

DR. SUJATA IVES PRESIDENT, MCDA

I am so excited that March is not only Women's History Month, but this month also celebrates International Women's Day on the 8th.

If you ask, me women should be celebrated every day, but it's so nice to know that we can be reminded of the contributions, sacrifices, and productiveness that women have accomplished in this world.

Take note of these websites that can help you to create presentations, workshops, and discussions:

1. Ten Women Who Helped Change Psychology

<https://www.verywellmind.com/women-who-changed-psychology-2795260>

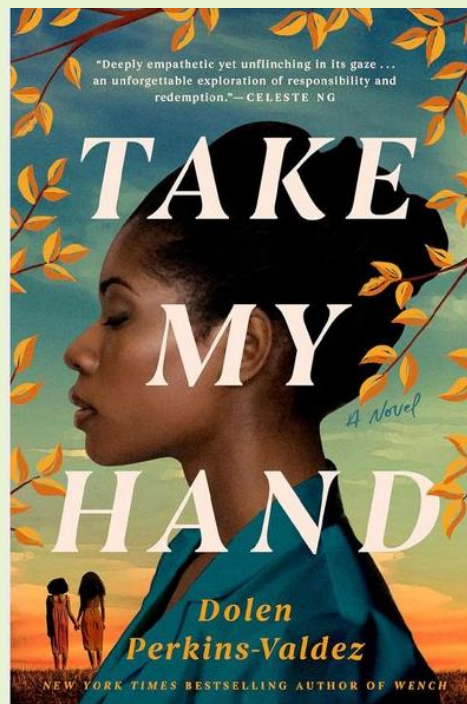
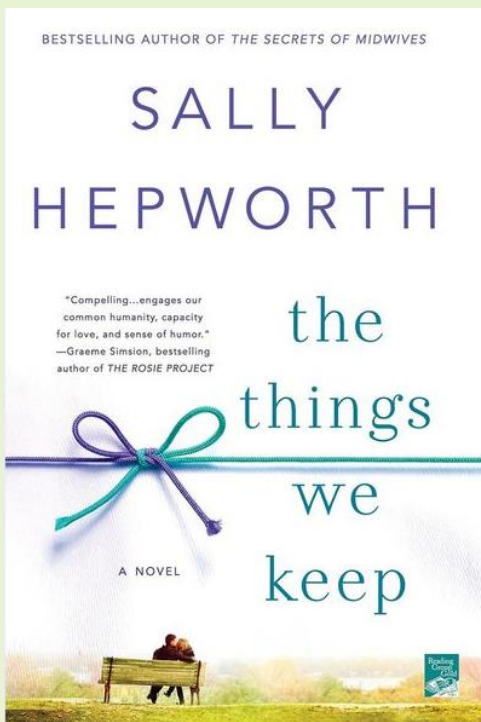
2. Influential Women From Psychology

