

# June 2020 MCDA Newsletter

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## MCDA Supports Social Justice

MCDA supports the statements made by both NCDCA and ACA regarding social justice and undue police violence. The foundations of our work and the field of career development are rooted in social justice, and as members of the helping profession we are called to listen, hear, and **take action** as advocates of social change.

### ***Message from NCDCA:***

The NCDCA Board and its members are saddened by the continued violence by law enforcement against unarmed black and brown people and we support peaceful protests calling for social justice. On May 18, 2020, the American Counseling Association posted a statement on police violence which NCDCA is proud to endorse.

–*Kathy Evans*, NCDCA President

### ***ACA Statement on Undue Police Violence:***

The American Counseling Association (ACA) acknowledges the traumatic impact of undue use of violence in policing, racially motivated violent incidents, and implicit bias, characterized by excessive force and negligence. Whereas, we support and value the role of positive law enforcement and ethical policing conducted daily in this occupation, the ACA condemns incidents of undue violence and stands in solidarity with the individuals, families, and

communities impacted by such occurrences. Furthermore, the ACA supports the efforts of counselors who counsel and advocate on behalf of those who experienced such encounters.

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# Letter from MCDA Past President

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Wow, what a year it has been for career counselors and coaches around the world. With unemployment rates increasing and many individuals deciding to change career paths, our services are needed now more than ever. MCDA has a vital role to keep our members educated and informed of all the changes and trends that are taking place.

***How can you make a difference?*** By serving as a member of the MCDA board or as chair of a committee.

MCDA is now seeking nominations for the positions of **President and President-Elect**. There are numerous benefits and advantages that come with leading a state career development association, such as acquiring continuing education contact hours, professional development, and networking opportunities with national leaders of National Career Development Association (NCDA), Maryland Counseling Association (MCA), and American Counseling Association (ACA). We encourage you to join those of us who keep our organization moving forward. I have personally enjoyed serving as an Officer and am grateful for the experience.

The term for holding office is July 1, 2020 to June 30, 2021. To learn more about available positions, please visit the [MCDA home page](#) and scroll down to the section that says "MCDA Officers". You will find a link that will take you to the [Volunteer Opportunities](#) page.

**All nominations must include:**

- A professional resume of the proposed nominee.
- A letter from the nominee stating their willingness and ability to serve.
- A professional photo that can be used for the election process.

You must be a MCDA member to run for office. Please note, you can nominate yourself. The **deadline for Nominations is Saturday, June 13, 2020**. Please send the nomination packages to [MCDA.Info@mdcareers.org](mailto:MCDA.Info@mdcareers.org).

In addition to the nominations for President and President-Elect, the following Committee Chairs are vacant:

- Awards
- Conference
- Public Relations
- Membership
- Mentoring and Outreach
- Website
- Newsletter
- Programming

- National Career Development Month

If you would like to fill one of these Committee Chair positions, please send an email to me at [MCDA.Info@mdcareers.org](mailto:MCDA.Info@mdcareers.org).

If you have any questions or would like additional information, please let us know. Thank you for your support as we prepare for another wonderful and exciting year!

Stay safe and healthy,

*Carolyn Owens*

MCDA Past President

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## Featured Articles

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### MCDA Virtual Meeting

MCDA held a well-received virtual meeting June 5, 2020 with 11 people attending. Participants shared how happy they were to be able to see each other and meet electronically. They all gave MCDA lots of love and a big thanks! Our Frostburg attendee shared that she was delighted to be able to join us, something she would not have been able to do if we had met face-to-face.

In an effort to facilitate and focus our conversation, two questions were posed. Below you will find highlights from participant responses.

#### **1. What is one success/accomplishment you've had this year? What is an area you've made progress in this year?**

Members shared that they were pleased at how quickly they and their organization adapted to providing services online. Members are delighted with the idea of participating in MCDA events electronically, even though they will miss face-to-face networking. Each participant spoke at length about their successes and shared lessons learned while making the transition. We learned that several participants have extensive online experience, one of whom is running for a top leadership role in MCDA. There was a lot of energy around holding a Conference, and all agreed that MCDA should hold a conference online using NCDA's template as a model.

