



MCDA

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[Newsletter: Vol. 5, Dec/Jan 2017](#)

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President's Corner

Hello MCDAers!

I'm guessing that some of you are wondering about this group called the "MCDA Board". You might even be thinking we are some stealth, secret team that mysteriously appears at each conference and then disappears into the shadows. I assure you, we are real people! Just to prove this point we have added our pictures and bios on the MCDA website. [Click here to get to know the MCDA Board members.](#)

From my previous communication you may remember that one of my goals for this MCDA year is to provide resources for MCDA members to strengthen our collective knowledge and skills. I'd like to share a short list of ideas for continuing your own professional development:

- *Round Tables – next one is March 15th (details on website)*
- *Lunch 'n Learn Webinars – second one was early February; first one is recorded and on website*
- *Newsletters – include various topics such as article on LinkedIn in last newsletter*
- *Opportunities to be a speaker, writer, volunteer/leader*
- *MCDA LinkedIn group – learn about relevant topics and participate in discussions (be a thought leader!)*
- *NCEA Credentialing Options – described in last newsletter*

More than ever I am convinced of the amazing talent within MCDA and I want to share and expand on that. I hope every single one of you will ask yourself: In what areas could I grow? And, in what areas could I share? We'd love to hear from you.

*Kim Marrone
President 2016-2017*





2017 MINNESOTA CAREERS CONFERENCE

CAREER EVOLUTION: Increasing "Fit-agility"

Register and Submit a Breakout Session Proposal Today!



Registration is now available online for the 2017 Minnesota Careers Conference, April 27-28.

The conference will be held at the New Brighton Community Center in New Brighton.

For more information visit the conference website:
<http://mcda.net/events/spring-conference/>

Keynote, Breakouts and Networking Social



On Friday, April 28th, DeAnna Murphy, a Career Transition and Visioning/Change agent, previously with Lee Hecht Harrisons, will address the topic of:

Career Evolution: Increasing "Fit-Agility"

As people and their work change and evolve, the fit between work and self shifts and changes. As a result, people often feel stuck and uncertain about their career paths. DeAnna will use an Appreciative Inquiry approach to show how clients can access their own success patterns, strengths and inner resources to find a new way forward.

The day-long conference will include breakout sessions led by professionals on a variety of career-related subjects, and end with a **Networking Social** to connect with colleagues, enjoy refreshments, and an opportunity to win door prizes!

Professional Development Institute (PDI)



The conference begins on Thursday, April 27th with a half-day PDI by nationally certified Global Development Facilitator and Instructor, Jim Peacock. Jim will discuss:

"MOVING CLIENTS FROM 'STUCK' TO 'ACTION': Two approaches for successful career transition"

Jim will take us through Schlossberg's Transition Theory and the four factors that affect one's ability to cope with transition: **Situation, Self, Support, Strategies (4 S's)**. He will introduce us to the **Change and Choice Wheel**, a tool to help clients through their career transition process.

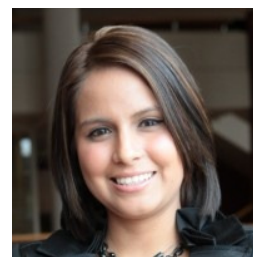
AND...

Present the **"Happenstance Theory"** as a way to coach clients in creating unplanned events to explore and discover new occupations – what Jim calls, **"intentional serendipity."**



Check Your Privilege

By Victor Massaglia and Simona Suen



As career professionals, we recognize personality tests such as StrengthsFinder and Myers-Briggs Type Indicator (MBTI) as important tools to provide insight into our personality traits, management styles, teaching, and communication styles. We value these assessments as important tools to gain self-awareness, which in turn enable us to understand, empathize, and better assist our clients. In this same light, one assessment you may not be aware of is one that addresses *privilege*.

The MCDA Diversity Committee encourages **open dialogue** around issues of diversity and inclusion and to **engage in and encourage** diversity efforts. Toward that end, identifying factors of privilege in our own lives can serve as an important tool towards understanding and approaching the daily impact of privilege, and lack thereof, in the populations we serve.

What is Privilege?

Author and activist, Peggy McIntosh is well known for her writing around privilege, describing how social, legal, and economic constructions of race impact all of us. She explains that, “Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they’ve done or failed to do. Access to privilege doesn’t determine one’s outcomes, but it is definitely an asset that makes it more likely that whatever talent, ability, and aspirations a person with privilege has will result in something positive for them” (McIntosh, P. (1998). *White privilege: unpacking the invisible knapsack*. In *Best of Pact Press: A Collection of the Best Articles on Racial Identity* (p. 28+). Oakland, CA: Pact - An Adoption Alliance).

In our ever so changing world, we must continue to learn about our privilege status and the impact we have on those around us. Please take 3-5 minutes to complete this free online “Privilege” test [here](#). Keep in mind that although it is a free online tool, the questions should still be taken seriously. The purpose of the assessment is to help you see and learn that often daily rituals are experienced differently by those around you and many factors including race, gender, education, sexual orientation, class, age and religion are major components that take a toll on individuals/groups.

After you take the privilege test, we invite you to reflect on your findings and use the questions below to continue to dialogue on issues of privilege.

- What daily activities perpetuate my privilege and what can I do to change these?
- What can I do as an individual who has privilege to support individuals who may not have privilege?
- How can I use my background and experience to empower those who are less privileged?
- How can I use my background and experience to teach those around me who are privileged?
- What next steps can you take to develop as an ally or advocate for racial equity?
- How can my team/office give back to the diverse community we serve?

Member Spotlight: Megan Meuli, M.A.

Megan has been a member of MCDA since 2001 and is a 2002 recipient of the Sunny Hansen Graduate Student Award.



Over the past 16 years, Megan has worked as a career counselor and instructor at a variety of universities and nonprofits including UW-River Falls, Hamline University, Career Solutions (formerly Working Opportunities for Women). Most recently she continues to work as an adjunct faculty member for Adler Graduate School where she teaches foundations of career development for students working on their masters degrees in counseling.

In addition to teaching, Megan has been assisting career transition clients in her private practice since 2007. She is grateful to have had the opportunity to assist fellow MCDA members by coordinating Round Table discussions on a variety of topics by working with board and fellow members David Peeples, Sharon Balke, and Shelley Jensen-Decker over the past year.

Megan enjoys catching up with colleagues at events and continues to gain personal and professional growth through the many wonderful programs provided by MCDA.

Winter Event

“Designing Your Life” Career Ideas Festival is this year’s MCDA Winter Event, sponsored by Metropolitan State University. The half-day event on Friday, March 10, includes a hands-on workshop by Life Design Lab cofounder Dave Evans. You can participate in the full event with lunch, or come just for Dave’s presentation and book signing. Registration information will be announced soon: <http://mcda.net/events/>.

MCDA Roundtable Recap

January 18, 2017

As we began a new year, Mary Jo Cherry, a Career Transition and Visioning/Change Management Consultant for Lee Hecht Harrison, facilitated a lively discussion on the topic of vision boards and creative visualization to guide MCDA members to creatively assist clients with intuitive goal setting. She reminded us that we CAN control how well we function in life situations by controlling our thought patterns: as a person THINKS, he/she IS. Participants shared their own personal and client stories in addition to providing suggestions and advice to each other.

Newsletter Editors:



Bushra Rizvi, GCDF



Lesley Farnham, M.A.