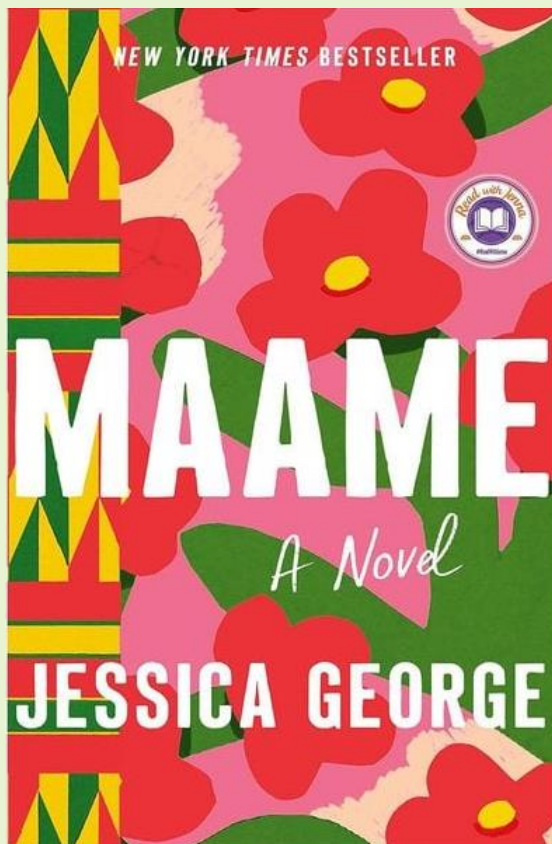
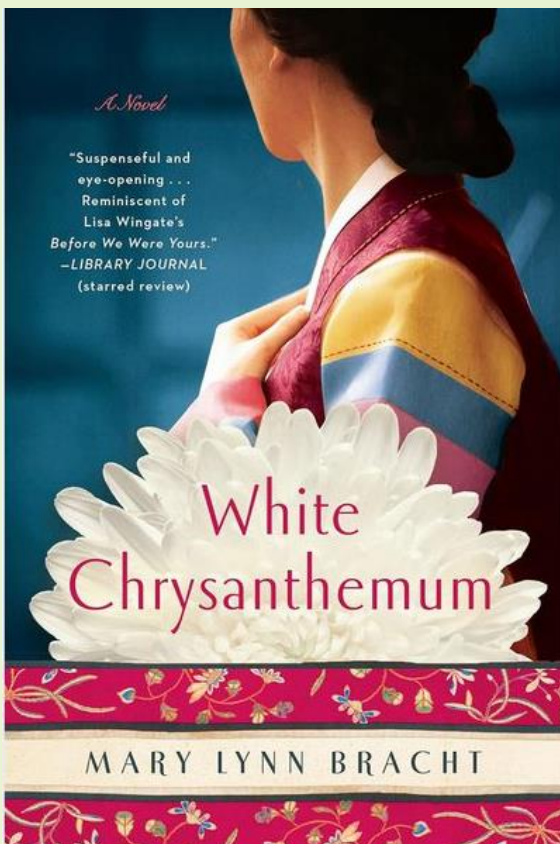
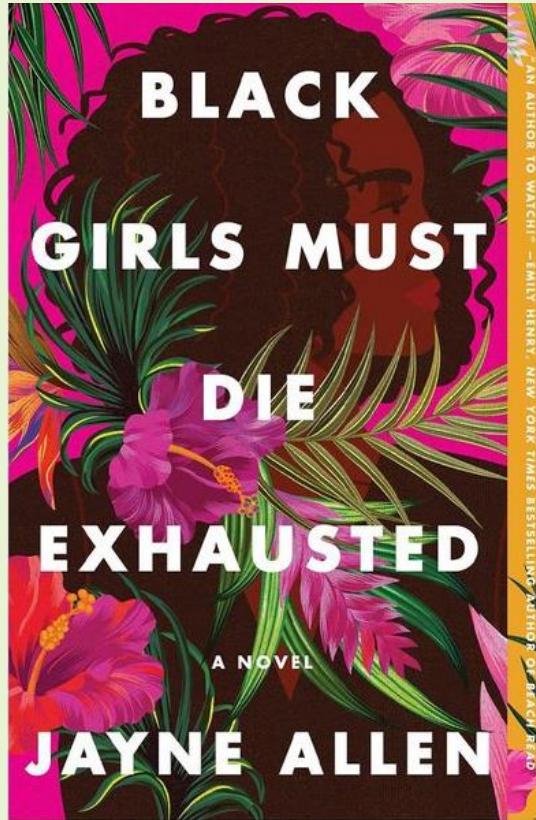
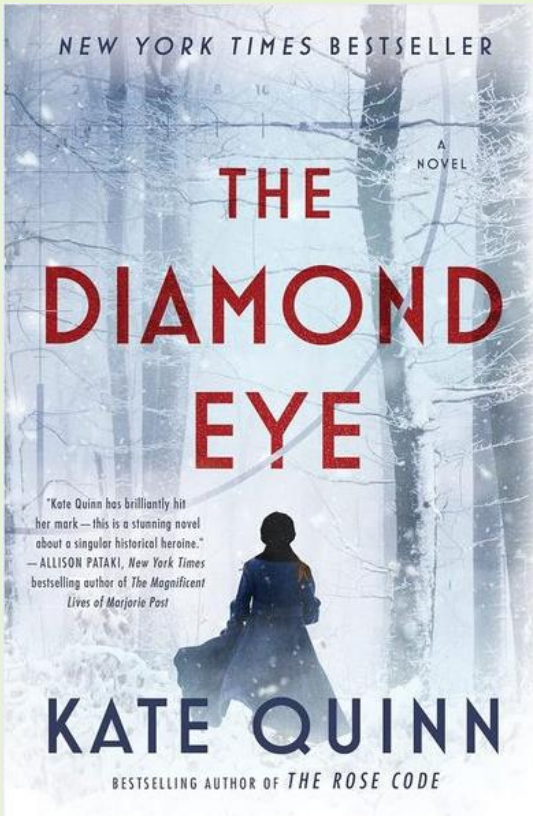
<https://academicinfluence.com/rankings/people/women-scholars/psychology>

