



# OHIO CAREER DEVELOPMENT ASSOCIATION

FALL 2006



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**“The metaphors of fall reflect the Ohio Career Development Association well and our aims for this upcoming year.”**



## PRESIDENT’S WELCOME

By Erin Corwin, MS

**A**s I write this message the landscape and skies all around seem ever changing. For me this is what fall represents; that change is inevitable and growth is hopefully and usually not far behind. The metaphors of fall reflect the Ohio Career Development Association well and our aims for this upcoming year.

Last year we were able to hold a seminar in the Fall as well as our annual conference in the Spring. Both were wonderful events and excellent opportunities for OCDA members and potential members to come together for professional development opportunities and the chance to meet with colleagues from around the state.

This year instead of a seminar in the Fall, the board is reaching out to the membership to ask some important questions about the organization. We are planning a survey of the membership, because we want make sure that OCDA is an organization that is driven by the needs and ideas of those who join it.

The mission of OCDA “is to

promote the career development of all people over the life span, and to establish, improve, and maintain the standards of professional career guidance, counseling, and career services in Ohio.”

What does our mission mean to you? What do you value as an OCDA member? I hope that as the board develops the survey and



begins reaching out to the membership you will reflect on the mission of the organization and the things you want to get out of being a member.

We will also be focusing our time and energy into planning for the Spring event. I can already tell you it proves to be another eventful and informative gathering! Our next board meeting on November 3rd, will be spent as an intensive planning ses-

sion for the conference.

Don’t forget that aside from telling us what you think through the planned membership survey, there is nothing stopping you from getting involved now. There are many ways to participate in the organization such as getting involved with the many committees of OCDA. You’ll see them listed on our website under “Leadership”, I hope you’ll take a look.

Lastly, I’d like to thank the board and members of OCDA for this opportunity to serve as your president for 2006-2007. I have been involved in OCDA since I arrived at Oberlin College in 2003 and have immensely enjoyed my time as a part of the organization. I have learned a lot and gained much from both my colleagues on the board and the membership. I look forward to this upcoming year and am excited at the change and growth I already see, like the colors of the leaves and the wisps and puffs of Fall clouds outside my window.

**Happy Fall!!**

*Erin*



## NEED A CAREER COUNSELOR OR COACH?

By Gail Michalski, Med, LPC

**D**oes your career need a boost? Most of us wait until our careers or jobs feel like there at a dead-end before seeking assistance from a career counselor or coach. Many of us never seek assistance and remain in unfulfilled stress provoking jobs for a life time. What would happen if you met with a counselor or coach prior to experiencing a career dilemma, lay off or just plain quit your job?

Career counselors and coaches do not profess to have all the answers to your career needs. Nor can they tell you what you should be when you grow up. However they can assist you in designing an exciting and fulfilling career journey that will assist you in developing an action laid career plan designed to meet your career needs. How is this accomplished?

- Individual and group counseling/coaching sessions to clarify life/career goals.
- Administer and interpret career inventories and surveys.
- Design career exploration activities through assignments and career

planning experiences.

- Utilize career planning and occupational information systems.
- Provide opportunities for improved decision-making.
- Develop individual career plans.
- Instruction in resume development, cover letters and portfolios.
- Teach interview skills and job hunting techniques to include web based searches.
- Resolve personal on the job conflicts through practice in human relation skills.
- Assist in understand the integration of work and other life roles.

Provide support and adjustment counseling to persons experiencing job stress, loss and or career transition.

Where can one find a career coach or counselor? Most vocational schools and colleges have qualified staff on hand to meet an individual's career concerns. You can also locate private practitioners in your local phone book or visit the National Career

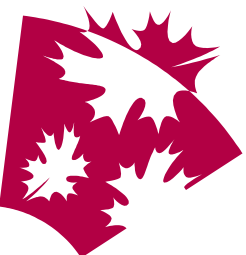
Development Association (NCDA) website at [www.ncda.org](http://www.ncda.org). NCDA's mission is to promote the career development of all people over the life span. To achieve this mission NCDA offers a variety of services one being a listing of qualified career professionals.

