



# SCANNER

Michigan Career Development Association

Division of Michigan Counseling Association

Fall 2006

Division of National Career Development Association

## President's Message

Welcome to all of the members of the Michigan Career Development Association (MCDA) for 2006-2007. When we look around us, we are constantly reminded of the economic situation of Michigan and the effect that it has on organizations and businesses. So it is no wonder that the future of the MCDA is also of concern. Many of the members have been a member for so long that they have forgotten when they joined or why, others are very new to the organization, but they all ask the same question..... "What's in it for me?" The answer is not always clear; in fact it may seem elusive if you think about 'what do you really get' from being a member.

This year the hope and dedicated work of the board is to continue efforts to "Bridge Career Connections with Business, Education and Government" that was effectively started at the 2006 annual spring conference. A group of members have formed a committee that will work with Senator Kuipers' office to continue relations working on what is happening in legislature regarding the welfare of education and the impact on Michigan business. Are we providing a prepared workforce? Is there money to prepare the future workforce? How will we keep that workforce here in Michigan if there are no jobs? Lots of questions and the hope from the committee is to get the answers. These answers will be shared with the membership in other newsletters.

Another vision for the MCDA board is that members will have opportunities throughout the state to share concerns and get assistance through dialogue with business leaders by attending meetings periodically at a centrally located facility in Lansing or Grand Rapids. This will offer membership a chance to be heard and hopefully spark an interest in continued participation in working board meetings as well as professional development sessions that are planned throughout this year.

Career development professionals are constantly challenged to help individuals face the enormous task of identifying long

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## Career Counselors Must Share What We Know

By Wilma Fellman, M.Ed., LPC

This marks my 24<sup>th</sup> year of service in the field of career counseling. It's hard to believe that so much time has passed, but...it has. I vividly remember being a new counselor and feeling totally overwhelmed by the various theories, techniques and standards by which to practice our valiant career. I was also awe-struck that what happened within career counseling sessions had the potential to alter lives in such a powerful way. I have never stopped experiencing that awe...even after all these years.

What made me tune-into the best techniques and strategies for working with a client or student was the continuous sharing of knowledge and experience with others in the field. It seemed essential that each new counselor not try to re-invent the wheel, but rather work with the existing wheel, to polish it and re-work the fine-tuning of it to fit one's own style. Fortunately for me, I had some wonderful mentors, who I still break bread with on a regular basis to share and exchange ideas, concepts and updated thoughts on how best to help those seeking career development guidance.

By belonging to groups such as MCDA, I learned how we all come to this profession from a variety of path origins, and we have much to benefit from sharing what



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*Presidents Message*

term career goals, academic majors and business fit. The MCDA is an organization that can provide you assistance with your concerns, questions and frustrations, but you need to be heard. You need to contact someone about those issues you want assistance with. You need to participate and exchange ideas with others so that we can spread our knowledge, values and personal experiences. There is a saying *by John Donne, "No man is an island, entire of itself; every man is a piece of the continent, a part of the main."*

Be an active part of the top rated state division of the National Career Development Association. I welcome your responses and questions.

Sincerely,  
Joan Sullivan, President MCDA and Director of Rochester College Career Services

## Editors Note:

### MCDA Poster and Poetry Contest

On pages 5 and 6 of this issue is a copy of the MCDA brochure announcing NCDA's 41<sup>st</sup> Annual Poster and Poetry Contest. Please feel free to copy and distribute the information. Brochures are also being mailed to MCDA members.

This year's theme is *One World, Many Cultures, Many Careers*. The brochure outlines the eligibility, requirements, and judging processes for the contest. All levels K – adult are encouraged to participate. Entries must be received by Friday, December 1, 2006.

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*What We Know*

we know. None of us can exist in a vacuum, and our best "tricks" are not to be hoarded, but rather openly reviewed by others, to benefit the entire field.

I was fortunate to have a culminating dream come true in 2000, with the publishing of my career development book, *Finding A Career That Works For You*. I managed to get down on paper nearly everything I believe to be true about working with a client in career counseling. I was satisfied that I had said it all, and because the authoring/publishing process was an overwhelming one for me I vowed that I had "nothing further to add or share, and that would be of any benefit to readers."

