



September, 2017

## From the President

September 12, 2017

Greetings from the transitional days of early retirement!

For this edition, I am sharing a few excerpts from the retirement festivities of late August. First, however, I want to share thoughts following the storms we recently encountered in the southern portion of the country. I am hoping and praying everyone impacted by Harvey and Irma were and are safe without major damage, as well as those touched by the fires in the western portion of our nation. Storms – whether weather or life-storms – create challenges for those we work with, as they try to navigate the challenges of employment in difficult times.



Dr. E and his amazing 94 year old mother, Margaret Edwards

I have had my own career transition, and as if retirement wasn't exciting enough, the four locations where I have connections got to know Irma personally. I want boring now. I do look forward to joining as many as possible on the Cruise to Cuba 2-5 January 2018. Like our previous Valentine Cruises, this will be an excellent time to come together for personal and professional growth.

Three months later, we will come together in Atlanta for our annual ACA/NECA Conference. Once again, Dr Brawley has put together an outstanding slate of presenters for both the conference and NECA's Lunch. I look forward to seeing you there April 25-29, 2018.

I want to thank Lynn Downie, for stepping up and attending the Leadership Conference in July during my retiring and moving situation. Thanks also to Lynn for her new role with the NECA Newsletter which will allow Kay more time for her many contributions with NECA. I want to thank everyone for allowing me to serve as NECA President. I look forward to another exciting year. Thank you for all of your support and please don't hesitate to contact me with any thoughts or concerns.

Sincerely,  
Grey

*Photos compliments of  
Army Continuing  
Education Systems –  
Fort Benning newsletter*



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September 2017

## Counseling, Social Justice, and Human Rights: An Opportunity for Action

Taking Action on Social Justice & Human Rights Concerns Within The Counseling Profession & How NECA Can Become More Involved  
By Judy Daniels

Over the past several months many issues have emerged related to social justice and human rights concerns and it is important that we look at how to address these issues and the impact they have on the mental health of our clients and the wellbeing of our communities. This includes issues ranging from immigration, to transgender individuals being banned from serving in the United States Armed Forces, to racism, bigotry, hatred and acts of violence, to the uncertainty of nuclear actions by North Korea, and so many others.

Social justice and human rights are an important part of the mission and values of the American Counseling Association (ACA) and its divisions and branches. "The American Counseling Association values an inclusive society where people are accepted regardless of race, ethnicity, gender, culture, physical ability, religion, age, or sexual identity. Any discrimination is harmful to the well-being of the individual and our society."

Currently the ACA Governing Council (GC) is working on revising and refining its organizational vision and mission as an important part of strategic planning efforts and enhancing the leadership role that ACA will play in guiding the counseling profession. As a member of NECA and a GC representative, I recognize the importance of member input and involvement in the future of ACA. Sue Pressman (GC representative for NECA) and I (GC representative for Counselors for Social Justice) am interested in your perspective as a member of NECA and the work we are doing related to strategic planning.

In addition to our strategic planning work, during the March 2017 Governing Council meeting, a few important motions related to social justice and human rights issues were passed and as NECA newsletters readers you will want to be aware of them. The most significant of these motions is shown below which directed ACA and the ACA Human Rights Committee to develop and promote advocacy statements about social justice and human rights issues that impact the counseling profession and our clients in all employment arenas. As a result of this motion, ACA staff has been working on several advocacy statements that will be presented to the GC in our upcoming meeting in October. During the March meeting several other motions were also passed related to human rights issues about immigration, travel bans, and transgender, gender non-conforming and LGBTQ+ individuals.

It is important that we continue to develop advocacy statements that are important to NECA so that we can best meet the specific needs of our clients and communities. We welcome your input on both advocacy statements and other potential motions that we can develop related to social justice issues. With this in mind please use the contact information listed below to get in touch with us if you have ideas and input into our strategic planning work with ACA and developing advocacy statements.

Motion passed in March 2017 referred to above:

It was moved by J. Daniels and seconded by N. Merchant that the ACA Human Rights Committee will create advocacy action statements, as approved by executive committee of governing council and executed by ACA Staff, on different human rights issues in order to provide counselors with the information they need to help advocate for equity and fair treatment for all people and groups in order to end oppression and injustice affecting clients, students, families, communities, schools, workplaces, governments, and other social and institutional systems. These statements will include the following information: ACA's position and an overview of the issue; rationale for the advocacy statement; the counselor's role in advocacy actions including ways of increasing awareness, suggestions for possible programs development, and counseling approaches that can be used; and references.

