



Maryland Career Development Association

May 2021 Newsletter

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Maryland CARES: The Career Assistance Resilience & Equity Summit



Did you know that Maryland currently ranks among the top 10 most diverse states in the nation AND is also currently ranked as the wealthiest state in the US?

How can we ensure there is greater equity and opportunity for all Marylanders and those living in the DC metro region?

The Maryland Career Development Association is excited to host its first-ever virtual summit on Friday, June 4th in partnership with the Maryland Counseling Association, A Wider Circle and Bowie State University (Maryland's oldest historically black university and one of the 10 oldest in the country). The Maryland CARES

Summit seeks to inspire, empower and connect individuals from under-resourced communities, especially underserved youth, unemployed and/or underemployed Black, Latinx, indigenous and people of color in Maryland and throughout the DC metro area. The summit will be free and open to all.

We are actively seeking career development professionals to volunteer their time and expertise to provide pro bono assistance to those in need.

Please consider joining us to show your support for equity and opportunity for all. If interested, please complete this [form](#) as soon as possible and no later than **Friday, May 14th**. Even 1-2 hours of your time can make a difference!

In addition to providing pro bono assistance, the Summit seeks to connect a diverse range of stakeholders (nonprofits, educational institutions, local government and employers) to discuss issues related to social justice and equity as it relates to careers. The Summit will include an opening panel on “Equitable Pathways in the Future of Work” followed by breakout sessions, an expo and networking. Registration for the event is scheduled to open in early-mid May. More information will be featured on the MCDA website.

Questions? Contact Julie Neill at mcda.president@mdcareers.org

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Karol Taylor Receives 2021 American Counseling Association Presidential Citation

Karol Taylor, a professional career counselor and independent consultant, is a recipient of the 2021 American Counseling Association (ACA) Presidential Citation. She was recently recognized with this extremely high honor at the opening session of the 2021 ACA Virtual Conference Experience, an event bringing together approximately 6,000 counselors nationally and internationally.

In announcing the award, the ACA praised Ms. Taylor for her significant contributions to the counseling profession and for the way she has enhanced the careers and lives of many confronting transition and change. In addition to Ms. Taylor's leadership with the both the Maryland Counseling Association and the Maryland Career Development Association, in particular, the ACA commended her “For impactful work with the National Career Development Association (NCDA), the National Employment Counseling Association (NECA), and the American Counseling Association's Southern Region and career development support of the United States government workforce. Congratulations, Karol on your receipt of this prestigious award!

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Where is the Working Class?

Career Counseling Advocacy for the Forgotten American Majority

By Martin Elliot Jaffe

Closing out my 35-year career counseling journey during the recent bitter, divisive political season as calls for equity, social justice and social change ring out in these anxiety-ridden times of pandemic and economic uncertainty, I'm reminded how we seem to ignore the career development needs of the American working class and the decline and systematic destruction over the last forty years of the most vital career development organizations ever developed--unions.

When I began my career counseling career almost 40 years ago in Lorain, Ohio, the smoky air smelled like prosperity to the thousands of workers engaged in automobile, steel and shipbuilding represented by vigorous unions assuring first rate wages, benefits, working conditions, and career advancement. All of these factors have been systematically stripped away in the following years until the American workplace now resembles the vision of political philosopher Thomas Hobbes (1651) where life is, “short, nasty and brutish.”

Who is in the Working Class?

In *Nickled and Dimed* (1989), Barbara Ehrenreich developed the broad-based definition of the working class that has informed my career counseling practice. Ehrenreich wrote, “by working class I mean not only industrial workers in hard hats but those who are not professionals-managers, entrepreneurs—those who work for wages rather than salaries, spend working hours lifting, bending, driving, monitoring, inputting, cleaning, caring for physical needs, loading, unloading—so defined these jobs are 60-70% of the American workforce.” During the Covid-era, these are the workers keeping our grocery stores, take-out restaurants, and power stations operating, not working from home. They keep life in America flowing until better times arrive.

Who Speaks for the Working Class?

In 1950, according to the Bureau of Labor Statistics about 35% of private sector employees were union members—by 2020 that figure was at 11%. Full disclosure—in the two public library systems I worked for, I have been both a bargaining unit member and a manager. At the social service agency where I was a counselor in the last 10 years of my career, I was in a bargaining unit.

In this short article, I don’t have space to delve into all the reasons for union decline. Lacking unions’ advocacy for the American working-class majority, there is a great void. For example, while NCDA issues calls for position papers and curricula on diversity, inclusion, and social justice, they are missing in action on issues of public policy relating to labor concerns. For example, as public employee bargaining rights were restricted or eliminated between 2015 and 2020, I’m not aware of NCDA taking any public stance on this issue.

When China produces Apple products and other sophisticated technological products in plants where conditions are similar to working conditions similar to those in England in the mid-1800’s or Muslims laboring in prison camps, no NCDA position on labor standards has been articulated.