#### **2. What does MCDA need to provide you to consider a leadership position?**

Members shared that they need access to MCDA's bylaws so they could learn about the different roles and expectations to fulfill the duties of each role. A quick search identified that the bylaws are not readily available on the MCDA website, but they can be located using a search engine found here. A suggestion was made to fill the most important Committee Chair roles, and to leave the others open until the new leadership is in a position to fill them.

Overall, everyone was delighted to see each other and share how they have been affected by the quick change to sheltering in place. If anyone would like to conduct another online networking event, please feel free to reach out to me at [karoltaylor@verizon.net](mailto:karoltaylor@verizon.net) and I will be

glad to set it up on MCDA's GoToMeeting account.

*\*Meeting highlights provided by Karol Taylor.*

# Staying Motivated and Engaged While Sheltering-in-Place

By Karol Taylor

Time management gurus offer advice on how to stay motivated during a pandemic, as if they have experience dealing with one: get up at the same time each day, get dressed and ready as if you are reporting to the office, have a separate office from the rest of the house, etc. While some of their ideas may work, others may not. Teleworking during a pandemic is new to all of us, and none of us quite knows what we are doing. The key to staying motivated is to do your best without adding unnecessary, unrealistic pressure.

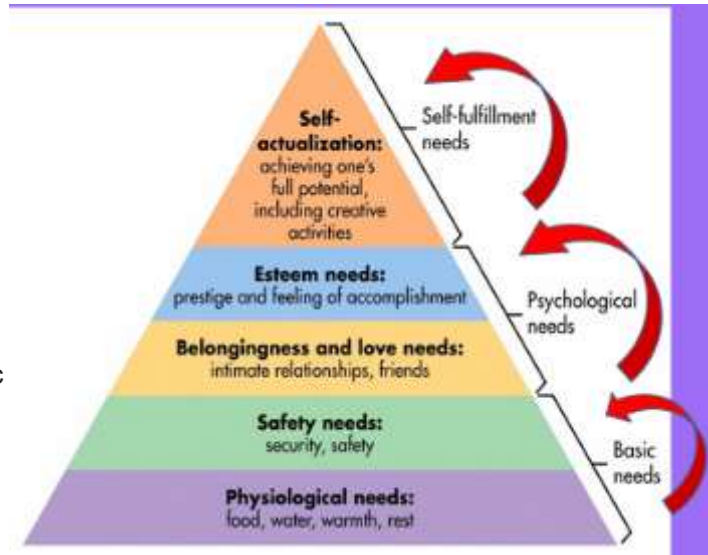
Psychologist Abraham Maslow talked about motivation in his Hierarchy of Needs Theory. Maslow said basic needs must be met for individuals to move to the next level (see graphics). At the basic level of survival (physiological) and safety needs, employees feel disengaged at work and their primary motivation is to survive. When basic needs are met, employees are able to reengage and focus. According to Maslow, engagement increases as employees move up the levels of the hierarchy from feelings of belonging and accomplishment, to becoming fully engaged and meeting their full potential.



Right now most of us have been given telework privileges, so sheltering in place meets our basic needs. Our sense of belonging and accomplishment is safeguarded—as long as we stay home. When we venture out, we move back down the Hierarchy to the basic needs level of survival and safety. It takes a moment to get back on track when we return home. With these variances in engagement vs. non-engagement, it is not as easy to stay focused. Now IS NOT the time to write that book we all have inside us. Now IS NOT the time to make big decisions or big changes. Now IS

the time to practice excellent self-care. Make self-care your biggest priority, then allow your positive energy to enhance your sense of engagement.

Here are some self-care ideas: set aside 15-20 minutes each day and honor this commitment. Walk around the house or around the block to get some natural Vitamin D. We need exercise, but we also need time to relax. Practice breath-focused meditation, guided meditation, and/or music for relaxation. Some people meditate by coloring or drawing to music. Some apps offer free short meditations, and YouTube has free guided meditation videos by a number of well-known authorities.



Another meditative approach is journaling, which helps to identify thoughts you might not know you are having. Journaling doesn't need to be perfect or in well-developed sentences; just write. It only takes an inexpensive notebook and a favorite pen, and voila you have a journal. Setting aside time each day will provide much needed insight and energy for facing the current ups and downs inherent in life during a pandemic. Whatever style of self-reflection you choose, make sure it is the one that works best for you.

