

DR. DEIRDRE A. PICKERELL, CPHR, GCDF-I

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SUMMARY OF QUALIFICATIONS

Dr. Deirdre Pickerell is a nationally recognized, award-winning, industry thought-leader with over 25 years' experience as a career development specialist, human resource professional, and adult educator. She brings a strong history of strategic and collaborative leadership, ensuring individuals, and the organizations that employ them, have the tools, resources, and skills that allow them to thrive. Deirdre "pushes the envelope" in all of her work and is known for seeing needs, championing change, measuring outcomes, evaluating progress, and tirelessly working to ensure that clients' and colleagues' expectations are constantly exceeded.

PROFESSIONAL BACKGROUND

EDUCATION

Degrees

- PhD (Human and Organizational Systems), Fielding Graduate University, 2013
 - Dissertation topic: Examining the Career Engagement of Canadian Career Development Practitioners
 - Supervisor: Dr. Leonard Baca
- MA (Human Development), Fielding Graduate University, 2011
- MEd (Educational Leadership), Simon Fraser University, 2002

HONOURS, AWARDS, AND ACHIEVEMENTS

- Stu Conger Award for Leadership in Career Development and Career Counselling (2014)
 - Canadian Career Development Foundation
- Dr. Vance Peavy Travel Bursary (2013)
 - Career Counsellors Chapter, Canadian Counselling and Psychotherapy Association
- Career Management Award of Excellence, Team Category (2009)
 - British Columbia Career Development Association
- Award of Excellence (2006)
 - British Columbia Human Resources Management Association

ACCREDITATIONS

- Global Career Development Facilitator – Master Trainer (GCDF-i)
- Human Resources Management Association – Chartered Professional in Human Resources (CPHR)

PROFESSIONAL MEMBERSHIPS AND SERVICE (CURRENT)

- Canadian Journal of Counselling and Psychotherapy / Revue canadienne de counseling et de psychothérapie, Manuscript Reviewer
- Canadian Council of Career Development, Evidence-Based Practice Sub-Committee
- Chartered Professionals in Human Resources (CPHR BC & Yukon), Member
- International Association of Educational and Vocational Guidance, Member
- National Career Development Association, Member
- BC Career Development Association, Honorary Lifetime Member

TEACHING INTERESTS

- Career Development in Organizations
- Career/Employee/Work Engagement
- Employee Training and Development
- Ethics
- Psychometric/Psychological Assessments
- Theories and Models of Career Development
- Research Methods

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GRANTS AND ENDOWMENTS

- Canadian Career Development Foundation, Building for the Future: Endowment Fund recipient (Life Strategies)
 - *So you want to be a case manager? A career practitioner's toolkit* (2016)
 - *Where's the work: Helping career practitioners explore their career options* (2012)
 - *Managing diversity at work* (2010)
- Canadian Education and Research Institute for Counselling, Learning and Professional Development partnership (Life Strategies) – *Look before you leap: Self-employment survival strategies* (2011)

RESEARCH INTERESTS

- Career Engagement
- Employee / Work Engagement
- Career Management / Development in Organizations

RESEARCH EXPERIENCE

- Neault, R., & Pickerell, D. (2018). *Exploring career engagement within a post-secondary environment*. Report submitted to Canadian Counselling and Psychotherapy Association's Career Counsellor's chapter.
- Life Strategies Ltd. (2013). *Investigating the barriers and challenges of the foreign credential recognition process for internationally trained professionals: Integration strategy report*. Report submitted to S.U.C.C.E.S.S. FCR Loan Project.
- Life Strategies Ltd. (2013). *Skill requirements for BC's career development practitioners: An exploratory study*. Report submitted to CfEE - available at <http://www.cfeebc.org/reports/skill-requirements-for-BC-career-development-practitioners.pdf>
- Life Strategies Ltd. (2010). *Employer engagement and needs in career development activities*. Report submitted to the Forum of Labour Market Ministers – Career Development Services Working Group.
- Life Strategies Ltd. (2009). *Federal/Provincial/Territorial project on website dissemination of labour market information*. Reports submitted to the Forum of Labour Market Ministers – Labour Market Information Working Group.
- Life Strategies Ltd. (2009). *Use of assessment processes, models, and tools in career development services*. Report submitted to the Forum of Labour Market Ministers – Career Development Services Working Group.