Class Bias in Counselor Language and Approach

So much of the literature of career counseling is indebted to the quasi-mystical approach of works such as *What Color is Your Parachute?* The endless process of searching for meaning and purpose, the completion of the flower exercise in the Richard Bolles’ world-view (full disclosure, this process with no closure drove me into anxiety-ridden fits at a 1984 *What Color is Your Parachute?* workshop for counselors) is not relevant to working-class clients.

Working class clients tend to be pragmatic and real-world grounded. They want to know what educational path leads to what career, what are the key skills needed in a specific field and what is the employment outlook? While we tend to wax philosophical about internship opportunities, working-class students and counseling clients often ask about apprenticeships or work-study opportunities.

Do We Still Believe in Assessment?

My ‘eureka’ moment came early in my career after an intensive training session in using the Self-Directed Search (SDS) by John Holland, my personal guru and role model. Over the years I have developed skill card sorts based on data, people, things, ideas, and materials integrating Holland codes with Occupational Outlook career profiles, and personality and career relationships integrating the SDS and MBTI assessments. While assessments need to be taken with a grain of salt and not be viewed as set in stone, working class career counseling clients never come to my office and open up by saying, “I want to explore my essence, inner being, and path to career integrity.” Grounding our work in the real world assures our relevance in a world of complex choice and change.

Alex – A True Story

Alex was referred to me by his uncle, who described Alex as, “so much potential, so confused.” Recently fired from his baker’s assistant job, Alex stated, “my boss and I figured out at same time I did not care about baking.”

Alex completed the SDS, and we identified a strong Holland “I” (Investigative) code. Alex told me the best job he held in his varied past was a temporary job at a local university working with rats on blood clotting research. We looked up some OOH titles and career paths. Alex made an appointment with the community college academic advisor, who encouraged him to check back in with questions and an offer to meet and discuss further. Two years pass, I’m reading an article in *The Cleveland Plain Dealer* about innovative computerized medical tomography (don’t ask me, I’m not down with science) and the photo of the technician next to the tomography flying saucer-like machine was Alex!

Advocacy

We are at our best when we encourage and share a career vision with our clients. America is at its best when we have a vigorous empowered labor movement enshrined in our legal system advocating for decent wages, benefits and working conditions—true career development. These are difficult times as Willy Loman’s wife, Linda, stated in *Death of a Salesman*, “Attention must be paid.”



Martin Jaffe served as a career counselor from 2008-2020 at Jewish Family Services in Beachwood, Ohio. He has published numerous articles and presented professional development workshops for the NCDA, the Canadian Guidance Counseling Association, and other organizations. Most recently, he's published articles on career counseling and other topics on the British website JewThink. He maintained NCDA MCC status until 2018 and passed the first version of the NCC/NCCC exams in 1991. He has a Master's in Education with a focus on adult learning and development from Cleveland State University and a Master of Library Science from Case Western Reserve University. Now retired, he and his wife spend much of their time songwriting and playing folk music at coffee houses and other venues in Northern Ohio.

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Constructing Our Future

By Karol Taylor



It's been said that past behavior is a predictor of future behavior. That's why behavior-based interviews are effective. Studies have shown that this approach works in job selection, so has become a standard in both the private and public sectors. This practice would indicate that over the years we have learned how to view ourselves and our behaviors as established, as something that might be somewhat altered, but cannot ultimately be changed. Such an approach translates well into the job interview, but how does it translate into our personal lives?

Many of us see ourselves in a certain way as we continue to exhibit past behaviors that aren't effective, and do not work. It's like we have blinders on, or keep ourselves inside a carefully constructed tiny box that keeps us constricted. We purposefully limit our vision for ourselves and for our future, which, in turn, limits our possibilities.

Author Steven Covey discusses locus of control in his book the *7 Habits of Highly Effective People* (1989). Covey distinguished between proactive people – who focus on what they can do and can influence – and reactive people who focus their energy on things beyond their control. Reactive people maintain an attitude of victimization and blame. Covey calls the things we can actually affect, our "Circle of Influence." This includes our response to the world around us, and how our response impacts both ourselves and others.

Dr. Mark Savickas, creator of Career Construction Theory, believes that we cannot change our past, but that we can construct a new future. He says that it's a privilege for the coach to invite clients into a safe space where they can examine their workplace personalities, career adaptability, and life themes, and then edit their narrative to be more "livable" and open to new avenues of movement. Savickas encourages us to conceive of a life that is formed, maintained, and revised through interpersonal relationships and work roles. Such a lifestyle evolves during a lifetime of contribution and cooperation within the workplace community.

Now that we've established the idea of new, future possibilities, here are some questions to consider. What if we decide to change our mindset about who we are in this world? What can we do to choose our own future and not be enmeshed in the past? What if, in reality, we are not "stuck"?

Many of us live our day-to-day lives as if our learned responses to past experiences are our only reality – as if there is nothing to be done to change that point of view. The good news is that there can be. We can learn to see ourselves from a broader perspective, as flexible and adaptable in creating a future that is decidedly different from our past.