Contact information:

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Sue Pressman – drsue@pressmanconsulting.com

ACA's Governmental Affairs team at work, leading the way in advocacy.





September 2017

## The Correlation between Bullying and Youth Suicide

By Izzy Kalman

What can be more heartbreaking than a child committing suicide?

The purpose of the movement to get rid of bullying is to save children from the painful ridicule and rejection that cause them to dread coming to school, to suffer from psychological and physical symptoms and, worst of all, to take their own lives or the lives of others.

Serious news media, such as the New York Times, love publishing findings from scientific journals. They assume that if something is published by researchers, it must be true. But should we believe everything in a research study, even one published in a highly respected peer-reviewed journal?

A recent study by one of the US's leading bullying researchers, Catherine Bradshaw, found that bullying has gone down substantially in the last ten years. The story has been carried by myriad news outlets, most recently the NYTimes.

The movement to rid schools of bullying has been in high gear for 18 years, spawned by the Columbine massacre in 1999, and if anything, the bullying problem appears to have become more serious and intractable.

The "canary in the coal mine" of bullying is youth suicides. It is well known that bullying is what leads many kids to take their own lives. Of course, it is not the only cause of suicide, but it is certainly a leading cause.

If we want to know how society's anti-bullying efforts are working, the youth suicide rate is a good general reflection.

Recent investigations have been showing that youth suicides have been skyrocketing in recent years, and have tripled among girls aged 10 - 14 since 1999, the same period in which society has been trying to get rid of bullying.

So how can serious researchers be finding that bullying is going down when suicides are escalating?

I just posted a detailed article on Psychology Today explaining why this research study came to a conclusion that seems contrary to observed reality. You will not find this explanation anywhere else:

[If Bullying Is Going Down, Why Are Suicides Going Up?](#)

As long as we fool ourselves about the effectiveness of anti-bullying policies, we will continue to see children taking their lives because of bullying.

[If you find the article enlightening, please pass it on to others who might like it.](#)

Izzy Kalman - [izzy@bullies2buddies.com](mailto:izzy@bullies2buddies.com)

P.S. A new school year is beginning for the Northern Hemisphere. Please consider adopting the free [Moment of Silence](#) program for your school, promoted by my friend, Avraham Frank, who will help you implement it at no cost. I sincerely believe it to be an exceptionally time- and-cost-effective way to improve schools and society.

To learn why it is effective, read:

[A Moment of Silence: A Simple Way to Improve Schools/Society](#)

*Peer educators at Presbyterian College showed support of suicide awareness through a semicolon tattoo campaign September 19, 2017. Explore this project to support community education.*



#PCsemicolonPride





September 2017

## Working Ahead, Moving Forward™

### Upcoming Training

**Practitioner Training Online:** The next 12-week online Working Ahead, Moving Forward™ GCDF practitioner training will begin **October 11, 2017**. Don't miss out on this essential training for public and private workforce and career management professionals. Review the training description and get registered now on the NECA website ([www.employmentcounseling.org](http://www.employmentcounseling.org)).



**Instructor Training:** If you are interested in becoming an online instructor, please send your training resume, credentials, and proof of successful completion of the Working Ahead, Moving Forward™ GCDF 12-week online curriculum to Dr. Kay Brawley, NECA Professional Development Director: [kbrawley@mindspring.com](mailto:kbrawley@mindspring.com).

*I recently completed the Global Career Development Facilitator (GCDF) course and thought I'd share my thoughts with you as our CP-31 manager. I feel the course was a worthwhile program that directly related to my career as an Army Professional and an ESO.*

*The course was 120 hours that covered 12 topics over 14 weeks. Topics included:*

- Orientation, History & Policy
- Career Development Theories
- Helping, Coaching, and Customer Service Skills
- Diverse Populations
- Assessment
- Researching Labor Market Information (LMI)
- Employability & Work Search Skills
- Training and Group Facilitation
- Promotion, Marketing, Public Relations
- Program Design, Implementation, and Management
- Ethical Practice
- Consultation and Professionalism

*I highly recommend the Global Career Development Facilitator (GCDF) course to all Army professionals, especially ACES and SFL-TAP careerists.*

*It would be especially beneficial for ACES Guidance Counselors.*

*Not only does the content directly apply to providing career-related guidance counseling, it is relevant to all supervisors as they coach subordinates in their career advancement.*