PUBLICATIONS

REFEREED ACADEMIC JOURNALS

- Pickerell, D. A., & Neault, R. A. (2016). Examining the career engagement of Canadian career development practitioners. *Canadian Journal of Career Development*, (15)1, 4-14.
- Neault, R. A., Pickerell, D. A., & Saunders, C. M. (2012). Look before you leap: The role of self-employment coaching self-efficacy in facilitating client's success. *Canadian Journal of Career Development*. Retrieved from: http://ceric.ca/cjcd/current/v11-n1/look_before_you_leap.pdf
- Neault, R. A., & Pickerell, D. A. (2011). Career engagement: Bridging career counseling and employee engagement. *Journal of Employment Counseling*, 48(4), 185-188.
- Furbish, D., Neault, R. A., & Pickerell, D. (2009). The Global Career Development Facilitator credential: An international perspective. *Journal of Employment Counseling*, 46(4), 187-189.
- Neault, R., & Pickerell, D. (2008). Making the case: Demonstrating the impact of career and employment services. *Journal of Employment Counseling*, 45(3), 98-107.
- Neault, R. A., & Pickerell, D. A. (2005). Professional women in dual career families: The juggling act. *Canadian Journal of Counselling*, 39(3), 187-198.

BOOK CHAPTERS AND CONTRIBUTIONS

- Pickerell, D. A. & Neault, R. A. (in press). Maximizing career engagement across a lifetime of transitions. In J. G. Maree (Ed.) *Handbook of innovative career counselling*. Basel, Switzerland: Springer Nature.
- Neault, R. A., & Pickerell, D. A. (2016). Career engagement: A conceptual model for aligning challenge and capacity.

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- In N. Arthur, R. Neault, & M. McMahon (Eds.) *Career theories and models at work: Ideas for practice*. Toronto, ON: CERIC.
- Neault, R., Massfeller, H., & Pickerell, D. (2016). Supervision of career counsellors and practitioners. In Shepard, B., Robinson, B., & Martin, L. (Eds.). *Clinical Supervision of the Canadian Counselling and Psychotherapy Profession*. Ottawa, ON: Canadian Counselling and Psychotherapy Association.
- Pickerell, D. A. (2014). Work search strategies. In B. Shepard & P. Mani (Eds.) *Canadian Perspectives on Career Development Practice*. Toronto, ON: CERIC Canadian Education and Research Institute for Counselling
- Neault, R., & Pickerell, D. (2011). Assessment selection. In M. Pope, C. A. Minor, & T. M. Lara (Eds.), *Experiential activities for teaching career counseling classes & facilitating career groups, Volume III* (pp 147-150). Broken Arrow, OK: National Career Development Association.

