



Career Momentum

September to October 2012

Welcome Back and Warm Greetings from YOUR Career Development Association

I am pretty sure I said this in last year's welcome back message but I will say it again: where has the summer gone?! Welcome back to our established members and welcome to our new members as well!

It feels like just a few weeks ago we were meeting in Red Deer for our Annual General Meeting and Professional Development events when in fact it was a few months ago. In addition to a motivating and inspiring full day event with Sareena Hopkins and Dave Redekopp and fun and practical half-day sessions with Herky Cutler and Kathleen Johnston, the Career Development Association of Alberta (CDAA) recognized three preeminent professionals in the field as Honorary Members. Lynne Bezanson, Sareena Hopkins, and Dave Redekopp were welcomed to the CDAA community as Honorary Members and recognized for their significant contributions to the profession. The awards were presented by two of CDAA's esteemed Life Members, Marilyn Berezowsky and Nell Smith. Congratulations and welcome to Lynne, Sareena, and Dave!



From left to right: Marilyn Berezowsky, Sareena Hopkins, Paula Wischoff Yerama, Dave Redekopp, and Nell Smith. Missing from photo: Lynne Bezanson and Emily Sylvester.

Other photos from the day are accessible on the Career Development Association of Alberta Facebook Page. Special thanks to everyone who attended and made the annual event a valuable and rewarding experience. Meeting minutes and supporting documents are accessible on the CDAA website for your review and reference. Be sure to join CDAA on both Facebook and LinkedIn to spark or contribute to career development conversations.

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Welcome Back and Warm Greetings from YOUR Career Development Association: *continued*

It is my honor and privilege to introduce to you the Board of Directors for the 2012 – 2013 year who will be working on your behalf and on behalf of the profession to raise the profile of career development provincially and nationally:

Freddi Dogterom – Southern Alberta Chapter
Heather Hacios – Southern Alberta Chapter
Karen Lamothe – Edmonton Chapter
Shirley McBride – Edmonton Chapter
Dorothy Ritz – Edmonton Chapter
Marie Woolgar – Edmonton Chapter
Paula Wischoff Yerama – Edmonton Chapter

The Board and various committees will be meeting throughout September to plan and prepare for the coming year. If you have an interest in Marketing and Communications, Member Development (Professional Development / Member Services), Standards and Certification, or Board involvement we would love to hear from you. There are always opportunities to participate in whatever capacity you are able to contribute.

Hopefully by now you have had an opportunity to visit the new and improved CDAA website. Karen Lamothe, Dorothy Ritz, and Alice Funk put much time and effort into developing the site which is intended to provide you with greater functionality and ease of access to relevant information, resources, and tools. Be sure to visit the member only section of the website for information about member benefits and to keep your professional profile up to date. In addition to member benefits including discounts on office supplies, accommodations, and home and auto insurance we have now established a professional liability and commercial general liability insurance group policy thanks to the collaborative efforts of Career Development Associations and Organizations across Canada, coordinated by the Canadian Council for Career Development (CCCD). We hope that you will take advantage of the significantly reduced rates extended to you.

The Membership Development Committee is excited to announce the 2nd annual fall collaborative professional development event featuring internationally renowned speaker and career development expert Gray Poehnell. Gray will be presenting Integrating Career Integrity into Our Practice in Lethbridge on October 10th, Calgary on October 11th, and Edmonton on October 12th. Reserve a date in your calendar today and watch your email inbox for registration details.

CDAA is once again a supporting organization for [CANNEXUS13](#) – National Career Development Conference in Ottawa, ON. Visit the site for more information and to register at a discount.

We look forward to working with and supporting your professionalism throughout the year and always welcome your comments, suggestions, feedback, and involvement. Wishing you ongoing success.

Warm regards,



Paula Wischoff Yerama, CCDP
CDAA Chair (on behalf of the CDAA Board of Directors)

Career Resilience

Submitted by: Victoria (Vicky) Driver, Career Practitioner Lester B. Pearson High School

There is a school of thought and study that indicates one is born with resilience; see the article from [Contact Point](#). This is not a new idea but one that seems to be a hot topic again; perhaps as the result of the recession and attendant rise in unemployment so quickly after the job boom hit its peak.

I suspect the belief about one being born resilient is true in the case of people who have succeeded in spite of the odds being stacked against them. However, that does not mean one cannot develop resiliency with support and a few tools. It is something akin to replacing a bad habit with a good one.

Your ability to be resilient may be as simple as creating effective long-term career maintenance plans. If you take charge of your own career, you will feel that you have more control and change or job loss will be merely a challenge or opportunity. Here are some tips:

[Create effective long-term maintenance plan](#) – Canada.com

[Creating a Resilient Workplace](#) – by Dr. Brian Hebert

[What is Career Resiliency?](#) – OYG

[Career Resilience](#) – ERIC Digest by Bettina Lankard Brown

[Personal Resilience Program](#) – Excellence Canada promoting organizational resilience

[Strategies for Resilience](#) – The Working Centre Waterloo ON

Jacqueline Synard will be presenting *Positive Psychology & Career Resilience* at the CCPA 2012 conference

Metaphor for Changing Negative Behaviour: stop smoking and eat celery instead or whatever healthy option you use to replace the habit.