*The GCDF course would also be useful for leaders that manage a workforce development program at the installation level.*

~ Chris Pittman, Education Services Specialist, DHR, USAG,  
Fort Benning Redstone Arsenal Army Education Center CIV  
(<http://go.usa.gov/xrRRz>)



September 2017

## ACA Institute for Leadership Training, Summer 2017

ACA's annual Institute for Leadership Training took place at the Grand Hyatt conference center in Washington, DC, on July 16-19, 2017, culminating in a day on Capitol Hill in support of HR 3032, the Mental Health Access Improvement Act. This year's theme was about building unity and support among the divisions of ACA so that, together, we can be more effective to meet the needs of counselors and our clients. Divisions were encouraged to find ways to partner together to provide mutual resources.

The keynote speaker was Alex Sheen, founder of "because I said I would." His presentation emphasized the importance of dependability – serving as an anchor in a chaotic world where following through on promises is rare. As NECA prepares for our own leadership training and continuing education during the January 2-6 training and networking cruise, we will look for ways to move into 2018 prepared to provide resources and support to help our members excel as career counselors, keeping promises to those we serve as career counselors.

As a quick addendum, my participation in ILT was possible in large part because Grey was tied up with obligations related to his retirement. My deepest thanks to Grey, Kay Brawley, and other members of the executive committee for making this training possible for me so that I can better serve the needs of NECA. I am sharing a few photographs from the time there – on Capitol Hill, lobbying in Senator Tim Scott's office with fellow ACA member from SC, meeting with US Representative Jeff Duncan, and talking with ACA CEO, Richard Yep following a presentation on social media and ethics.

Onward and upward!

Lynn Downie, editor



Attention members!  
Please remember to renew  
your membership online  
Not a member?  
Register online.  
[www.employmentcounseling.org](http://www.employmentcounseling.org)





**September 2017**

## **Introducing Youth Engagement Leadership Development (YELD) Training**

By Dr. Cheryl West

The Youth Engagement and Leadership Development (YELD) Facilitator has been several years in the making. The partnership between NECA and CADRE Consulting and Training started more than a year ago. I am thankful to Michael Lazarchick for his insight and grateful to NECA for bringing the YELD Facilitator certification to fruition.

Over the span of my career engaging and developing youth has always been at the fore. Very early in my career, I served as a Special Projects Coordinator in a county wide employment and training program. Always seeking solutions to difficult social and educational issues, I made a bet with my supervisor. The one dollar bet was that I could get high school dropouts to return to school. My supervisor took me up on the bet. With a small county grant, the Self-Help Academic Rebound Program (SHARP) was created. All but one student returned to high school or a GED program. Through this effort, the County was the recipient of a National Association of Counties (NACO) award. Organizationally and programmatically, my work in youth engagement and leadership development was just beginning.

My experiences as a parent, grand parent, community volunteer, teacher, instructor, facilitator, HR, workforce and career development professional, manager, consultant, coach, minister, and business owner have afforded close up and personal perspectives on the issues, concerns, and problems facing our young people. It gives me great joy to know that through passion, purpose persistence and collaborative leadership we can be the change that we want to see (Gandhi).

Attention members!  
Please remember to renew  
your membership online  
Not a member?  
Register online.  
[www.employmentcounseling.org](http://www.employmentcounseling.org)

With that said, we have an awesome team of Instructors. Each one has notable accomplishments, a passion for developing youth, and commitment to making a difference. And, we have dynamic, insightful, and progressive NECA leadership. The YELD Facilitator Certification is for professionals who share our vision and passion. The 10 - week Online certification involves deep learning, high impact facilitation techniques, youth oriented competencies, strategies to implement evidenced based curricula with fidelity and exposure to researched best practices. Upon successful completion of the course, our team is confident that YELD Facilitators will be equipped to redirect at-risk students, ensure that students are ready for the future, guide and support college-bound students, help students transition from struggling to spectacular and bridge the generation gap. For more information visit [www.yelfacilitator.com](http://www.yelfacilitator.com) and [www.yeld.online](http://www.yeld.online).