PROFESSIONAL / TRADE JOURNALS

- Pickerell, D. A. (Spring-Summer, 2019). Finding the pieces, focusing on the patterns and finishing the puzzle. *Careering*. Retrieved from: <https://ceric.ca/2019/05/finding-the-pieces-focusing-on-the-patterns-and-finishing-the-puzzle/>
- Pickerell, D. A. (2019, May 10). The long-sought-after, unrealized dream of a single LMI portal. *CareerWise Weekly*. Retrieved from <https://careerwise.ceric.ca/2019/05/10/the-long-sought-after-unrealized-dream-of-a-single-lmi-portal/#.XP-slXKiUk>
- Pickerell, D. A. (2018, December 10). Check your assumptions about the gig economy. *CareerWise Weekly*. Retrieved from <https://careerwise.ceric.ca/2018/12/10/check-your-assumptions-about-the-gig-economy/#.XP-qFxKiUk>
- Pickerell, D. A. (Spring-Summer, 2017). Ethical practice in the “gig economy.” *Careering*. Retrieved from: <https://contactpoint.ca/2017/06/ethical-practice-in-the-gig-economy/>
- Pickerell, D. (2017). Staying engaged during times of transition. *Australian Centre for Career Education CEAVE Journal*, (44)3. Retrieved from: http://ceav.vic.edu.au/media/173805/ceav_ejournal_edition3_17_web_final.pdf
- Pickerell, D. A. (Spring-Summer, 2017). Ethical practice in the “gig economy.” *Careering*. Retrieved from: <https://contactpoint.ca/2017/06/ethical-practice-in-the-gig-economy/>
- Neault, R. A., Pickerell, D. A., & Nhundu, P. (Winter 2016). Beyond advocacy: Partnering internationally to impact career development in Zimbabwe. *Career Developments Magazine*.
- Pickerell, D. & Neault, R. (Winter 2016). Resilience within the career development sector. *Careering*, 16-19.
- Pickerell, D. (2015). Using career engagement to conceptualize clients’ career concerns. *Career Developments*, (31)4
- Pickerell, D. A., & Neault, R. A. (2015). *Career developments in organizations: A lost or an emerging opportunity?* *Careering*. Retrieved from <http://contactpoint.ca/2015/06/career-development-in-organizations-a-lost-or-an-emerging-opportunity/>
- Pickerell, D. & Neault, R. (Winter 2015/2016). Points to ponder: Ethical use of technology in vocational rehabilitation settings. *Rehab Matters*.
- Pickerell, D. (2014). What’s trending in career development? *The Bulletin* [On-line]. Retrieved from: <http://contactpoint.ca/2014/01/whats-trending-in-career-development/>
- Neault, R., & Pickerell, D. (2011). 10 tips for career development. *HR Voice*. Retrieved from: <http://www.hrvoice.org/10-tips-for-career-development/>
- Neault, R. & Pickerell, D. (2011). Growing your HR leadership capacity. *HR Voice*. Retrieved from: <http://www.hrvoice.org/growing-your-hr-leadership-capacity/>
- Neault, R., & Pickerell, D. (2011). What’s the real problem with “balance”? It’s not sustainable. *The Bulletin* [On-line]. Retrieved from: http://contactpoint.ca/index.php?option=com_content&view=article&id=1006:whats-the-real-problem-with-balance-its-not-sustainable-&catid=101:winter-2011&Itemid=37
- Neault, R., & Pickerell, D. (2010). Building working relationships online. *The Bulletin*. [On-line]. Retrieved from: http://www.contactpoint.ca/index.php?option=com_content&view=article&id=968:building-working-relationships-online&catid=100:fall-2010&Itemid=37
- Neault, R., & Pickerell, D. (2010). Career management as an employee engagement strategy. *HR Voice*. Retrieved from: <http://www.hrvoice.org/career-management-as-an-employee-engagement-strategy/>
- Neault, R., & Pickerell, D. (2008). Career assessments: What’s new? What’s next? *Rehab Review*.
- Pickerell, D., & Neault, R. (2008). Overworked and understaffed, so...hire and hope. *HR Voice*, 4(28).
- Pickerell, D. (2008). Ethical practice: Everything you wanted to know but were afraid to ask. *Rehab Review*.

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- Neault, R., & Pickerell, D. (Eds.). (2007). A year in review. *ENET*, 5, 1-36.
- Pickerell, D., & Neault, R. (2007). Beyond government contracts: Diverse work settings for career management professionals. *Contact Point*. Retrieved from: <http://contactpoint.ca/2013/01/beyond-government-contracts-diverse-work-settings-for-career-management-professionals/>
- Neault, R., & Pickerell, D. (2007). Strategic recruitment: Why hiring “just anyone” isn’t enough. Retrieved from: <http://www.hrvoice.org/strategic-recruitment-why-hiring-%e2%80%9cjust-anyone%e2%80%9d-isn%e2%80%99t-enough/>
- Pickerell, D. (2007). Employee engagement – A role for career management professionals in organizations. *Contact Point Bulletin*.
- Neault, R., & Pickerell, D. (2006). Career management as an employee engagement strategy. *HR Voice*, 2(41). Retrieved from: <http://www.hrvoice.org/career-management-as-an-employee-engagement-strategy/>
- Neault, R., & Pickerell, D. (2006). Effective use of psychological tests for employee and leadership development. *HR Voice*, 2(39). Retrieved from: <http://www.hrvoice.org/effective-use-of-psychological-tests-for-recruitment-and-selection/>
- Pickerell, D. (2006). Career management within organizations. *Career Manager Connection*.
- Neault, R., & Pickerell, D. (2005). That elusive work-life balance. *HR Voice*, 1(28).
- Neault, R., & Pickerell, D. (2004, Fall). 2010 Olympics: Job boom...or bust? *Career Manager*, 3.
- Neault, R., & Pickerell, D. (2004). Importance of career services in the private training industry. *BC Career Colleges Association News*.