As always, I suggest setting aside 10-15 minutes for your own career planning. Keeping track of your accomplishments is a great idea for writing your performance narrative at the end of the year. Be sure to have an IDP in place. Research courses, books, online learning, and other developmental opportunities to include in it. A well-developed IDP helps keep your career on-track.

Right now we continue to face the unknown, so we might as well do it with style, verve, and pizzazz. Be kind and gentle with yourself. Make sure that no matter which method you use to keep yourself motivated and engaged, that it is the right one for you.



**Karol Taylor** has been a member of MCDA for more than 17 years, 13 as a Board member. Karol is an expert in the federal job search, but she also has expertise in leadership and organizational development. Karol previously shared this information in a webinar for Boxer Associates and will be sharing it again as a webinar for MCA June 19 at noon.



# Announcement

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## 2020 NCDA Global Career Development Conference



The NCDA Board of Directors made the difficult and unavoidable decision to cancel the NCDA 2020 Global Career Development Conference scheduled in Minneapolis this June. With the current conditions, it has become impossible to proceed with the Conference and the pre-events that were scheduled.

The careful decision was made as a direct result of the spread of COVID-19 and the announcement of this global pandemic by the World Health Organization. The health and safety of our conference attendees, exhibitors, and staff was paramount to the decision.

NCDA was on track for one of the highest conference attendances before COVID hit and for this reason, we are pleased to announce that we will host the conference in Minneapolis in 2026. We had a wonderful program of events planned, and we share in your disappointment.

If you were registered for the conference, you will receive a separate e-mail on how to secure a refund from NCDA. All hotel rooms secured under the NCDA group discount at the Hilton will be automatically cancelled. You will receive a refund for any advance deposit. If you booked a room outside of the group block, or at alternate hotels, please cancel those reservations directly.

Despite the bad news of the cancellation, we have good news too! NCDA will host a Virtual NCDA Conference in July. More details will be made available shortly.

Finally, I want to extend my appreciation for your support and patience as the Board worked behind the scenes to navigate the ever-changing COVID-19 situation. We are all dedicated to providing a quality professional development experience in a safe and secure manner. Thank you for choosing NCDA and we hope to see you soon at a future NCDA event!

*Dr. Kathy Evans*

NCDA President 2019-2020

[https://ncda.org/aws/NCDA/pt/sp/conference\\_home](https://ncda.org/aws/NCDA/pt/sp/conference_home)

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# Resources & Requests

## Request from Colorado Colleague Sandra Rosewell

Maryland colleagues, I am writing to request a bit of assistance from all of you. I am putting together a list of 'not your typical' career resources from each state. What I mean by 'not your typical' career resource is something like [Built In Colorado](#), a resource that everyone would not be aware of.

My plan is to put together a list of career resources in each state to assist parents of students who are out of work due to COVID 19. If you have a couple of reliable 'go to' links that are specific to Maryland, DC, Virginia that you can share, please email me at [sandra.rosewell@colorado.edu](mailto:sandra.rosewell@colorado.edu). When I complete the list I will send it to you!

### *The categories I am using for this resource are:*

General Occupational Information

*Example:* Careeronestop

Industry and Occupation-Specific Information, Employment Trends

*Example:* Bureau of Labor Statistics

Job Search Sites

*Example:* USA.Jobs

Job Search Information

*Example:* The Balance Career

Resources Related to Diversity

*Example:* <https://workplacediversity.com/>

Thank you in advance for any assistance you are willing to share!

## Resources to Share - LearnHowToBecome.org

Many students have been displaced financially as a result of service business closures across the country. It is likely that many of these students are currently looking for employment, and with the added competition that summer break holds for young job seekers every year, it is likely that circumstances will prove much more difficult than usual for students looking to find work.

The LearnHowToBecome.org team has built a series of guides to employment to support young job seekers. With the end of the school year coming, these guides should be able to help both the college and high school graduates who look to you as a source of aid, opportunity, and education.

Please share these resources with young job seekers in your practice and network:

**Job Search App Guide** - <https://www.learnhowtobecome.org/career-resource-center/job-search-apps/>

**Job Search Site Personalization** - <https://www.learnhowtobecome.org/career-resource-center/personalize-online-job-search/>

**Career-Specific Job Search** - <https://www.learnhowtobecome.org/career-resource-center/15-best-job-search-sites/>