



Maryland Career  
Development Association

# NEWSLETTER

JANUARY 2023

President: Dr. Sujata Ives  
Secretary: Viktoriya Selden  
Technology & Website: Dr. Marilyn Maze  
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Legislation & Advocacy: Natalie Kauffman,  
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PR & Newsletter Editor:  
Dr. Sujata Ives



**MCDA is a Division of the Maryland Counseling Association  
and a state chapter of the National Career Development  
Association**



## DR. STACI PARKER RESIGNED PRESIDENT, MCDA



### NEW YEAR, NEW YOU; RESOLUTIONS, PURPOSE, AND GOALS

As we embark on a new year, reflecting on the past and taking the lessons we learned into our future, what has been your Aha moment? Has your purpose been adjusted so that new goals can be met in these next 300 plus days?

Take a moment to reflect on what has been important to you: health, wealth, family, friends, life, love, and all that you wish to manifest. Sounds wonderful but let me play devil's advocate for a moment.

Once we have dreamed wonderful dreams, we must capture those dreams in a plan to follow with action steps. As members of the career development community, we understand that after we have encouraged ourselves to dream big then we must write the vision and then walk the walk. If you're stuck, let me help you jump start your year with a few tips:

1. Get a calendar or a journal and plan one goal per quarter – that's four goals for the year.
2. Don't prioritize your four goals, just write them down. Only prioritize them after you have a clear vision of them and their importance.
3. Once you have your goals, write four or five steps, detailing how you will accomplish the goal.
4. Give yourself a deadline for each goal. You have three months, but you may complete them earlier.
5. Make sure you read your goals every day. Pin them up so you can see them.
6. Read your goals every night before you go to sleep and every morning when you awake.
7. Celebrate when you have achieved each goal but be sure to acknowledge all of the little wins along the way.

In this new year, I encourage everyone to be clear in your actions so that this is the happiest year of them all. Remember: you can think inside the box, you can think outside the box, or you can think like there is no box at all. Whichever mode of thinking that you choose, make sure that it is clearest point of view for you.

Wishing Everyone a Happy 2023!



Experienced Organization Development Professional with over 10 years of combined experience in training & development, career consulting, and professional coaching. Excellent reputation for resolving issues, improving customer satisfaction, and driving overall operational improvements. Consistently known to save costs while increasing profits. Multi-talented Organization Psychologist experienced in strategic planning and operational improvements; ability to develop staff and training content, leadership and policy procedures to positively impact overall morale and productivity of employers, employees, and stakeholders. In-person and online coaching, career development, presentations, and group facilitation on various subjects.

Email: [dr.staciparker@gmail.com](mailto:dr.staciparker@gmail.com)

InTouch Training: <https://calendly.com/in-touch-training>

Website: <https://drstaciparker5.wixsite.com/intouchtraining>

*We wish you the best of luck in your endeavors, Dr. Parker!*

# National Career Development Association

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

**NCDA**

NCDA CAREER PRACTITIONER INSTITUTE

## Building and Sustaining a Private Practice in Career Development

**IN-PERSON EVENT**

February 24, 2023 • 8:30 am – 3:30 pm Eastern Time

**ANNAPOLIS, MARYLAND**

*Five hours of in-person presentations will cover the most significant topics in the realm of career development private practice, including ideal practices, inclusivity, and client motivation. Presented by experts in the field, this event offers five CEs. Join the NCDA Board and the Maryland CDA at this in-person gathering in the historic east coast city of Annapolis.*

**HOTEL INFORMATION:**

Annapolis Waterfront Hotel  
80 Compromise Street  
Annapolis, MD 21401  
Room Rate: \$229 plus taxes  
Reservations must be made by January 30, 2023 to receive the group rate.

*This CPI is for private practitioners or those interested in private practice in the future.*



**NCDA GLOBAL CAREER  
DEVELOPMENT CONFERENCE**

**NCDA  
2023**

Career Development  
Around the World:  
Making Connections and  
Increasing Access to Impact  
the Global Labor Market

**CHICAGO, ILLINOIS**  
**JUNE 29 - JULY 1, 2023**  
Pre-Conference June 28, 2023



## **NCDA DEADLINES APPROACHING**

Nominations for open NCDA Board Positions – January 16

On-demand Career Coaching (NCD Month Celebration) Registration - January 16

Hotel Reservations for Career Practitioner Institute - January 30

Member Awards Nominations – January 31

Eminent Career Award Nomination – January 31

State CDA Award Nomination – February 10

Access to On-demand Career Coaching (NCD Month Celebration) event sessions - February 15

Early Bird Conference Registration – February 15



## **UPCOMING EVENTS**

**Career Practitioner Institute, Annapolis, MD – February 24**

**2023 NCDA Global Career Development Conference – June 29-July 1**

Two Webinars: Read more details on the Webinar webpage and register now.