3. Women Pioneers in Mental Health

<https://www.wimlf.org/blog/honoring-women-pioneers-in-mental-health>

I'm recommending these books written by women:





MCDA Roundtable

MCDA Roundtables take place every other month: *February, April, June, July, August, October, and December.* (While the Newsletters come out every other month to that: *January, March, May, June, August, October, December.*) *Come and bring your lunch! On April 30th at 12pm, EST. Sujata will take you on a discussion surrounding New Year's Goals and aspirations to activate success in your life.*

Title: "Don't Give Up the Ship! How to Continue Activating Success for Your New Year's Goals?"

Description: By the Fourth month of any given year, more than fifty percent of the population forgets or gives up on their New Year's goals. How about you? Are you or your clients part of these statistics?

Objectives for NBCC Credit: 1. Participants will be able to re-visit their New Year's Goals. 2. Participants will be able to assess why they are/are not successful in goal-attainment. 3. Participants will be able to create a Plan to achieve their goals.

Let's lunch, munch, and share about how to motivate ourselves and our clients throughout the year!

Registration link will be sent out soon! See you on April 30th at 12pm, EST.



If you don't know Sujata, she is (of course) the current president of the MCDA, but did you know that she will have held the position for sixteen months? She stepped up to the plate to help when the last president had to leave suddenly. Sujata's military wife training causes her to immediately roll up her sleeves so she can get into the trenches to help out the team. From her leadership style, Sujata also stood up to create the Newsletter, Roundtables, and PR.

This past year she had the honor of being accepted into NCDA's Leadership Academy and conducted a year-long study that resulted in her writing a program for career developers, a white paper, a stage presentation, and a book entitled, "Activate Success: Tips, Tools, & Insights to be a Leader in your Niche" as well as an accompanying Workbook, both to be launched on Amazon on April 24th.

Sujata is a military wife that moved nineteen times around the globe and has lived on three different continents; this gave her a love for cultures, languages, and countless transferable skills! Her East Indian background lends to a passion to help women who need equality and freedoms on the globe.

Sujata is the NCDA 2023 Diversity Initiatives Award recipient, and is on the NCDA Awards Committee; she is the 2023 designated 'Global Visionary' by the 6th Congress OtroMundo, Colombia, South America. She is the Chair of the International Committee of the ACA and once again (as she did for MCDA) will help out longer than normal because of her successor's health; is Program Co-chair of the APCDA; and the Community Coordinator of the World Council, UNESCO. She is a happy bee trying to do everything in her power to help this world become a better place to work and life in!

You can connect with her on LinkedIn and read her heart-brained posts. And at www.drsojataives.com

New Certification Information for Summer 2024

Submitted by Barbara Bissonette

The Asperger's/Autism Employment Coach Certification is a "deep dive" that features live, Internet-based instruction and personalized mentoring. Participants learn to assist individuals to choose a manageable career, find a job and stay hired. The Summer '24 program begins on June 13 and qualified for 19.5 Global Career Development Facilitator (GCDF) credits. It includes:

- 8 interactive, weekly sessions with tips, techniques and case studies covering various autism spectrum profiles
- Assignments consisting of readings, short answer questions, and case study reviews with my personal feedback
- A 6-week supervised practicum that provides hands-on experience
- Extensive written materials

Since 2006, I have specialized in career development coaching for individuals on the spectrum. I share tools, tips and techniques that I have honed during my work with more than 1,000 clients –the majority of whom have college degrees and are seeking competitive employment.

Here's what some previous attendees have to say:

"The readings, case studies, and group discussions were insightful and extremely helpful in better equipping me to work with individuals with Asperger's/autism." University Career Counselor

"[It] provided insights, tools and techniques that I was not aware of ... and sound advice on how to approach disclosure and requests for accommodations. I cannot recommend Barbara's training strongly enough." Career Coach

"Barbara pulled heavily from her expertise in the field and provided real-life examples to bring concepts to life. I recommend this course to anyone wanting to improve their career services practice to better serve neurodiverse clients." University Career Counselor

The Asperger's/Autism Employment Coach Certification begins June 13, 2024. The group size is limited to 10, and an application is required. You can find details on my Web site.