It is now 2006, and in October my *Second Edition of Finding A Career That Works For You comes out*, with a special Foreword by Richard Nelson Bolles, author of the bestselling book *What Color Is Your Parachute?* There are no words to describe the validation I feel at knowing that Richard Bolles thought enough of my work in the first Edition, to agree to write a most touching Foreword in my new book! He is indeed a very special man, who I hope continues to share with us all for many years to come!

Richard Bolles has shaped our lives as career counselors, by sharing what he knows...and that is a LOT! We all have benefited from his knowledge and his willingness to speak, teach and guide us all in methods that really work. He is a prime example of what happens when we share what we know.

I invite you all to check out my updated "new offspring" this Fall, and join me in a pledge to continue to learn, share and grow with each other. If you have learned a technique that shows promise in guiding others into appropriate careers, speak at a conference, and help us learn of your gifts. If you read a Journal or book that makes a huge impression on your thinking about career development, write an article for this newsletter and others in our field. If you find that you need to know more than you do, don't ever be ashamed to ask a "seasoned counselor" for ideas and support, because it is the way we all become better at what we do. If you are reading this Newsletter, then you already have taken steps to join MCDA and become a member "in the loop." Assist other counselors that you see, who may not know of helpful organizations such as this one, and ask them to join you in attending a function, meeting or membership activity.

We need to reach out to each other and share what we know. We need to reach up to those who have been working in the field longer than we...and we need to reach back to link with those new to our fulfilling profession. Let's keep the connections happening, now and in the future!

Visit our web site:  
[www.mi-mcda.org](http://www.mi-mcda.org)



## Your MCDA Board Needs You!

Joan Sullivan, MCDA President, hosted the 2006 – 2007 MCDA Board strategic planning session on Saturday, August 12, 2006, at her home. In this session, the Board developed new and innovative plans for the coming year. Now, the Board needs your input and reaction to these plans.

**Please remove and complete this page. Send your responses, to Marsha Boettger:**

Email: [Boe1951@aol.com](mailto:Boe1951@aol.com) or U.S. mail: 546 Pingree Court  
Waterford, MI 48327

**Thank you in advance for taking the time to respond to this request from your MCDA Board. With your input and participation we know this will be our best year ever.**

=====

The MCDA Board meetings will continue to be held on the second Tuesday of every month at the Oakland Community College (OCC) Orchard Ridge Campus. These meetings will be devoted solely to Board business and will cover all topics/activities associated with decision making, voting and all expenditures. In addition, the Board will determine the position of MCDA on any issues from the Michigan Counseling Association (MCA) or the National Career Development Association (NCDA) in these meetings. Interested guests will still be welcome to attend these meetings.

Please let us know if you agree with this new focus for the monthly Board meetings and, if you plan to attend any of these meetings, please let us know in which month (October, 2006 through May, 2007).

The MCDA Board will periodically host a new series of “open forum” discussions in which all attendees and guests, including Board members, would have the opportunity to discuss new/interesting issues, trends, changes, etc. in their areas of interest and/or expertise and others will have the opportunity to ask questions or seek further information. These open forums use to take place in the Board meetings but time did not permit for a full discussion of these topics.

**Please let us know which of the topics shown below are of interest to you for an open forum discussion and please add other topics of interest if not listed.**

- a. Career assessment instruments and tools
- b. Career planning processes and tools
- c. Career information/exploration resources and tools
- d. Career portfolio processes and tools
- e. New high school graduation requirements
- f. New university/college admission requirements and processes
- g. New employment processes
- h. New employment interviewing and hiring processes
- i. New employment competency and skill requirements
- j. Others (Please List) \_\_\_\_\_
- k. Others (Please List) \_\_\_\_\_
- l. Others (Please List) \_\_\_\_\_



The MCDA Board will host one or two experiential workshop sessions this year. These sessions will be devoted to a single topic, will be led by a content expert and will run from two to four hours in length.