You can anticipate spending \$75.00-\$150.00 per hour for the service. Expect to purchase 2-4 hours of time to accelerate your job search and quest for fulfilling employment.

Before you meet with a counselor be sure to ask what their credentials are. How long do they anticipate the service will last? What is their level of expertise? How much do they charge? How accessible are they to you and can they create resumes that meet the demands of the rapidly changing workplace. By asking these questions and trusting your instincts you will select the best person to assist you in designing your future career.

Good Luck!

*Gail*



**“ Before you meet with a counselor be sure to ask what their credentials are. “**

**RE-CAREER? RETIRE? REVIVE?****By Martin Elliot Jaffe, MCC,**

**A**s I design the next step of my career counseling role after retiring from 30 years of public employment, I have been drawn to some fresh career planning books dealing with the needs of life/work balance and career transition for the 78 million baby boomers whose concerns may transform our career counseling practices in the decades ahead.

My current favorite of this genre is by well-known counseling psychologist and former NCDAA president, Nancy Schlossberg. Her *RETIRE SMART, RETIRE HAPPY* (2005, American Psychological Association) guides readers on the search for meaning and purpose that continues at 60, 70, 80....? For Schlossberg, it is all about, "social equity—the need to matter." Her models of life transition, new roles, and visionary redefinition of work are valuable tools for career counselors and our clients to master.

*THE NEW RETIREMENT* by Jan Cullinane and Cathy Fitzgerald (2004, Rodale Press) covers it all—best places to retire, lifelong learning, financial planning ideas. Following the that guidance I received from this book I am writing this review from my new dockside home in the San Juan islands of Washington state. A spouting orca just splashed water on my laptop and I may have to cut this review short. (Just kidding)

One of the pearls of wisdom in this book is the respectful shout out to career counselors, "A career counselor can help crystallize and focus your priorities and narrow your job search."

Career planning is a lifelong series of choices and changes; these resources and our own continual professional development will help our clients keep a gentle breeze at their backs as they move forward to vital new life roles.

*Marty*

**NEWS BULLETIN!!!**

Martin Jaffe, MCC, retired after 14 years as manager of InfoPLACE. Marty is currently establishing a career planning practice focused on adult transition, pre-retirement transition planning and creative job search/career change transitions. Marty plans to be operational as Life/Work Concepts by early November. e-mail him at [jaffeme@yahoo.com](mailto:jaffeme@yahoo.com) for more info.



## 2006-2007 OCDA EXECUTIVE BOARD

**Sara Adams, Secretary**—Assistant Director of Career Services at Oberlin College and Conservatory of Music. As the coordinator of the Conservatory Resource Center, she organizes career related activities, outreach, and advising for Conservatory students. She is also an active member of the Network for Music Career Development Officers (NetMCDO).

**Erin Corwin, President** —

**Kevin Glavin, President-Elect & Website** - is the webmaster for OCDA. Kevin is currently working on his PhD. in Counselor Education at Kent State University where he specializes in career counseling and guidance.

**Maureen Hess, Archives**—Career Development Specialist at Lorain County Community College. Holds a Master's of Education in Adult Learning and Development with a specialization in Careers and is a licensed social worker. A decade of experience in both the non-profit and the business worlds enhance her efforts with both students and community members.

**Christa Juenger, Member-at-Large**—licensed counselor and certified by the Institute of Career Certification International as a Fellow Practitioner. She holds a Bachelor of Arts and Master of Arts in Counselor Education from the Ohio State University and is a Buckeye through-and-through. She has worked in the career coaching/ counseling field for almost 7 years in private practice and outplacement services.