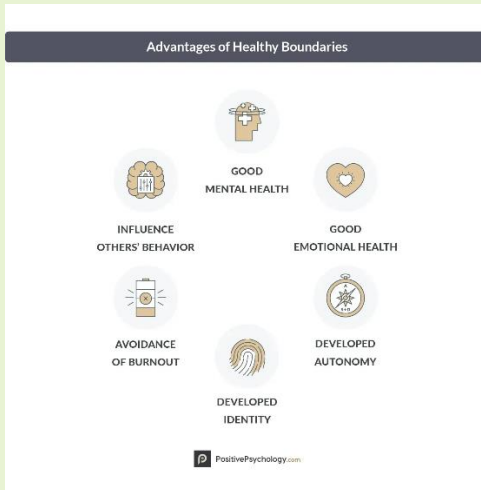
Sincerely,

Barbara

Barbara Bissonette, Principal
Forward Motion Coaching
Career Development Coaching for Individuals with Asperger's/Autism
Training and Consultations for Parents and Professionals
Telephone: 617-690-2127
Email: Barbara@ForwardMotion.info
Web: www.ForwardMotion.info
Become a fan on Facebook!

Establishing Personal and Professional Boundaries at Work

Submitted by Karol Taylor



You are finishing a project and in deep concentration when your work telephone rings. How do you respond? Here are a few ideas: you could pick it up right away; you could sit and stare at it for a few rings before you pick it up; or you could ignore it completely, continue on with your work, and the person calling can leave a message. I am sure there are other possible responses, but one thing I am entirely confident of is that if you answer the telephone call, it could take up to **23 minutes and 15 seconds** to get back to the same level of concentration as before the telephone rang.

[Dr. Gloria Mark](#) of UC Irvine and her colleagues at Humbolt University in Berlin conducted a study, [The Cost of Interrupted Work: More Speed and Stress](#), that verified the above statistic. The study also determined that it

takes a full 20 minutes to reach a high level of concentration when you first begin an assignment. So, by answering that ringing telephone, you have just spent approximately 43 minutes of time – the bigger part of an hour – of your 8-hour workday trying to attain a deep level of concentration.

When I suggest the idea of allowing the caller to leave a message to individuals using Career Horizons' services, I often receive "push-back." And it's true that some telephone calls need to be answered right away. Nonetheless, there are quite a few calls where it will be fine to get back to the caller within a one to two-hour timeframe. This is a way to establish a boundary.

Boundaries define us. They define what is me and what is not me. A boundary shows me where I end and where someone else begins, leading me to a sense of personal power. Having boundaries is important. They teach others how to interact with us. They allow us to feel effective about that interaction and not resentful because of the way the other person behaves.

At their core, boundaries are about who we give power to. They force us to analyze why we may not be giving ourselves permission to work and live in the way that we feel is best for our well-being. If we're not deciding our own lives, schedules, and workloads, who is? Boundaries allow us to decide when, how, and if we give this power away.

One way to empower yourself is to change your mindset around how boundaries work. Understand that boundaries are limits you identify for yourself and apply through action or communication. This doesn't mean you get everything you want when you want it. It means there are small things within your control that you can do to protect your time and energy.

Here are some ways to get started:

1. Determine your top priorities in work and in life. America's Career One Stop [America's Career InfoNet Toolkit | CareerOneStop](#) offers a number of free online career assessments to help with this.

2. Test a boundary and see how it works out for your best interests. You may feel uncomfortable at first because you are not used to personally empowering behavior. Ultimately, though, you will feel good about yourself and lose any resentment you may have toward others.

3. Practice. Practice. Practice. Setting boundaries might be a new skill and new skills are only learned through repetition.

4. Commit to yourself. Establishing boundaries is an exercise in self-love. The more success you have in establishing boundaries, the better you will feel about yourself.

Commit to this behavior for at least 90 days and see how you feel, focusing on both the head and the heart, the qualitative and quantitative. You can use the below questions to help you to keep track of your experience:

- What positive outcomes have come out of a boundary I established?
- What negative outcomes occurred from a boundary? How could I have done it more effectively?
- How do I feel now versus at the beginning of this boundary experiment?
- What do I need to change or adjust to stay on track and address any negative experiences I may have had as I learned this new skill?

And one more thing while I have your attention. You do not have to have on-the-spot answers, you can research them. If you are unexpectedly asked for information, you can say, "I'll research that and get back to you" or just say "I'll get back to you on that." Either is fine and you will feel good about the way you managed the interaction.