**Please let us know which TWO topics shown below are of interest to you for an experiential workshop session and please add other topics of interest if not listed.**

- m. Career assessment instruments and tools
- n. Career planning processes and tools
- o. Career information/exploration resources and tools
- p. Career portfolio processes and tools
- q. New high school graduation requirements
- r. New university/college admission requirements and processes
- s. New employment processes
- t. New employment interviewing and hiring processes
- u. New employment competency and skill requirements
- v. Others (Please List) \_\_\_\_\_
- w. Others (Please List) \_\_\_\_\_
- x. Others (Please List) \_\_\_\_\_

The MCDA Board will plan and conduct the annual Conference in spring, 2007.

**Please let us know if you plan to attend the MCDA Conference and if you will attend if it is held on May 4, 2007.**

- a. Yes, I am planning to attend the MCDA Conference this coming year
- b. Yes, I will you attend the Conference if it is held on May 4, 2007
- c. No, I cannot attend the Conference if it is held on May 4, 2007

In an effort to better serve our membership, the MCDA Board will hold the open forums and the experiential workshops in more than one location.

**Please let us know in which of the following locations you will attend these open forum discussions or experiential workshops.**

- d. Ann Arbor (TBD)
- e. Detroit (WSU)
- f. Farmington Hills (OCC)
- g. Grand Rapids (TBD)
- h. Kalamazoo (TBD)
- i. Lansing (TBD)
- j. Rochester (Rochester College)
- k. Waterford (Oakland County ISD Offices)
- l. Others (Please List) \_\_\_\_\_
- m. Others (Please List) \_\_\_\_\_

Again, please send your responses, as requested to each item above, to Marsha Boettger:

Email: [Boe1951@aol.com](mailto:Boe1951@aol.com) or U.S. mail: 546 Pingree Court  
Waterford, MI 48327

**Thank you again for taking the time to respond to this request from your MCDA Board. Your input and participation will help make this our best year ever.**

**OFFICIAL ENTRY FORM**

Please complete the teacher or school coordinator section & then photocopy the form. Tape a completed form to the reverse side of the entry.

Student Name \_\_\_\_\_ Age \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

E-Mail \_\_\_\_\_

School Coordinator \_\_\_\_\_

School Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

E-Mail \_\_\_\_\_

State Coordinator \_\_\_\_\_ Mary Skalsky \_\_\_\_\_

State Division Michigan Career Development Association \_\_\_\_\_

Address c/o Sanilac Career Center • 175 East Aitken Road \_\_\_\_\_

City Peck \_\_\_\_\_ State MI \_\_\_\_\_ Zip 48466-9608 \_\_\_\_\_

Phone 810.648.4700 Ext. 226 \_\_\_\_\_

E-Mail mskalsky@sanilac.k12.mi.us \_\_\_\_\_

**RECOGNITION AND AWARDS**

National awards will be given to the first, second and third place winners in the six divisions in both the Poetry and the Poster Contests. Winners will be announced on April 17, 2007 and posted on the NCDA website at [www.ncda.org](http://www.ncda.org). Certificates of participation will be given to all national entries. The national winning entries will be placed on the NCDA website and will be on display at the Annual Global Conference to be held in Seattle, July 6 - 8, 2007.

**NOTE:** All state entries become the property of MCDA and all national entries become the property of the National Career Development Association and will not be returned. The association reserves the right to use the poems and posters to focus attention on activities and promote Career Development Month goals.

Non Profit Org.  
U.S. Postage  
PAID  
Peck, MI 48466  
Permit #5

Mary Skalsky, Counselor  
Sanilac Career Center  
175 East Aitken Road  
Peck, MI 48466-9608



**Michigan  
Career  
Development  
Association**

The Michigan Career Development Association (MCDA) requests entries in the State of Michigan National Career Development Association Poster and Poetry Competition.