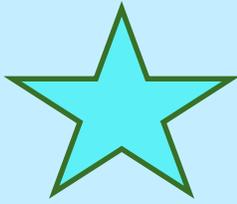
“Innovation in Career Development: Helping Higher Ed Students Broaden Their Horizons by Looking Beyond Job Titles” will be presented by JP Michel on January 17, 2023 from 6:30-7:30pm (eastern time).

“Serving Diverse Populations: DEI and Career Counseling” is a panel presentation on Tuesday February 7, 2023, from 1:00 - 2:00 pm (Eastern time), including Drs Diandra Prescod, Spencer Niles, Christian Chan, Michael Hannon and Linwood Vereen.

### **Be Aware of Scams**

NCDA Headquarters has become aware of several phishing scams being sent to NCDA members from fake accounts using our board members names. (Requests for "gift" cards or the use of unusual email addresses are a clue that it is not

legitimate.) Please simply delete these types of scam emails. NCDA will never solicit money or contributions in this manner.



## MCDA 2023 Spring Conference

MCDA will offer a Virtual, One-day, Spring Conference on Thursday, April 27<sup>th</sup>!

**Call for Proposals coming your way soon!**  
**Think about topics you want to present.**

**But first, we need a THEME. Please send your ideas for a theme to: [MCDA.Conference@MDCareers.org](mailto:MCDA.Conference@MDCareers.org)**

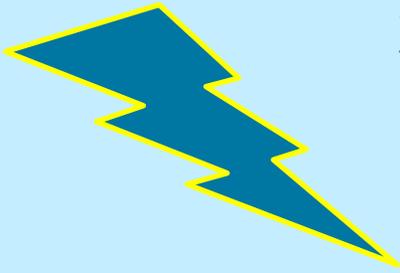
**This program is approved for NBCC clock hours.**



## Maryland Counseling Association

Visit [www.mdccounseling.org](http://www.mdccounseling.org) to become a member and access benefits!





# Mark your calendars! Free!

## ROUNDTABLE



February, April, June, August, October, December

ZOOM

ETIQUETTE



### Join us for our first Roundtable Discussion!

When: February 8<sup>th</sup> at 1:00pm EST and lunch, munch, teach, learn, share!

Topic: Resolutions & Goal-setting! Black History month!

Letter of participation given upon request.

Join On Zoom- Feb.8. 1pm, EST

<https://us02web.zoom.us/j/81171323740?pwd=WWVzY3lOUHBkOHVpMG02Z2xuUFNqdz09>

Meeting ID: 811 7132 3740

Passcode: 936558



What's the difference between a Roundtable and a Webinar?

Roundtables are group discussions with Q & A that allow participants to share, learn, and network from the shared knowledge and experience of the participants. A facilitator moderates the dialogue around a specific topic.

Webinars are presentations, seminars or workshops that cover a range of topics that participants listen to.

# DR. MARILYN MAZE

## TECHNOLOGY & WEBSITE

The pandemic gave many of us a reason to reevaluate our work/lifestyle and face the finiteness of life. At my age, life definitely feels finite. I receive at least 20 requests for money each day. Requests for my time also arrive continually – to help strangers in need, take care of family, solve problems using the skills I have developed over a lifetime... The constantly changing kaleidoscope of requests and opportunities provides an endless pull, but it would be so much easier to take a nap and decide later. I have all the skills needed to make these decisions – in fact I often teach others how to do it, but my own life still feels a bit daunting. Perhaps that is what I want from MCDA – to share feelings with others who may understand them.

~Marilyn~

Marilyn E Maze, PhD

Executive Director

Asia Pacific Career Development Association

<https://asiapacificcda.org>

### Invitation to an Impromptu Meetup (BYOB) – before the CPI Thursday, Feb 23 Annapolis Waterfront Hotel

Marilyn Maze is inviting you to her room from 8-9:30 pm on Thursday, February 23 to meet others who are attending the NCDCA CPI in Annapolis. We will provide snacks and glasses, and we ask you to bring your own beverage. She will check-in about 7:30 pm (if traffic cooperates), so we won't know the room number until then. If you are interested, please email her at [MCDA.web@MDCareers.org](mailto:MCDA.web@MDCareers.org) and she will send her room number to you just before 8pm. If you prefer a text, send your cell phone number.

## KATE RIZZI

### TREASURER

#### The Power of a Fresh Start

It is the beginning of a New Year and a time when most people are open to change. At this time of year there is a sense that the slate is wiped clean; last year's failures can be ignored and moved past, and the future is new and full of possibilities. Katy Milkman at the University of Pennsylvania Wharton School has done research that shows there are a number of other dates that offer the same "fresh start effect." For example, clients who are reminded on a Monday that it is the beginning of a brand-new week are more likely to pursue their goals at a higher velocity than those who did not receive that framing. Birthdays, and the beginning of spring have shown to be particularly effective times to kickstart change in one's life.