The next time the telephone rings pause for a moment before you answer it. Quickly decide if you need a break from your task, or if you need to stay focused. Determine if the call is important and one you need to respond to or one that can wait. This is your personal power. Claim it. Own it. You will feel so good about yourself if you do.

References:

[10 Ways To Set Healthy Boundaries At Work \(forbes.com\)](https://www.forbes.com)

[A Guide to Setting Better Boundaries \(hbr.org\)](https://hbr.org)

[How Long It Takes to Get Back on Track After a Distraction | Lifehacker](#)

[Microsoft Word - chi1038-mark.doc \(uci.edu\)](#)


[What Do You Mean "Boundaries"? by Dr. Henry Cloud and Dr. John Townsend | Cloud Townsend Resources](#)

[Why Boundaries at Work Are Essential | Psychology Today](#)

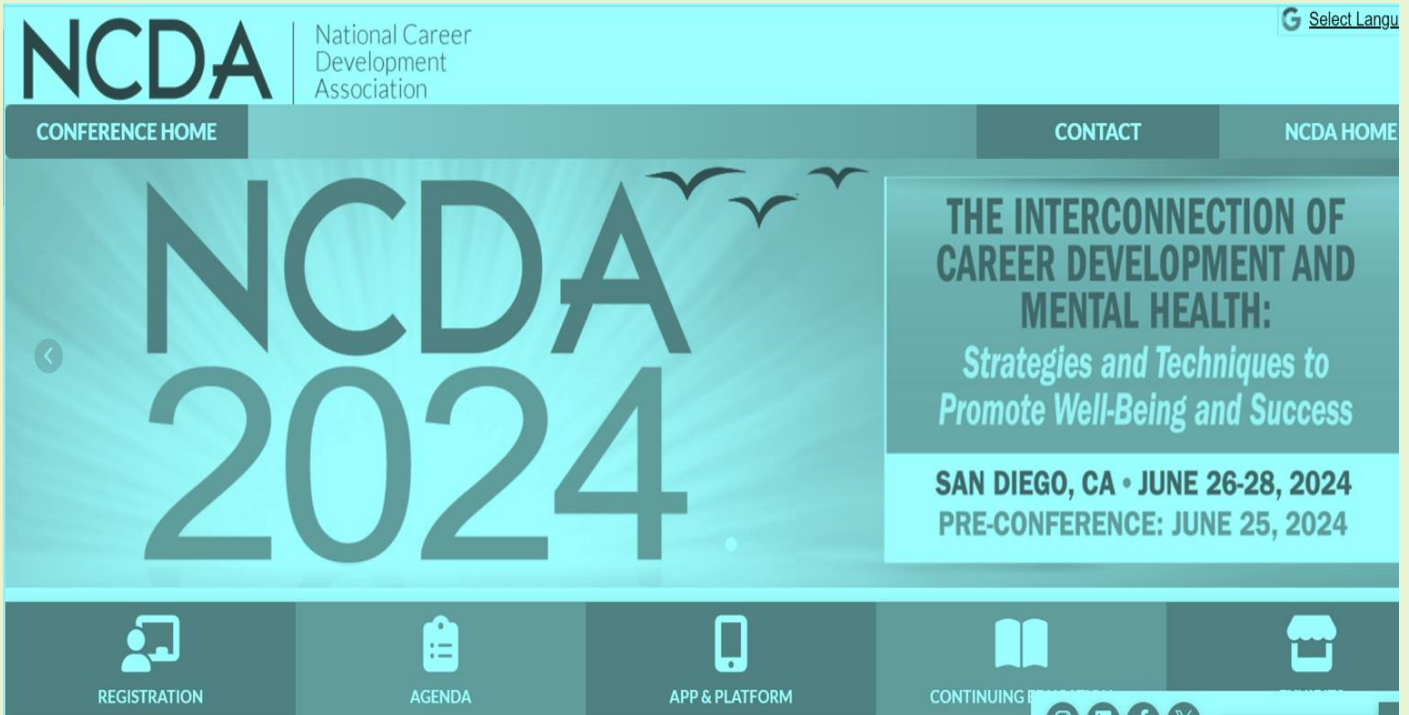
by Federal Career Consultant, Karol Taylor 3/5/24