### **Meet the Instructors for YELD – featured this month, Dr. Michael Lazarchick**

Dr. Michael C. Lazarchick enjoyed a 39 year, 11 month career beginning as an entry level professional in the Atlantic City Public Employment Office, rose through the ranks and finished his public service career as a One Stop Career Center Manager. He has been instructing on-line for the past ten years. He is a skilled communicator with a reputation for inspirational delivery of thoughtful information. Michael is a New Jersey Licensed Professional Counselor (LPC), Nationally Certified Counselor (NCC), Nationally Certified Career Counselor (NCCC), a Global Career Development Facilitator (GCDF) Master Instructor and a Youth Engagement & Leadership Development (YELD) Instructor.

Comments from Dr. Lazarchick - In my first counseling position I served mothers on public assistance and their teenage children. I conversed, offered opportunities for further education and training and providing employment assistance. I was fresh out of graduate school, young and idealistic and full of energy. I was fairly successful because my customers learned quickly that I wanted to help, would listen and truly cared about their well being. While we had some tools and a basic structure to our operation, unfortunately, I really had to learn "employment counseling" with my population, through trial and error. How wonderful it would have been to have had YELD Certification available back in the 1970s.

YELD provides a framework, tools that empower and facilitate positive engagement, eliciting the ability to positively influence peers. Becoming certified through this training will help providers of services avoid burnout while serving even the most needy populations. You will learn how to deliver a choice between the road to depression, addictions and crime or becoming a self assured , productive member of our society. Most import, by "teaching" engagement and leadership you will become an expert.

What we all do today, determines the future of our civilization.

# TIP SHEET

## Career Development Theories



### Developmental Theory

#### DONALD SUPER

Central to his theory is the confluence of personal development and career development.

He defined careers as "the life course of a person encountering a series of developmental tasks in such a way as to become the kind of person that he or she wants to become"

Super realized that as a person ages, they go through certain stages of life, and that a person's self-concept is important in job satisfaction.

Although he originally presented the stages and tasks in a sequential manner, Super later added that we cycle and recycle throughout our life span as we adapt to changes in ourselves, as well as to the trends in the workplace.

## TRAIT-FACTOR THEORIES

### FRANK PARSONS

1

- Introduced Trait-Factor Theory in 1909
- Two major assumptions of trait and factor theory are:
  - Individuals and job traits can be matched
  - Close matches are positively correlated with job success and satisfaction
- These ideas are still part of career counseling approaches today.



### JOHN HOLLAND

2

- Developed a typology of people and of occupational environments that allows prediction of satisfactory outcome in occupational selection on the basis of *closeness of fit*



- Most people can be characterized as one of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, or Conventional



## MOTIVATIONAL THEORY

### ABRAHAM MASLOW

- ▶ Developed a theory based on hierarchy of needs which makes two assumptions:

  1. Needs are necessary for maintaining life
  2. Lower order needs are the strongest needs and, until they are satisfied, take precedence over higher order needs

### Maslow's

#### Hierarchical Order of Needs:



## tell your story.

## CONSTRUCTIVIST THEORY

### VANCE PEAVEY

- ▶ Sometimes called the "father of Constructivist Career Counseling"
- ▶ Developed a new method called *SocioDynamic Counseling* with goal to "identify, support, and extend the potential capacities of individuals so that they can participate more successfully in social life and achieve the goals that they value"

**"SocioDynamic Counseling is organized around the principle of self-creation"**

### JOHN KRUMBOLTZ

## LEARNING THEORY

- ▶ Emphasizes "behavior (actions) and cognitions (knowing or thinking) in making career decisions"
- ▶ Focuses on teaching clients to make effective career decisions

## PLANNED HAPPENSTANCE THEORY

- ▶ Acknowledges the impact of chance occurrences on careers
- ▶ One of the central tenets of the theory is that individuals can, to a certain extent, create their own luck.

THE HARDER  
YOU WORK,  
THE  
*luckier*  
YOU GET

## RESOURCES FOR FURTHER RESEARCH:

<https://www.careerkey.org/choose-a-career/hollands-theory-of-career-choice.html#WZAWv3eGOCQ> This site gives a summary of Holland's Theory and includes links to information about Holland Codes and RIASEC.

<https://www.careers.govt.nz/assets/pages/docs/career-theory-model-super.pdf>  
This document discusses Donald Super's career model based on a "Developmental Self-Concept". Super's five life and career development stages, as well as developmental tasks, are included on this document.

<http://www.sociodynamic-constructivist-counselling.com/index.html>

This site gives an overview of "SocioDynamic Counseling: A Constructivist Perspective". Resources, articles, and training information are also found here.

"Follow your  
**bliss** and  
the universe  
**will open**  
doors where  
there were  
only walls."

Joseph Campbell