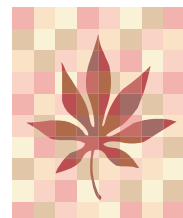
**Martin Jaffe, Gov't Reelations**—has been manager of InfoPLACE , the adult career counseling resource center of the Cuyahoga County Public Library since 1992. Prior to that, he was an INfoPLACE career counselor from 1987 . Marty is a MCC,(Master Career Counselor) one of 235 certified since 2002. Marty is primary author or co-author of several nationally distributed assessments and books.

**Michael Morley, Newsletter**—Assistant Director, Career Development at The University of Akron. Changed careers five years ago from printing and publishing to higher education . MA in Counseling

and PC

**Gail Michalski, Past President**— Masters Degree in Post-Secondary Counseling, Licensed State of Ohio Counselor and Social Worker, Licensed Independent Chemical Dependency Counselor, Certified Vocational Evaluator. Twenty five years experience in the field of counseling performing mental health, chemical dependency and career counseling services. Coordinator of the Career Resource program at Auburn Career Center.

**Waneta Petty, Treasurer & By-Laws**—admissions counselor at Stark State College of Technology. She also do career counseling and coordinate the Post Secondary Education Option program. Earned BA in English and education at Otterbein College and my MA in Guidance and Counseling at the University of Akron. Retired from Barberton Public Schools where she taught English, American history, and psychology and later served as a guidance counselor.



## NOW WHAT? LIFE BLUE PRINT

By Wendy Miller

**C**all it a mid-life crisis, but with nearly 20 years of experience in the career development field, I started to question whether I was truly helping others. After finishing with a client I was often left with a nagging sense of unfinished business and feared my clients were left wanting too. What was I missing?

I started to hit on the answer when I attended a conference that featured Laura Berman Fortgang as a keynote speaker. Laura Berman Fortgang is recognized as a pioneer in the personal coaching field and is the author of Living Your Best Life and Take Yourself to the Top. Her many media spots have included The Oprah Winfrey Show, The CBS Early Show and CNN. I'll be honest and admit I was highly skeptical. I'm not necessarily a fan of the whole personal coaching business. Without hearing

her talk, I dismissed her as too commercial – a slick marketer. I won't lie, she is a slick marketer, but I soon found out she had something of substance to offer. Maybe it was just me and where I was in my life and career, but I had an epiphany during her speech at the moment she said "It isn't about what we do, but who we get to be when we are doing it." Her Life Blueprint™ philosophy, her latest passion and topic of her presentation, hit a nerve with me.

I was so intrigued and motivated by her that I signed up for the Now What? Life Blueprint™ training. The training program consists of one weekend with Laura followed up with 8 teleclasses with someone else. You can then take an exam and become an authorized Life Blueprint™ Facilitator. I recently completed the training and am currently coaching several

clients through the 12-week process. So far, it is living up to my expectations. Her recent book, Now What? 90 Days to a New Life Direction spells out the program.

Asking the right questions is what coaching is all about. Laura confessed that having a client say to you "that is a great question" is what makes her day. Although asking questions as part of coaching is not unique to her program, she does have a slightly different spin on it, which I will describe along with the other key components of her Life Blueprint™ philosophy. Laura developed the Life Blueprint™ philosophy in response to what she saw as a growing malaise in society, particularly since 9/11 – that even though people's lives may seem good by society's standards, they aren't happy, they have trouble articulating why and feel

(Continued on page 6)



"I was so intrigued and motivated by her that I signed up for the Now What? Life Blueprint™ training."



## CONTINUED—EXECUTIVE BOARD (CONT.)

(Continued from page 4)

**Sarah Shilling, National Career Development Month Co-Chair**, National Career Development Month Chair, graduated this past June with her Master of Arts in Higher Education and Student Affairs,

with an emphasis in Student Development and Learning from The Ohio State University. She is currently an academic advisor for the School of Physical Activity and Educational Services at OSU. She brings experience working in internships, graduate

admissions, and professional development programming. This will be Sarah's second year with OCDA.