National Career Development Association

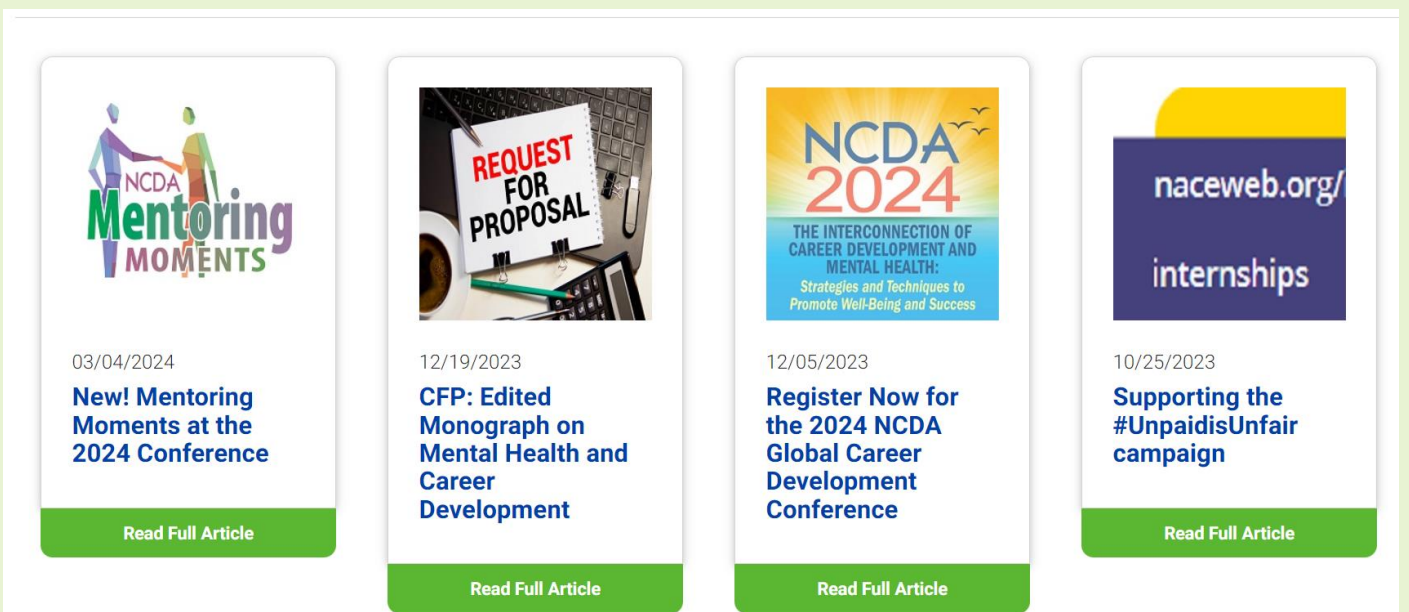
www.ncda.org

Here's a chance to go to sunny California! 

Pack your SPF 30, sandals, and you're ready to go!



The screenshot shows the top section of the NCD 2024 website. On the left, the NCD logo is displayed next to the text "National Career Development Association". A "Select Language" button is in the top right. Below this is a navigation bar with "CONFERENCE HOME", "CONTACT", and "NCD HOME". The main banner features "NCD 2024" in large letters, with the subtitle "THE INTERCONNECTION OF CAREER DEVELOPMENT AND MENTAL HEALTH: Strategies and Techniques to Promote Well-Being and Success". The dates "SAN DIEGO, CA • JUNE 26-28, 2024" and "PRE-CONFERENCE: JUNE 25, 2024" are listed. A bottom navigation bar includes icons for "REGISTRATION", "AGENDA", "APP & PLATFORM", "CONTINUING EDUCATION", and "SCHEDULE".



This section contains four article preview cards, each with a title, date, and a "Read Full Article" button.

- Card 1:** "New! Mentoring Moments at the 2024 Conference" dated 03/04/2024. The image shows two stylized figures shaking hands.
- Card 2:** "CFP: Edited Monograph on Mental Health and Career Development" dated 12/19/2023. The image shows a sign that says "REQUEST FOR PROPOSAL" on a desk.
- Card 3:** "Register Now for the 2024 NCD Global Career Development Conference" dated 12/05/2023. The image is the NCD 2024 banner.
- Card 4:** "Supporting the #UnpaidisUnfair campaign" dated 10/25/2023. The image shows the URL "naceweb.org/internships".