CONFERENCE PROCEEDINGS

- Neault, R., Pickerell, D., Amundson, N., Arthur, N., Bright, J., Pryor, R., & Krumboltz, J. (2013). *Thoughts on theories: Case conceptualization from five perspectives*. VISTAS. Retrieved from: <http://www.counseling.org/docs/default-source/vistas/thoughts-on-theories.pdf?sfvrsn=10>

WORKBOOKS, AND TRAINING MANUALS

- Pickerell, D. A., & Neault, R. A. (2016). *So you want to be a case manager? A career practitioner’s toolkit*. Aldergrove, BC: Life Strategies Ltd.
- Pickerell, D. A., & Neault, R. A. (2013). *Personality Dimensions® train the trainer toolkit: PD in a virtual world*. Concord, ON: Career/LifeSkills Resources.
- Pickerell, D. A., & Neault, R. A. (2012). *Where’s the work? Helping career practitioners explore their career options*. Aldergrove, BC: Life Strategies Ltd.
- Neault, R. A., & Pickerell, D. A. (2011). *Look before you leap: Self-employment survival strategies*. Aldergrove, BC: Life Strategies Ltd.
- Pickerell, D. A., & Neault, R. A. (2010). *Leadership lessons for transformational times*. Aldergrove, BC: Life Strategies Ltd.
- Neault, R., & Pickerell, D. (2007). *Personality Dimensions® train the trainer toolkit: Conflict management*. Concord, ON: Career/LifeSkills Resources.
- Neault, R., & Pickerell, D. (2005). *Personality Dimensions® toolkits* (3 titles: *Work-life balance; Sales, marketing, and customer service; Leadership development*). Concord, ON: Career/LifeSkills Resources.
- Neault, R., & Pickerell, D. (2004). *Personality Dimensions® train the trainer toolkit: Essential elements for conducting a level 1 training program*. Concord, ON: Career/LifeSkills Resources.

POST-SECONDARY COURSES FOR CAREER PROFESSIONALS AND COUNSELLORS

COURSES DEVELOPED

- Neault, R., & Pickerell, D. (2012). *GCAP 647, Career Development in Organizational Settings*. Athabasca University. Calgary, AB.
- Neault, R., & Pickerell, D. (2004 – present). *CPE 510: the fundamentals of psychometric assessments: Understanding validity, reliability and other important stuff*. Life Strategies Ltd., Aldergrove, BC.
- Neault, R., & Pickerell, D. (2004 – present). *CPE 521: Psychometric assessments: selection, administration and interpretation of "B" level tools*. Life Strategies Ltd., Aldergrove, BC.

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COURSES DEVELOPED AND TAUGHT