**Robert Windle, Membership**—Bob Windle has been a Career Advisor at John Carroll University since Fall

2000. Prior to that he spent several years working in corporate outplacement following a managerial career in the telecommunications industry. Bob has a MA in Counseling and is a LPC and NCC.

## NOW WHAT? (CONT.)

(Continued from page 5)

guilty for not being happy. They are yearning to do something more meaningful. Laura describes it as “a human soul searching for its place of peace.”

As a facilitator for the Now What? Life Blueprint™ program, my job is to guide clients through a process that helps them uncover their blueprint and to champion that side of them. Discovering purpose is what brings meaning to our life. Purpose is not what we are going to do, but who we get to be when we are doing it. The who drives the what.

Meaning is what ties life together so it makes sense. As Laura says, “It’s that something that gets you out of bed in the morning and gives direction to your day and life.”

The role of the coach is to serve as what Laura calls a “feeling coach” versus a “thinking coach.” Laura believes that we tend to want to coach the situation and not the problem. In order to be effective in

coaching the problem, a significant part of the training was to learn to ask “Wisdom Access Questions (WAQs)” versus “Information Questions.”

WAQs are solution-oriented versus problem-oriented. Some examples of WAQs are:

- \* What are you attached to?
- \* What is this costing you?
- \* What has to happen for you to feel successful?
- \* What’s stopping you?
- \* What do you to accomplish by doing that?
- \* What’s working for you?
- \* What’s important about that?
- \* What is missing?
- \* What’s your heart telling you?
- What are you willing to give up?

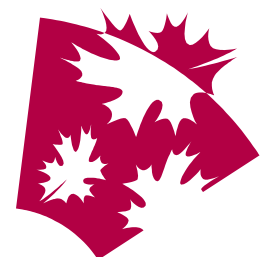
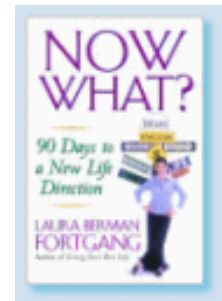
I like that the Life Blueprint™ program includes both linear and non-linear techniques. A great example of a non-linear technique is at this point in the process when clients have to write crazy, outrageous scenarios about how they are going to get to their goal and then look to see what can be borrowed from

that fiction. Next the client works on putting him or herself in opportunities way. Laura strongly believes that when you tap into your essence or life purpose, synchronicity happens. It is through the heightened awareness that comes from intuition and knowing your purpose that puts you in opportunities way. This is also where some clients can become afraid as their dreams start to come true. The last two chapters deal with developing a support network and following your blueprint. A couple of essential elements are establishing boundaries, identifying who is on your team, dealing with naysayers, asking for help, doing one thing a day, and making it fun.

For me, I now feel closer to filling in the missing pieces of my previous work with clients. I believe I can help clients figure out their purpose in order to bring meaning into their lives and make it fun.

For more information about how to become a Life Blueprint™ Facilitator, go to [www.laurabermanfortgang.com](http://www.laurabermanfortgang.com) or feel free to contact Wendy Miller at [ca-reers@wendy-miller.com](mailto:ca-reers@wendy-miller.com) with questions

*Wendy.*





## GCDF – MORE LETTERS FOR ALPHABET SOUP IN CAREER DEVELOPMENT?

By Bob Windle, LPC, NCC

### ***An option for your consideration***

OCDA is a microcosm of the career development field. We have practitioners with licenses granted by the State of Ohio, some have certifications from NBCC, some are practicing as certified coaches and others are delivering high quality career services with the benefit of seminars, workshops and real world experience.

As we move through this first decade of the 21<sup>st</sup> century we see a lot of people entering the career development field. With the growing attention to career development issues for people of all ages we can likely look forward to more individuals entering the career development field to share their “expertise”. With this in mind you might want to consider qualifying for the Global Career Development Facilitator (GCDF) certification.