2024 MCDA Conference

Theme: “Career Development through Change, Adaptability, and Growth”

**May 17, 2024 – Hybrid
University of Baltimore**

Conference Schedule

Room 1	Room 2
9 – 9:15 am	Opening Remarks by MCDA President Dr. Sujata Ives
9:15-10:15 am	Keynote Dr. Carolyn Jones
10:15 – 10:30 am	Musical Interlude 1 TBA
10:30 – 11:20 am	Session 1a Session 1b
11:20 – 11:30 pm	Musical Interlude 2 TBA
11:30 – 12:20 pm	Session 2a Session 2b
12:20 pm – 1:00 pm	Lunch & Discussion A Lunch & Discussion B
1:00 pm – 1:50 pm	Session 3a Session 3b
11:20 – 11:30 pm	Musical Interlude 2 TBA
2:00 – 2: 50 pm	Session 4a Session 4b
2:50 – 3:00 pm	Closing and Raffle
3:00 pm – 4:30 pm	Networking

For those who are Virtual Attendees - All Sessions are BYOF – Bring Your Own Food and beverage – please plan ahead. During Lunch & Discussions, in-person attendees can choose a table with a topic they want to discuss while eating lunch. Those who are virtual will have the choice of 2 topics, one in each of the Zoom Rooms.

More Details:

1. Sessions are 50 minutes with a 10-minute break between sessions, except there is no break between Session 4 and Closing and Raffle.
2. MCDA will seek approval to offer NBCC Continuing Education Clock Hours for the content sessions.
3. We cannot record sessions so everyone must attend at the time the session is offered.
4. Raffle gifts will be given during the Closing and will be available to both in-person and virtual attendees. Gifts will either be digital gifts or will be mailed to the recipient by the donor. You can win a raffle signed copy of Sujata Ives' book "Activate Success"!

Register here: <https://mdcareers.org/event-5161465>

Ticket Types & Prices

Dates: Now – May 9 May 10 and after

Regular Member: \$155 \$175

Student/Retired/Presenter: \$75 \$95

Regular Non-Member: \$175 \$195

Asia Pacific Career Development Association



2024 APCDA Hybrid Conference April 15 - 27, 2024 Trivandrum, Kerala, India

According to the European Commission, Industry 5.0 “provides a vision of industry that aims beyond efficiency and productivity as sole goals and reinforces the role and contribution of industry to society.” How will the fifth industrial revolution change our world?

The Asia Pacific Career Development Association (APCDA) provides an international forum for sharing career development ideas and experiences in the Asia Pacific. The audience will consist of delegates from many Asian countries and regions as well as other parts of the world. The conference provides opportunities for networking, sharing among practitioners, and identifying new resources. Join us online or in-person to share and discover new ideas and visions of the future.

Keynote Speakers:



Reinventing Career Development for the 21st Century

Dr. Brian Hutchison is a Core Faculty at Walden University, APCDA Past President, and the former Editor of the APCD Journal.

Supporting Young People to Find Success within a Constantly Changing Industrial Landscape

Mr. Matthew Tompkins, Vice President at GEMS Education



Wired to Resist: The Neuroscience of Change

Dr. Britt Andreatta is an internationally recognized thought leader who creates science-based solutions for today's challenges.



Conference Audience

All presentations will be in English. The audience will be international, consisting of delegates from many Asian and Pacific countries and regions, the US and Canada. Networking, sharing among practitioners, and identifying new resources are important aspects of this conference. The first week will be totally virtual and will include breakout sessions (6 simultaneous sessions). The second week will be in-person and broadcast to our virtual attendees. Recorded presentations will be available for 3 months after the conference.

Schedule

April 15 - 19: 100% Virtual, 6 simultaneous presentations during each time period

Mon Apr 15	8 am – Noon	Breakout sessions
Wed Apr 17	8 am – Noon	Breakout sessions
Fri Apr 19	8 am – Noon	Breakout sessions

April 24-27: Hybrid: In-Person in Trivandrum, Live-streamed to Virtual Attendees

Wed Apr 24	8 am – 11 am	PDI 1: Human-centric Career Design: A Devotion to Worker Welfare through Career Development by Dr. Brian Hutchison
	6 – 8 pm	Meetup dinner
Thu Apr 25	8 am – Noon	Opening Ceremony, Awards Ceremony, and Keynotes by Dr. Brian Hutchison and Indian career development professionals
	1 – 5 pm	Optional Tour of the Indian Space Museum and Space University
	6 – 8 pm	Reception and Cultural Gala
Fri Apr 26	8 am – Noon	Keynote by Dr. Britt Andreatta, Panel Discussion, and Closing Ceremony
	1 – 5 pm	Optional Tour of a weaving workshop
Sat Apr 27	8 – 11 am	PDI 2: The Science of Leading Others Through Change by Dr. Britt Andreatta