How to Change: The Science of Getting from Where You Are to Where You Want to Be. by Katy Milkman.

Kate Rizzi

MA | CCSP

Career Facilitator

Co-Founder, Mindful Career Center

W:[mindfulcareercenter.com](http://mindfulcareercenter.com)

Book A Free Consultation

# KAROL TAYLOR

## MEMBER

It's a new year and a new beginning. We've been through some unusual times these past few years and part of looking forward might be to review our recent experiences to determine new ways of considering our future. We've experienced a pandemic unlike anything else in our lifetime and of course it affected our thinking and our way of perceiving the world around us. We are now considering returning to the physical workspace sometime this year with a previously unexplored approach to reentering the workplace as a result of COVID.

Looking back in order to look forward in all likelihood will have an unusual, unconventional meaning for the upcoming year. Since new ways of conducting business created a space for practicing new behaviors, taking risks, making mistakes, learning from them, making things "right" to the best of our ability, and moving forward in a novel, innovative, and creative manner, we are now prepared to continue to do so. Certainly, none of us was prepared for what we've been calling a pandemic pivot, and what the then futurist Joel Barker once called a paradigm shift Joel's Bio – Joel Barker. In 1975, Barker shared that when such a change – or pivot – happens, we go back to ground zero and start all over again.

I would suggest that the COVID pivot/ground zero taught us a lot of things, one of which is that work does not have to be done the way it's always been done to get the same – or better – outcomes. It also emphasized the importance of soft skills to help us get back on track when an unexpected event affects the workplace. Outside drivers forced us to approach our work in unique ways, and we found that we could conduct business "as unusual" with positive results. I believe the pandemic pivot "set the stage" for further innovation on how to conduct our work in new and effective ways. Additionally, I believe that our soft skills, as transferrable skills are often called, saved the day.

So how do these changes affect the future of our career, or what some might call our new year's (career-related) resolutions? How does this recent past experience affect your planning for the immediate future, AKA (in my world) your IDP? Here are some ideas on soft skills to consider:

1. Resilience. You know you have resiliency because you practiced it in the recent past. Here are 8 different aspects of resilience and their explanations:
  - A. Accept change: Find ways to be more comfortable with change.
  - B. Become a Continuous Learner: Learn new skills, gain new understanding and apply them in times of change.
  - C. Take Charge. Take charge of your own career and development.
  - D. Find Your Sense of Purpose: Helps you to assess setbacks within the framework of a broader perspective.
  - E. Pay Attention to Self-Identity. Form your identity apart from your job.
  - F. Cultivate Relationships. Develop and nurture a broad network of personal and professional relationships.
  - G. Reflect. Reflection fosters learning new perspectives and self-awareness.
  - H. Skill Shift. Reframe how you see your skills, talents, and interests.
2. Adaptability. Adaptability is about having ready access to a range of behaviors that enable you to shift and experiment as things change.
3. Flexibility. Inflexibility limits the workplace adaptability of others.
  - A. Cognitive flexibility is the mental framework that allows the use of different thinking strategies to adjust to the present situation.
  - B. Emotional flexibility allows an individual to modify their emotions in their approach.
  - C. Dispositional flexibility is the ability to remain optimistic and realistic.

4. Innovation. Executing an idea which addresses a specific challenge and achieves value.
5. Creativity. Outrageously using your imagination to positively influence others.
6. Intentionality. An attitude of purposefulness, with a commitment to deliberate action.

Where does one find resources for enhancing these abilities? Interestingly Percipio provides books and online courses relevant to these soft skills (in addition to IT hard skills) on these subjects. You can complete a search to identify them. It's perfectly fine to include these types of learning on your IDP, so please consider these options.

Employers want employees who can interact effectively with others. Soft skills are the skills that enable you to fit in at a workplace. They include your personality, attitude, flexibility, motivation, and manners. Soft skills are so important that they are often the reason employers decide whether to keep or promote an employee. So...what soft skills do you “bring to the table” and what can you do to develop and to use them more effectively as we enter a year of new possibilities and intentionality?