### **What is the history of the GCDF credential?**

The Career Development Facilitator (CDF) project was initially developed in 1997 through a collaborative arrangement between the Cen-

ter for Credentialing and Education, Inc. (CCE), the National Career Development Association (NCDA) and the National Occupational Information Coordinating Committee (NOICC).

Since that time, the Global Career Development Facilitator (GCDF) was developed offering country specific standardization and recognition to career development professionals. The GCDF is currently offered in Bulgaria, Canada, China, Germany, Japan, New Zealand, Romania, Turkey, and the United States.

### **What are possible career paths for GCDFs?**

This title designates individuals working in a variety of career development settings. Career Development Facilitators may serve as:

- Career group facilitators
- Job search trainers
- Career resource center coordinators
- Career coaches
- Career development case managers
- Intake interviewers
- Occupational and

labor market information resource persons

- Human resource career development coordinators
- Employment/placement specialists
- Workforce development personnel

### **What are the expected competencies of GCDFs?**

The Global Career Development Facilitator will be competent to work in the following areas:

- Helping Skills
- Labor Market Information and Resources
- Assessment
- Diverse Populations
- Ethical and Legal Issues
- Career Development Models
- Employability Skills
- Training Clients and Peers
- Program Management/Implementation
- Promotion and Public Relations
- Technology Supervision

### **What are the benefits of becoming a GCDF?**

The credential was established to recognize the training and background of those working in career development fields, and to establish minimum competency areas. Benefits of the CDF certification include:

- A national/portable credential
- A marketable credential
- Professional recognition
- Clarification of a Scope of Practice

National Skills Standards

As of March, 2006 there were 4,754 credentialed GCDFs in the US; approximately 1% (52) reside in Ohio. Minnesota leads the list with 439. Our neighboring states stack up as follows: Michigan - 355, Pennsylvania - 139, Indiana - 17, West Virginia - 3 and Kentucky - none.

You can get more information at NCDA's site – [www.ncda.org](http://www.ncda.org) or the Center for Credentialing and Education, Inc. (CCE) site - <http://www.cce-global.org/credentials-offered/gcdfmain> - click on Credentials Offered.

*Bob*



## Membership Application\*

2006-2007

OHIO CAREER DEVELOPMENT  
ASSOCIATION

[www.ocdaonline.org](http://www.ocdaonline.org)

OCDA membership encompasses all career development providers including counselors, educators, business professionals, graduate students and paraprofessionals. The OCDA community represents a wide array of settings: education, private practice, business, and public and private institutions.

### Members are dedicated to:

1. Promoting the career development of all people over the lifespan.
2. Improving the standards of professional career service in Ohio.

### WHY JOIN OCDA?

- Professional Development
- Discount on Conferences and
- CPE's (CEU's)
- Professional Contacts and a Referral Network
- A Quarterly Newsletter
- Leadership Opportunities

OCDA is a division of the Ohio Counseling Association (OCA) and the Ohio division of the National Career Development Association (NCDA), which was founded in 1913. NCDA is a division of the American Counseling Association (ACA).

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_

Street/Apt: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

E-mail: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Employer: \_\_\_\_\_

Title: \_\_\_\_\_

### TYPE OF MEMBERSHIP

- Professional \$20  
(Masters Degree in Counseling or related field)
- Associate \$20  
(Degree, no counseling credential)
- Retired \$10
- Student \$10

### STATUS

- Renewal
- New

\*Dues may be paid directly to OCDA

**Credentials:**

   PCC    PC    NCC

**Make Checks Payable to OCDA & Mail To:**

Bob Windle - Membership  
16830 Holbrook Road  
Cleveland, OH 44120

Questions, call or e-mail  
Phone: 216-921-8768  
[windle39@sbcglobal.net](mailto:windle39@sbcglobal.net)

**Ethics Agreement:** As a member of OCDA, I do hereby agree to uphold the NCDA Code of Ethics [www.ncda.org](http://www.ncda.org) (click on guidelines).