NATIONAL CAREER  
DEVELOPMENT ASSOCIATION

**41st Annual  
National Career  
Development Month**

NOVEMBER 2006

Celebrate your favorite career  
by entering the  
41st Annual

NCDA Career Development  
Poetry and Poster Contests:

**NATIONAL THEME:**  
One World,  
Many Cultures, Many Careers

## ELIGIBILITY

Every adult and student enrolled in public, private, and parochial schools in states with NCDA state divisions are eligible. A complete list of state divisions is available on the NCDA website at [www.ncda.org](http://www.ncda.org). Contest division areas include:

- Primary** .....Grades K-2
- Intermediate** .....Grades 3-5
- Middle** .....Grades 6-8
- Senior** .....Grades 9-12
- Adult Student** .....18 and older enrolled in school
- Open Adult** .....18 and older not enrolled in school (student teachers, parents and professionals, etc.)

*Each entry should celebrate and inspire career development with a positive tone (no inappropriate language allowed).*

## REQUIREMENTS FOR POEMS

**Poetic Form:** Use of any acceptable poetic form (i.e. cinquain, free verse, diamante, haiku, limerick, metered, rhyming, blank verse).

**Size:** Submit each poem on a single sheet of paper 8.5" x 11" in 12 point font.

## JUDGING PROCESS

**Criteria:** Judging will be based on originality, creativity, and development of the national theme. Please adhere to the size requirements for each entry.

Poems will be evaluated on appropriate form, execution, spelling, and grammar.

Poster evaluation will focus on the appropriate use of media, lettering and basic principals of art.

## REQUIREMENTS FOR POSTERS

**Lettering:** Simple bold lettering is preferred. Captions are to be used to convey the message, attract attention, and to achieve goals of clarity, vigor and originality. All lettering will be considered part of the design.

### Media:

Category 1 (C1): Standard use of ink, pencil, collage, poster paints, magic marker, acrylic, oil, cut and pasted paper.

Category 2 (C2): Use of photos, clipart, graphic art software, and mixed media.

**Size:** Each poster must be created in 8.5" x 11" format, including matte, to be eligible.

**National Theme:  
One World  
Many Cultures,  
Many Careers**

MCDA will award State of Michigan winners.

*Depending on entries submitted,*

*it is our intent to award 1st, 2nd, & 3rd prize*

*in each category:*

**First Prize: \$100.00**

**Second Prize: \$75.00**

**Third Prize: \$50.00**

*The first place winners in each contest division from the state of Michigan will be submitted to the national competition.*

## CONTEST DEADLINE:

State of Michigan entries are due to Mary Skalsky on or before Friday, December 1, 2006

Please participate in the National Career Development Month by planning the following celebrations:

**NATIONAL CAREER DEVELOPMENT DAY**

Wednesday, November 15, 2006

**NATIONAL CAREER DEVELOPMENT WEEK**

November 13-17, 2006

This day & week is designed to highlight the importance of life-long career development and the personal empowerment of all people. Events and activities should be planned to help examine lives, careers, and the alternatives available to increase everyone's personal success and happiness.



National results will be posted on the NCDA website by April 17, 2007.

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

866.367.6232

Information can be obtained at the Michigan Career Development Association (MCDA) website:

[www.mi-mcda.org](http://www.mi-mcda.org)



The Michigan Chair for the Poster and Poetry Contest is:

**Mary Skalsky • Counselor**

**Sanilac Career Center**

175 East Aitken Road • Peck, MI 48466-9608

810.648.4700 Ext. 226

Email: [mskalsky@sanilac.k12.mi.us](mailto:mskalsky@sanilac.k12.mi.us)





## GERTRUDE BONAPARTE MEMORIAL SCHOLARSHIP



### DESCRIPTION:

Michigan Career Development Association (MCDA) is delighted once again to honor Gertrude Bonaparte, who served from 1978 to 1995 as the Career Development Consultant at the Michigan Department of Education, Office of Career and Technical Education. In her position, she continuously championed the cause of career guidance for children, youth, and adults. Her belief was that each individual deserved the best possible opportunities, both in education and in work. MCDA is sponsoring a **\$750 scholarship** in memory of her contribution to the profession.