## Resources

Adapting to Change Requires Flexible Leadership | CCL  
<https://andyeklund.com/definitions-of-creativity/>

Effective adaptability—how can you become a better leader? > 20th Air Force > Display (af.mil)

<https://www.ideatovalue.com/inno/nickskillicorn/2016/03/innovation-15-experts-share-innovation-definition/>

[https://www.linkedin.com/posts/sukainaanis\\_infographic-resilience-resilienceatwork-activity-6918035049179181056-7vEQ](https://www.linkedin.com/posts/sukainaanis_infographic-resilience-resilienceatwork-activity-6918035049179181056-7vEQ)

List of Top Soft Skills Employers Value with Examples (thebalancemoney.com)  
 Realize Your Potential: SEC (csod.com)

Karol Taylor - Nationally Recognized Federal Career Coach/Counselor | Encore Careerist | Coauthor, Find Your Federal Job Fit

# How Do I Become an MCDA Member?

**Only 30 dollars? Yes! Join with a friend or colleague too!**

## **Benefits of Membership**

Promotional Literature

MCDA Newsletter

Advertise your business on the MCDA Website

Advertise your business in the MCDA E-Newsletter

Write a short article of interest and Get Published in the E-Newsletter

Membership Certificate (through a request to the president)

Approved Provider of Continuing Education Hours for Webinars

MCDA Website Homepage

Interact with MCDA leaders & members

Multiple Professional development opportunities

Look for upcoming webinars

Career Development Training

MCDA “Learning Moments” at NCDA Conference

Important information from NCDA

Standards for Employment Counseling Competencies and Legislative Advocacy

Global presence

Roundtables

Webinars

Conferences

Workshops

## **How To Join**

Go to [www.mdcareers.com](http://www.mdcareers.com)





## NAWDP

<https://nawdp.careerwebsite.com/jobs/>

The National Association of Workforce Development Professionals (NAWDP) is a professional association representing individual workforce development and human resources practitioners, who connect jobseekers, educators and companies to advance the American economy.

Director for Workforce Development  
Harford Community College  
Bel Air, Maryland, United States (On-Site)  
Job ID: 67168611  
Workplace Type: On-Site  
Location: Bel Air, Maryland, United States

Director, Workforce Planning  
Catholic Relief Services  
Baltimore, Maryland, United States  
Job ID: ba5122c0-26360999295  
Location: Baltimore, Maryland, United States

Senior Analyst, Workforce Management  
Evolut Health  
Annapolis, Maryland, United States  
Job ID: ba5122c0-26378170264  
Location: Annapolis, Maryland, United States

Workforce Programs Supervisor  
Government Jobs  
Upper Marlboro, Maryland, United States  
Job ID: ba5122c0-26372160406  
Location: Upper Marlboro, Maryland, United

Senior Workforce Development Specialist (Hybrid)  
Constellation  
Lutherville Timonium, Maryland, United States  
Job ID: ba5122c0-26355459963  
Location: Lutherville Timonium, Maryland, United States

IC Workforce Development and Retention Strategist  
Office of the Director of National Intelligence  
Bethesda, Maryland, United States

Job ID: ba5122c0-26257695460  
Location: Bethesda, Maryland, United States

Human Resources Strategy Design Consultant  
III, Workforce Planning and Analytics  
Workforce Planning & Analytics

Kaiser Permanente Zion Medical Center,  
Rockville, Maryland, United States

Job ID: ba5122c0-26346482351  
Location: Rockville, Maryland, United States

# Dr. Sujata Ives

## President, PR, and Newsletter Editor

Greetings!

I feel like I'm walking into the greatest year of my life! My motivational words for this year are: innovation and optimism. My acronym focus is: DEIB (Diversity, Equity, Inclusion, Belongingness). My Association goal is: Interculturalism.

When the MCDA Board asked me to take the role of President, PR, and Newsletter Editor, I felt honored because I recognize the value in uniting with members through roundtable discussions, webinars, workshops, events, and conferences. As Leadership Support Liaison for the Global Connections Committee of the NCDA, I have learned that bonding is not necessarily about the color of our skin, but rather about the color of our hearts.

My nineteen military dependent global moves on three continents gave me a great appreciation for cultures and diversity. We are not moving around anymore and have made Maryland our permanent home. I am happy to continue my limited private practice in counseling and coaching. Every counselor needs a counselor, and I am here to help you.

As a member of the Society for Human Resource Management (SHRM), they published my article. I firmly believe that human resource officers are our vocational cousins and it makes sense to forge a relationship between the two sectors. Here is the link:

<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/pages/post-crisis-common-sense-global-leadership.aspx?linktext=post-crisis-common-sense-global-leadership>

If we lock our arms together, we can make Maryland a model state!

Thank you for your support.

~Sujata~

**Sujata Ives, PhD**  
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**[Linkedin.com/in/drsujataivesphd](https://www.linkedin.com/in/drsujataivesphd)**  
***"A Counselor's Counselor"***



**This Newsletter has been approved by the MCDA Board.**

**Next Newsletter will come out the last week in March.**

**Please send in your submissions by March 1<sup>st</sup>.**

**Your submission does not guarantee that it will be published. The Board will access based on relevance to our field.**

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