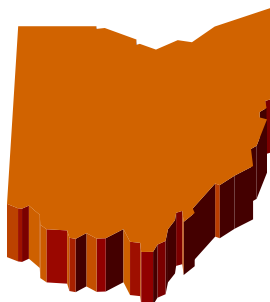
Signature \_\_\_\_\_

Date \_\_\_\_\_

<http://www.ocdaonline.org/index.htm>

**OCDA**

A State Division of the National Career Development Association and Affiliated Division of the Ohio Counseling Association



**Why Join?**

**OCDA Members Get Their \$\$\$'s Worth!**

For just \$20 Professional or Associate Membership (holds no counseling credential) and \$10 Student or Retired Membership, here are four great benefits for joining OCDA:

1. Increased networking opportunities for professional development and job searching.
2. Each member receives an opportunity to publish in our OCDA newsletter.
3. Discount for workshops and current Information on CEU's.
4. Being part of a state organization helps increase professional recognition for career development and counseling.

*Click Membership Application*

<http://www.ocdaonline.org/Membership.htm>

Or call or email Bob Windle, Membership  
216-397-4188 • [windle39@sbcglobal.net](mailto:windle39@sbcglobal.net)

**CURRENT MEMBERS!**

Please provide or update your email address so that you can receive our NEW formatted newsletter in FULL COLOR. This also helps the organization save on printing and mailing costs.

*Thank you! Bob*

**2006-2007 OCDA EXECUTIVE BOARD & COMMITTEE CHAIR**

Officers	Name	Office	Email
President	Erin Corwin, MS	440-775-8848	<a href="mailto:erin.corwin@oberlin.edu">erin.corwin@oberlin.edu</a>
President-Elect	Kevin Glavin, MEd, MSc		<a href="mailto:kglavin@kent.edu">kglavin@kent.edu</a>
Past President	Gail Michalski, Med, LPC	440-358-8007	<a href="mailto:gmichalski@auburncc.org">gmichalski@auburncc.org</a>
Secretary	Sara Adams, MA	440-775-8140	<a href="mailto:sara.adams@oberlin.edu">sara.adams@oberlin.edu</a>
Treasurer	Waneta Petty, MA	440-775-8848	<a href="mailto:wpetty@statestate.edu">wpetty@statestate.edu</a>
Member-at-Large	Christa Juenger, MA, CMF	614-531-2757	<a href="mailto:christa@career180.com">christa@career180.com</a>
Membership	Robert Windle, LPC, NCC	216-397-4188	<a href="mailto:windle39@sbcglobal.net">windle39@sbcglobal.net</a>
Newsletter	Michael Morley, MA,Ed, LPC	330-972-6544	<a href="mailto:mpmorle@uakron.edu">mpmorle@uakron.edu</a>
Website	Kevin Glavin, Med, MSc		<a href="mailto:kglavin@kent.edu">kglavin@kent.edu</a>
Nominations	Gail Michalski, Med, LPC	440-358-8007	<a href="mailto:gmichalski@auburncc.org">gmichalski@auburncc.org</a>
Gov't Relations	Martin E. Jaffe , MCC	216-475-2225	<a href="mailto:jaffeme@yahoo.com">jaffeme@yahoo.com</a>
By-Laws	Waneta Petty, MA	330-966-5450	<a href="mailto:wpetty@starkstate.edu">wpetty@starkstate.edu</a>
Awards	Maureen Hess, Med, LSW	800-995-5222	<a href="mailto:mhess@lorainccc.edu">mhess@lorainccc.edu</a>
Nat'l Career Dev Mo	Sarah Shilling, MA	614-292-6787	<a href="mailto:shilling.29@osu.edu">shilling.29@osu.edu</a>
Archives	Maureen Hess, Med, LSW	800-995-5222	<a href="mailto:mhess@lorainccc.edu">mhess@lorainccc.edu</a>