### SELECTION CRITERIA:

**NOMINEES MUST SUBMIT DOCUMENTATION OF ALL OF THE FOLLOWING:**

1. Graduate student in Master's or PhD program in counseling.
2. A cumulative GPA of 3.4 or above on an unofficial transcript.
3. Candidates must be members of MCA and MCDA.

### APPLICATION PROCEDURE:

1. An essay of 400-500 words on the following topic: "With the changing workplace, what are the implications for career development?" Please include specific recommendations about change.
2. Two (2) letters of recommendation from faculty and someone in the counseling profession with a LPC who can attest to the candidate's interest in career counseling.
3. Provide a cover sheet listing your name, address, phone, email, school in which you are enrolled, expected completion date, GPA.

### SEND YOUR COMPLETED PACKET TO:

June Swartz, MCDA, 3946 Penberton Dr., Ann Arbor, MI, 48105, by **November 8, 2006.**

A winner will be notified by December 1, 2006. The winner will appear in the MCDA winter Scanner and will be recognized.



## Resources and More . . .

MCDA is trying to improve its services to **YOU** the career development practitioner. We would like to introduce a new feature called: **Resources and More . . . .**

This will be a sharing section of the MCDA Scanner for you the career development practitioner to share information with others. If you have web resources, best practice, catalog, books, etc. to share on topics related to Career Development please send them to the editor: Liz Jones at: [lizjones@kentisd.org](mailto:lizjones@kentisd.org)

Possible topics could be:

- (self) assessments,
- career exploration tools,
- decision making,
- goal setting and planning,
- documentation (EDP/portfolios),
- Employee Development,
- curriculum integration,
- trainings or
- professional development workshop/ conferences

## CHECK THESE OUT

### Websites:

<http://www.techplan.edzone.net/TDM2006/>  
[www.schoolredesign.net](http://www.schoolredesign.net)  
<http://www.acrnetwork.org>

### Upcoming Conferences:

National Tech Prep Network 2006  
[www.cord.org/conference](http://www.cord.org/conference)

ACTE Convention & Career Tech Expo  
[www.acteonline.org](http://www.acteonline.org)

Wisconsin Careers Conference  
[www.cew.wisc.edu](http://www.cew.wisc.edu)

2007 Michigan Career Education Conference  
[www.ferris.edu/ucel/cpd/mdleg](http://www.ferris.edu/ucel/cpd/mdleg)

NCDA Global Conference  
[www.ncda.org](http://www.ncda.org)

## Exploring Creative High School Redesign

Submitted by: **Jennifer Streamer**

Across the country educators and legislators have come to realize that our public school system is not effectively preparing our students for the 21<sup>st</sup> century workplace. Redesign has become the latest buzz word as we explore possible solutions.

A true high school redesign can be challenging, frustrating and scary. But it can also be incredibly rewarding as it personalizes education and prepares students for post-secondary education and the workplace. Learning more about high school redesign and researching innovative examples from around the country is the first step towards implementing a successful redesign in our own high schools.

In my position with Bridges Transitions, I have the opportunity to visit schools throughout the Midwest in order to train staff in the use of career planning tools and to assist with the implementation of their career and counseling programs. During a recent visit to Fort Cherry High School, in McDonald, PA, I spent a day working with teachers and counselors as they prepared for their own redesign. At Fort Cherry, the staff is working towards creating a more personalized curriculum through the use of student advisors and cross-curricular student projects.

Fort Cherry's program is ambitious. As students enter high school, they will be assigned to an advisor from the teaching staff. This advisor will be chosen according to which subject area is most relevant to each particular student's career pathway. This advisor will work with students individually and in groups to assist with the development of a comprehensive portfolio which includes both an EDP and students work samples. The culminating piece to this portfolio will be a comprehensive senior exit project.



## Senior Exit Projects

**Submitted by: Jennifer Streamer**

A key component of many high school redesigns is the incorporation of a Senior Exit Project. An effective project allows students to demonstrate, prior to graduation, an ability to apply academic knowledge from all subject areas to a ‘real world’ situation. In addition, students have an opportunity to explore whether or not their chosen career goal is a good ‘match’ while still in high school.