Reading Reference:

[Bounce Forward with Charmaine Hammond](#) – a well thought of writer and public speaker who recently presented at VITALIZE, the Provincial Volunteer Sector Conference

[From Skid row to CEO](#) – Joe Roberts, keynote speaker at VITALIZE on workplace resiliency

ALIS workbooks available in print or PDF:

- [Guide for Mid-Life Career Moves](#)
- [Change and Transitions The Path from A to B](#)

The block of granite which is an obstacle in the pathway of the weak, becomes a stepping-stone in the pathway of the strong. ~ Thomas Carlyle

Lessons from the Garden

Submitted by: Paula Wischoff Yerama, CCDP, RRP, RVP,
Career and Employment Specialist, Career Designs for Life Inc.

A garden is always a series of losses set against a few triumphs, like life itself. ~ May Sarton

I didn't always love gardening and I didn't always know I would be a career development professional. I certainly didn't expect that gardening and career development would have as much in common as they do or that I would learn the lessons I have from them. My garden provides for me in many ways. Not only does it supply me with an abundance of fresh vegetables and fruits but it gives me a safe place to think, to plan, and to dream. My garden teaches me about patience, about successes and failures, and about career development. It is my pleasure to share a few of the lessons from my garden with you now.

Effort equals results. Your career, much like your garden, requires attention and effort. You can't expect your garden to grow without getting dirty and you can't expect your career to develop without effort and action. You will get out of your career what you put into it. It won't always be easy but it will be worth it!

Be patient. I gave up on having fresh garden cucumbers this year. My plants just weren't growing and I had given up hope that they would. I decided to give them one more week. On the day I was going to pull them from the ground I discovered that something miraculous had happened; not only had the plants started to grow but they had produced six tiny cucumbers. A balance of patience and persistence is good for your garden, and your career.

See the potential in everything. One little seed can yield pounds of tomatoes to be enjoyed fresh, frozen, and canned throughout the year. Much like every seed is full of potential so is every chance interaction or seemingly insignificant action. Being open to new experiences, ideas, and opportunities can create endless career possibilities.

Learn from your mistakes. I planted my carrots in the same spot in my garden for three years. For three years I didn't have more than a handful of fresh carrots. This year I tried a new spot and a new strategy – it worked! I have been enjoying carrots for weeks now! If you aren't getting the results you would like then it is time to try a new strategy and do something different. Don't be afraid to step out of your comfort zone.

Enjoy the journey. You can prepare your soil; purchase the highest quality seeds; plant in optimal conditions; shelter your seedlings from the elements; and water, weed, and till until well past sunset but there are no guarantees that your plants will grow or bear fruit. When they don't it is disappointing but when they do there is nothing quite like the flavor of a vine ripened tomato, a new potato, or a crunchy baby carrot. There is just as much joy in seeing the first leaf poke through the soil, watching the first blossom open, and studying the first fruit form. Every step of the process is an opportunity for discovery, reflection, and learning. Appreciate the beauty, savor the flavors, and take advantage of the sunshine *and* the rain.

I cultivate my garden, and my garden cultivates me. ~ Robert Brault

ALIS Update

Submitted by: John Spaapen, ALIS Project Coordinator

CAREERinsite: Abilities and Multiple Intelligences

If you're already using CAREERinsite, ALIS's on-line career planning tool, then you know how valuable of a resource it can be. Exploring learning and work options, researching specific occupations and developing a personal plan are all a part of career planning. A good place to start is with self-assessment. Using the Know Yourself section, clients can examine their interests, work values, significant experiences, preferred working conditions and more.

CAREERinsite has now been enhanced with two additional activities: the Abilities Exercise and the Multiple Intelligences Quiz.

Clients can identify skills and talents that come naturally to them with the Abilities Exercise. Rating their abilities will give clients a list of related occupational options to explore. They can also complete the Interests Exercise and find occupations that are in tune with both their abilities and interests.

Using areas of intelligence such as logical, verbal, intrapersonal, spatial, and kinesthetic, the Multiple Intelligences Quiz will help your client identify their unique style of thinking and understanding, and discover learning strategies best suited for them.

A thorough understanding of who they are can give your client a solid foundation from which to build their career plan. CAREERinsite's Abilities Exercise and Multiple Intelligences Quiz can help.

CAREERinsite is free and easy. Sign up and get started today. Visit alis.alberta.ca/careerinsite.

Stay Informed

Subscribe to the ALIS RSS and eNewsletter to find out what's new on the ALIS website and learn about new and updated products.



11 Tips to help you stay Current; Connected; Committed:

- Read your emails from CDAA – information is being sent out on a regular basis
- Visit the [CDAA web site](#), 'Members Only' section for all sorts of great resources, job postings, member benefits, and information about your Association and field
- Join the CDAA Facebook and LinkedIn pages and start or join conversations about career development issues that are of interest to you
- Read books, articles, papers, journals, studies, and of course Career Momentum
- Attend conferences, professional development and networking events, and participate in education or training to enhance your value to your clients
- Connect with other professionals about the work they do and share best practices
- Find out what other provinces and countries are doing in the field of Career Development
- Get involved with your Association – there are a variety of volunteer positions available
- Promote your business through the Career and Employment Specialist Directory
- Talk to your clients, colleagues, supervisors, etc. about your work as a Career Development Practitioner
- Display your membership certificate and or CCDP certificate proudly

Call for Webinar Presenters!

CDAA would like to extend its professional development offerings to those members and non-members who may not be able to attend full and half-day in person sessions but who would like to participate in quality training and information sessions directly relevant to their practice.

Do you have information, resources, tools, strategies, or best practices you would be willing to share via online technology?

Are you aware of a career development topic you think would be beneficial for other Career Development Professionals?

Please contact Alice at admin@careerdevelopment.ab.ca if you are willing to share your time and expertise using WebEx webinar technology or if you have recommendations regarding potential presenters.