come join AACE for two days of "cutting-edge" assessment presentations and workshops at "Assessment 2003" on September 25-26 at Loyola College in Timonium, MD. For full details, please see their [conference registration form](#), then come join them for valuable, low-cost, "well-fed" professional enrichment! NBCC CEUs are provided.

CCDA Fall, 2003 Training *November, 2003*

Look for more details about our fall training event soon on the CCDA listserv and in your mailbox!

20 Years of Type and the MBTI® *November 8, 2003*

Otto Kroeger will come and share his tremendous knowledge of Type covering topics. Otto will primarily share his latest research that comes from studying personality types over many years and consulting with many Fortune 500 companies. He will also field questions on just about any subject related to the MBTI and how it is meant to be used. Otto is a great speaker and presenter. You don't want to miss this day.

Speaker Bio: Otto Kroeger is a nationally known organizational consultant whose primary area of expertise is the use of the MBTI®. He is a renowned speaker, trainer and best selling author on the subject of the different psychological types, and he is in demand for bringing type theory to diverse personal and professional groups throughout the world. With over twenty years of experience, Otto is a leader in the field of organizational development and change and has gained his reputation with high impact workshops on communication, team building, conflict management and leadership development-with the MBTI® as his principal tool. His corporate clients are numerous. During his career, Otto has been the pastor of a large congregation, a private therapist and an organization development consultant. He is Past-President of the Association of Psychological Type and a current member of NTL, the OD Network, and ASTD. He has co-authored four leading books on the MBTI: TYPE TALK, TYPE TALK AT WORK, and 16 Ways to Love Your Lover with his partner Janet M. Thuesen and Personality Type and Religious Leadership with Roy M. Oswald.

Location: First Plymouth Congregational Church; 3501 South Colorado Blvd. (Colorado and Hampden Avenue); *2nd floor Youth Room

Time/Date: November 8th. Registration starts at 8:30AM and program will begin at 9:00AM and end at about 4:00 PM.

Cost: \$90or non-RMAPT members/\$80 members. Cost includes lunch and snacks.

RSVP: You can register by fax, email, regular mail or phone to the above address. We do not have unlimited space so call early to hold your space. RSVP at least 1 week in advance to ensure a seat. All we need is your name and the name of any guests you are bringing.

International Career Development Conference

November 5-9, 2003

The International Career Development Conference is the largest conference for career development professionals. Each year, for the past nine years, attendance has exceeded 1,000, and they are expecting to attract close to 1,200 attendees to Oakland, California. This year is the 20th anniversary of the conference and the theme is "Global Realities: Celebrating our Differences, Honoring our Connections — Dedicated to Community Achievement and Excellence". Po Bronson, Richard Bolles, and Cynthia Scott are scheduled to be the keynote speakers. For more information, visit the ICDC website at: <http://www.careerccc.com/>.

Corner Resources

Recommended Websites:

- **H1-b Visa Labor Certification Database:** <http://www.flcdatacenter.com/casesearch.asp> The Department of Labor is required to provide a list of those employers who have submitted Labor Condition Applications. This search page allows you to view the H1-b Labor Certification Database. In the past the LCA information in this database has been stored in many different files. We have tried to compile all these files together into the newest format (online LCA filing) and have attempted to clean up major OCR errors caused by the faxing and scanning process. Because of the different file formats involved you will find sections of the database with several empty data fields.
- **University of Waterloo Career Services, Career Development eManual:** <http://www.cdm.uwaterloo.ca/step1.asp> The information provided in the Career Development eManual has come from years of talking with students, employers, alumni and through research by the staff and volunteers in Career Services at the University of Waterloo. The Career Development eManual has been prepared to guide you through the necessary steps, whether you are looking for your 1st or your 21st job. In order to help you do this in an efficient and effective way, the Manual has been organized into six (6) "steps".

Recommended Books:

- **The Tipping Point** by *Malcom Gladwell*. The newest version of Understanding Yourself and Others provides you with expanded information on the dynamics of temperament; more practice for identifying different temperaments; new applications for perspective shifting a link to Maslow's Hierarchy of Needs; more information about temperament and stress; expanded definitions on the temperament skill sets; two full pages of descriptions for each temperament; the Temperament Targets(TM); and appendices with links to Interaction Styles, the 16 type patterns, Carl Jung's theory of psychological types, and the Myers-Briggs Type Indicator(R) (MBTI(R)).
- **What Should I Do with My Life?** by *Po Bronson*. "His 50 vivid profiles of people searching for "their soft spot--their true calling" will engage readers because Bronson is asking himself the same question. He explores his premise, that "nothing is braver than people facing up to their own identity," as an anthropologist and autobiographer. He tackles thorny, nuanced issues about self-determination. Among them: paradoxes of money and meaning, authorship and destiny, brain candy and novelty versus soul food. Bronson's stories, limited to professional people and complete with photos, are gems. They include a Los Angeles lawyer who became a priest, a Harvard MBA catfish

farmer turned biotech executive, and a Silicon Valley real estate agent who opened a leather crafts factory in Costa Rica." (Editorial review from Amazon.com)

- **Career Choice and Development** by *Duane Brown*. This book includes a chapter by Mark Savickas, titled 'Career Construction: A Developmental Theory of Vocational Behavior'. This is the theory he discussed at his workshop at Colorado State University in July. This material will be the topic of discussion at both of the upcoming Boulder and Denver Connections meetings.

Submit a Newsletter Article!

Do you like to write? Share your career development knowledge with other CCDA members by submitting an article for the next CCDA Newsletter! The editor is collecting articles now for the Dec, 2003-Feb, 2004 issue. To submit an article, email your submission to Melissa Johnson at Melissa.Johnson@colostate.edu by November 1, 2003.

The CCDA Newsletter is published quarterly. Any correspondence regarding the newsletter can be sent to Melissa Johnson, Newsletter Editor, at Melissa.Johnson@colostate.edu