As an example of a student engaged in a senior exit project (and also a student engaged in learning!) envision a student—we’ll call her Lindsey- who is interested in becoming a counselor or psychologist. During 9<sup>th</sup> and 10<sup>th</sup> grade, Lindsey would work with her advisor (a teacher from a relevant subject area) to formulate a senior exit project. She’s interested in the problem of homelessness and would like to conduct a series of case studies exploring how a person becomes homeless. She knows that she’ll need to include statistics and social science data. Lindsey will also need the ability to write effectively, conduct research, and an understanding of research design. With this in mind, she creates a four-year high school plan that includes classes that will support her project.

Actively starting her project during her junior year, Lindsey reads novels dealing with related topics in Language Arts, she studies the data from her psychological research in math class, and explores brain chemistry in Advanced Biology. She studies the problem from a historical and societal level in her social studies classes. Each class now has purpose and meaning as Lindsey sees clearly how her coursework applies to her future career.

During her senior year, Lindsey visits homeless shelters and interviews members of the homeless population. With assistance from her advisor, Lindsey prepares a literature review of her readings and completes a formal paper based on her own original research. In a reflection portion of the project, Lindsey incorporates her EDP into a

discussion of how this project reinforced or changed her career goals and post-secondary plans. During a Senior Project Exhibition, members of the staff and representatives from the community review Lindsey’s project in its entirety.

Consider the many advantages of participating in this type of activity. Lindsey has reached many of the benchmarks set for her academic areas as well as for counseling. Not only has she gained academic knowledge, but she has learned to synthesize her knowledge and apply the skills that she has developed. Her career goals have been clarified. Her high school experience has been meaningful and challenging.

Senior Exit Projects are only one example of how high schools are redesigning themselves and Lindsey’s project is only one example of an exit project. The possibilities are limitless. As counselors, we should ask ourselves how we could implement similar activities to improve student achievement at our own schools. It’s exciting to consider how our schools might change and what roles counselors will play as we find ways to increase the relevance and rigor of our schools in today’s changing economic marketplace.

*Continued from page 8*

*High School Reform*

Fort Cherry will be rolling out this program over the course of the next two school years.

Although we’ll have to wait to see if their program is successful, we can look to many other schools that have implemented similar programs in the past. To learn about these schools and similar programs, check out these helpful web sites:

- [www.schoolredesign.net](http://www.schoolredesign.net)
- [www.ncsl.org/programs/educ/HSProjOutline.htm](http://www.ncsl.org/programs/educ/HSProjOutline.htm)
- [http://www.ccsso.org/content/pdfs/reports\\_mi\\_hstreformrecs.pdf](http://www.ccsso.org/content/pdfs/reports_mi_hstreformrecs.pdf)



## Making Career Development REAL in your School

Submitted by: Cathy McCafferty-Smith

In conversations with students about career development the question of "what is a job?" versus "what is a career?" comes up. In the following article, the contrast of the two ideas is illustrated. This article can be used as a way of starting a discussion, or perhaps engaging in research using Career Cruising (for middle school and high school students) to research the salary, experience and education progression levels.

**Job vs Career**  
**From Job Street.com 2006**  
by Koon Mei Ching

### Do you know the difference between a "job" and a "career"?

According to the dictionary, a "job" is defined as "a paid position of employment and something one has to do, a responsibility." Interestingly enough, the root word for "job" is, humorously, an Old English word that means "a lump." The reference is to a quantity, a "lump" of work, so to speak. As it applies to our topic, it is one distinct and unrelated period of employment in a series of jobs one may have.

A "career," on the other hand, comes from Middle French and stems from an earlier word for "car" -- and then "street." So, a career is a path. The dictionary defines it as "an occupation, a way of making a living, especially with opportunities for advancement or promotion, and progress through life." It is a journey - a career pathway. To read more of this article, go to:  
<http://bd.jobstreet.com/career/career/tips18.htm>

## Get `Em While They're Young

**Forget college. Business is starting its talent hunt one step earlier: high school**

Submitted by: Cathy McCafferty-Smith

Source: Business Week Online, May 2006

On the fourth floor of Norman Thomas High School in midtown Manhattan, past the metal detector at the front door, up the elevator that can be run only by key, through a hallway of bantering teenagers in ripped jeans and T-shirts, sit seven professionals from accounting firm Deloitte & Touche LLP in blue and gray suits.