Conference Registration

Prices are shown in USD	Through January		Through March 15		March 16 & after	
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual
Professional Member	\$290	\$190	\$310	\$210	\$340	\$240
Professional Non-Member	\$310	\$210	\$330	\$230	\$360	\$260
Student/Retired Member or Presenter	\$210	\$140	\$230	\$160	\$260	\$190
Student/Retired Non-Member	\$230	\$160	\$250	\$180	\$280	\$210
Vendor Table or Virtual Booth	\$550	\$270	\$580	\$320	\$620	\$400
Optional Professional Development Institute (each)	\$100	\$100	\$100	\$100	\$100	\$100
Optional Tour (each)	\$50	N/A	\$50	N/A	N/A	N/A

Discounts

Group size	Discount
3-9	5%
10-19	10%
20-49	15%
50 or more	20%

Optional Extras:

- Professional Development Institutes (PDI)
The two 3-hour PDIs by the keynoters provide a more in-depth learning experience, where you will have the time to really learn the skills and content.
- Optional Tours: On Opening Day, visit the Indian Space Museum and University. On Closing Day, visit a weaving workshop where mothers pass their skills in weaving on handlooms on to their daughters.

CEU Clock Hours Available: All presentations at this 2-week conference will be recorded, so you may earn CE Hours by either attending a session or listening to a recorded session. You may earn up to 40 CE Clock Hours.

Refund policy: Registration opens in January. Registrations that are canceled at least 4 days prior to the event can be refunded. After that time, there are no refunds. Note: there are no fees for switching from In-person to Virtual, or reverse.

Please visit our website for more information: AsiaPacificCDA.org

~Marilyn Maze, PhD,
Executive Director, APCDA

Maryland Career Development Association

HOW TO BECOME A MEMBER

How To Join

Go to www.mdcareers.com

Join with a friend or colleague!

Benefits of Membership

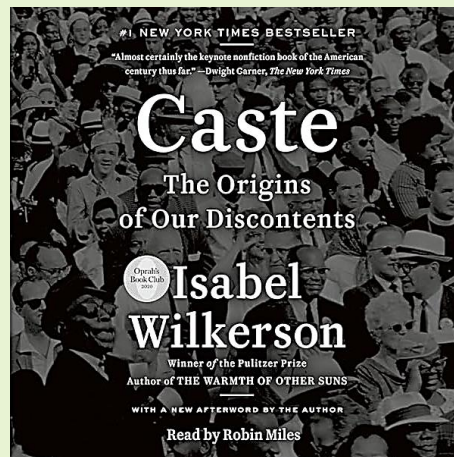
Promotional Literature
MCDA Newsletter
Advertise your business on the MCDA Website
Advertise your business in the MCDA E-Newsletter
Write a short article of interest and Get Published in the E-Newsletter
Membership Certificate (through a request to the president)
Approved Provider of Continuing Education 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

Lots of people want to be leaders, but are they doing the right things to get there? Joining a professional organization can give you the skills you need to become an effective leader. Great leaders are not made overnight. Come and hone your planning, organizing, coordinating, cooperating, supporting, understanding, and leading skills with us!

Dr. Sujata Ives Newsletter Editor, PR, & Roundtables

Women's History Month puts some life back into my soul as snow disappears and is replaced by rainy days that make way for beautiful cherry trees and flowers to awaken! The cherry trees in Maryland and Washington DC make me feel cheery!

Written by a woman, the book that I read twice already this year is entitled, "Caste". I read it twice because I have experienced both the Class and Caste Systems. What's the difference? The Western Class System allows people to find a career path of their choice through their interests, abilities, and skills. This is a great indivisible American freedom. The Eastern Caste System, especially prevalent in India (my birth country), expects people to do the job that their parents are born into. There is no upward mobility for certain castes because religious beliefs are melded into state policies. "Caste" is worth the time so you can understand and dialogue effectively with various cultures in your community. Understanding where people are coming from, physically and psychologically, how they think, and why they think the way they do can put you miles ahead of others in understand their work ethic and commitment.



Sujata Ives, PhD
MCDA.President@MDCareers.org
“A Globally Minded Counselor’s Counselor”



This Newsletter has been approved by the MCDA Board.

Next Newsletter will come out the last week in May.

Please send in your submissions by the 5th of each month.

Your submission does not always guarantee publication.

Thank you.

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