Take a moment to think about how you pivoted to respond to a new workplace situation because of the pandemic. This is a transferrable skill. If you can do it because of outside circumstances, you can surely do it because of internal choices.

Here is the challenge: take the time to see yourself as a strong, contributing professional in your field if you haven't previously done so. Intuitively know and understand how your work contributes to the mission and goals of your organization. Be mindful about your self-talk – especially when you think about yourself – and keep it positive.

Structured interviews use behavior-based questions, but they also include situational questions about the future. In response you must envision yourself in a future situation and how you might handle it. So, think

about your situation. The pandemic might be offering you the perfect opportunity to see yourself and your future in a new and innovative way.



Karol Taylor has been a member of MACD/MCA and MCDA for more than 17 years, 13 as an MCDA Board member and executive leader, and 8 on the MACD/MCA Board. Karol is an award-winning expert in the federal job search, but she also has expertise in leadership and organizational development. The emergence of COVID-19 motivated Karol to consider how people might respond in the new telework-place.

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Upcoming Events

The APCDA Virtual Conference ~ Walking on Unchartered Career Paths

Sponsored by *The Asia Pacific Career Development Association and the Maryland Career Development Association*

May 19-29, 2021

As part of MCDA's new strategic partnership with the Asia Pacific Career Development Association (APCDA), you are invited to attend this virtual international conference (all presentations will be in English). The APCDA Conference features two keynote speakers: Dr. Mark Savickas will speak on *Constructing Career Paths: From Finding to Designing a Work Life* and Dr. Norm Amundson and Ms. Andrea Fruhling will speak on *Finding Hope in Liminal Space*. The conference offers 48 presentations with an amazing variety of topics (all of which will be recorded for later viewing) as well as networking opportunities.

MCDA members can register at the member rate. For a more detailed description of the conference offerings, please read the full article about the conference which appeared in the April issue of the newsletter here:
https://mdcareers.org/resources/Documents/Newsletters/Newsletter_2021_Apr.pdf

We hope to see you there!

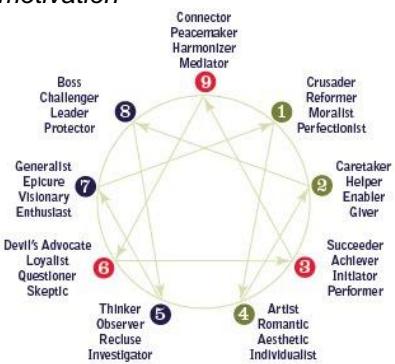
[Please click here to register](#) for the conference.

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All Saint's ADVANCED Virtual Enneagram Workshop on DEFENSE MECHANISMS

May 27th, June 3rd and June 10th

Note: Attendees **MUST** know their Enneagram Type and be familiar with their habitual attention pattern and core motivation



WHEN: 3 Thursday evenings: May 27, June 3 and June 10

TIME: 7:00 to 9:00 pm Eastern Daylight Time (New York Time Zone)

WHERE: Via Zoom

FEE: \$63 for an individual; \$99.75 for family. Includes 30-minute individual phone consultation for each attendee.

PRESENTER: Sandy Lundahl, MPH, MA. Certified Teacher of the Enneagram in the Narrative Tradition

Defense mechanisms represent the “glue” that holds the personality structure in place. These psychological structures support self-esteem and help maintain psychological well-being. However, they can impede growth and development when used automatically or inappropriately. Acknowledging and naming the defense mechanism is key to seeing how it operates in real life. In this workshop series participants will practice observing their type's defense mechanism, the one they use habitually and often unconsciously. Participants will learn how to ease the automatic use of their defense mechanism – becoming more mindful. Each week we will explore the defense mechanism of three types. Here's what will be covered each week: Week 1: Head types 5, 6, 7; Week 2: Heart types 2, 3, 4; Week 3: Body types 8, 9, 1.

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To register: [Click here](#). This [link](#) takes you to All Saint's Online Giving Program. There you will find an ENNEAGRAM DEFENSE MECHANISMS WORKSHOP option. Fill in the following fees: \$63 for individuals or \$99.75 for families. Choose One Time as your Donation Frequency and choose May 27, 2021 as your start date. These fees also cover the processing fee for the church. The next page asks for your contact information and a payment method. The final page provides proof of payment. Please print and scan, print screen and save, snip, or take a photo, and email it to Karol Taylor at karyl@tayloryourcareer.com. Once Karol receives your proof of payment, she will send you the Zoom information to access the workshop.

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Newsletter Article Submissions

MCDA welcomes article submissions on topics of interest to the career practitioner community. We are seeking articles that address emerging trends, best practices (especially as we navigate these uncertain times) and training opportunities. For best consideration, please submit articles (maximum length 700 words, although shorter is preferred) by the 15th of the month prior to the desired month of publication. The newsletter will be published monthly. The article deadline for the June 2021 issue is May 15, 2021. For article submissions or questions, please email: Rachel Loock, Editor, MCDA.Newsletter@MDCareers.org

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