The troupe from Deloitte spends Friday mornings from 7:25 to 9:25 working as mentors in a program called Virtual Enterprise. For the 45 schools in the program, the idea is to invite local businesspeople to help students set up and run virtual businesses, thereby teaching them the work ethic and skills of the working world. To read more of this article go to:

[http://www.businessweek.com/magazine/content/06\\_21/b3985095.htm?chan=search](http://www.businessweek.com/magazine/content/06_21/b3985095.htm?chan=search)

### Get Your Word Out!

Advertise your product, service or organization in the Scanner. Contact Liz Jones 616-365-2260 [lizjones@kentisd.org](mailto:lizjones@kentisd.org) or Mary Skalsky 810-648-4700 x 226 [mskalsky@sanilac.k12.mi.us](mailto:mskalsky@sanilac.k12.mi.us)

Rates are as follows:

Full page \$100/ issue	Half page \$50/ issue
Quarter page \$25/ issue	Business Card size \$15/ issue

Ads must be submitted electronically and be a camera ready copy.



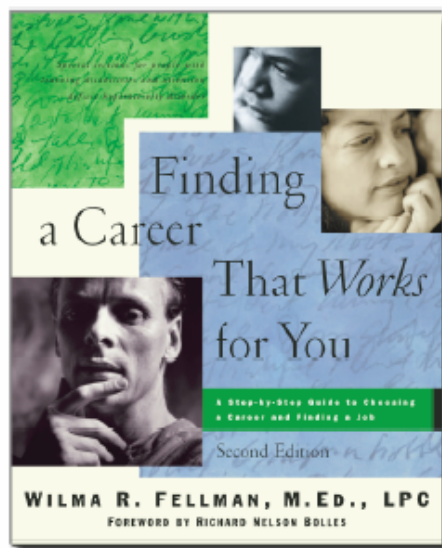
**NEW:** From Specialty Press, Inc./ADD Warehouse

For Your Students/Clients/Patients

## **Second Edition: Finding a Career That Works for You** **A Step-by-Step Guide to Choosing a Career and Finding a Job**

**By Wilma R. Fellman, M.Ed., LPC**

**Special Foreword by Richard N. Bolles**



*If you know of someone puzzled about career development, this is a book you will want to read! Wilma Fellman provides updated, step-by-step assistance to those individuals considering career choices and finding a job. Her work is aimed at delivering a systematic approach to career development and decision-making, with or without special challenges. The book features 18 amazing people who have overcome challenges to find a career that works well for them. See their stories!*

*Twenty steps are outlined for making a career choice. These include such things as identifying one's interests, understanding relevant new changes in today's labor market, recognizing one's accomplishments, understanding how personality and career choices need to match, avoiding common mistakes, and more.*

*Foreword by Richard Bolles, author of **What Color Is Your Parachute?** provides priceless feedback for this new book!*

Pages: 211  
ISBN#: 1886941386

Price: \$19.95  
Workbook

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19. Getting Off on the Right Foot at Your New Job
20. Adjusting to Your New Job

### **About the Author:**

*Wilma Fellman, M.Ed., has been a Licensed Professional Counselor for over 24 years. She has specialized in working with adolescents and adults with ADHD, Learning Disabilities, and other challenges, with respect to career issues. She is the founder and coordinator of the Michigan Adolescent & Adult ADHD Network (MAAAN) for Professionals, served on the ADDA Board of Directors for over 8 years, and is a Past-President of Michigan Career Development Association. Ms. Fellman is the author of the book, **The Other Me: Poetic thoughts on ADD for Adults, Kids and Parents**, co-presenter in the video, **Succeeding in College and Career with ADD**, and contributing author of the book **Understanding Women With AD/HD**.*

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