- Neault, R., & Pickerell, D. (2004 – 2016). *Career management professional program; courses included Career Coaching Skills, Career Development Foundations, Emerging Theories and Models, Career Management at Work: Keeping Employees Engaged, Employment Readiness: Preparing for the World of Work, Ethics Essentials for Career Practitioners, Group Facilitation Strategies for Career Programs*. Life Strategies Ltd., Chilliwack, BC.
- Neault, R., & Pickerell, D. (2004 – present). *Life Strategies LearnOnline Certificate Programs; courses included Case Manager, Job Developer, Job Club Coach, MajorsPTI™ and MajorsPTE™ Qualification Training, Personality Dimensions® Facilitator Certification*. Life Strategies Ltd., Chilliwack, BC.
- Redekopp, D. & Pickerell, D. (2013). *Career Development in Community*. Life Role Development Group, Edmonton, AB.
- Pickerell, D. (2011). *Consultants and organizational systems: Tips for successful interactions*. Life Strategies Ltd., Aldergrove, BC.
- Pickerell, D. (2003-2006). *Basic Counselling, Vocational Counselling Theories, Ethics for Career Practitioners, Administering and Interpreting Assessments, Overview of Career Development Community* delivered as part of Employment Counselling Diploma Program. Cornerstone International Education, Vancouver, BC.

COURSES TAUGHT

- Pickerell, D. (2017). *Business Writing and Communications*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2015 – 2016). *Research methodologies*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2016). *Psychological assessment*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2016). *Career and employment counselling*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2015). *Theories of personality*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2016). *Career and Employment Administration, Work Search Strategies, Labour Market 101, and Using Tests and Tools*. Life Role Development Group, Edmonton, AB.

PRESENTATIONS

KEYNOTES AND FEATURED PRESENTATIONS

- Pickerell, D. (2015, June). *Technology in career practice: Embraced, avoided, or a little bit of both?* Presented at the International Symposium of Career Development Public Policy 2015, Des Moines, IA.
- Pickerell, D. (2010). *Career development in organizations*. Career Development Association of Alberta. Calgary, AB
- Neault, R., & Pickerell, D. (2010, March). *Diversity dialogue*. Employer and service provider dialogue sessions for Surrey Board of Trade's Tomorrow's Workplace project, Surrey, BC.
- Pickerell, D. (2006, May). *Career development landscape in British Columbia*. Saskatchewan, SK
- Pickerell, D. (2006, March). *Human resource strategy for career development sector* (invited panelist). Career Management Association of BC. Vancouver, BC.
- Neault, R., & Pickerell, D. (2006, February). *Take it online: Is facilitated e-learning an option within your organization?* A workshop for HR Professionals. Burnaby, BC.

NATIONAL AND INTERNATIONAL

- Wilson, B., & Pickerell, D. (2019, January). *Demystifying the demand side*. Presented at CANNEXUS, 2019, Ottawa, ON.
- Neault, R., & Pickerell, D. (2019, January). *Let's talk about ethics! Navigating ethical dilemmas*. Presented at CANNEXUS, 2019, Ottawa, ON.
- Hopkins, S., Bezanson, L., Jarvis, P., Magnusson, K., Michel, J., Neault, R., Pickerell, D., & Redekopp, D. (2019, January). *Canadian career development legacies of leadership*. Presented (Panel) at CANNEXUS, 2019, Ottawa, ON.
- Neault, R., & Pickerell, D. (2018, January). *Extending your reach: Training, working, and collaborating virtually*. Presented at CANNEXUS, 2018, Ottawa, ON.
- Pickerell, D., & Neault, R. (2018, January). *Ethical practice in a gig economy*. Presented at CANNEXUS, 2018, Ottawa, ON.
- Ochin, K., Christensen, S., Pickerell, D., & Taylor, L. (2018, January). *Supporting clients who want to work in*

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- pyjamas*. Presented at CANNEXUS, 2018, Ottawa, ON.
- Hopkins, S., Jarvis, P., Pickerell, D. (2018, January). *The future of career development: Challenges and opportunities*. Presented at CANNEXUS, 2018, Ottawa, ON.
- Bezanson, L., Hopkins, S., Jarvis, P, Neault, R, Pickerell, D., & Redekopp, D. (2017, January). *That was then . . . this is now*. Panel presented at CANNEXUS, 2017, Ottawa, ON.
- Neault, R. & Pickerell, D. (2017, January). *Assessment tools/tests for employee recruitment, development, and engagement*. Presented at CANNEXUS, 2017, Ottawa, ON.
- Neault, R. & Pickerell, D. (2017, January). *Case management: An emerging area of specialization*. Presented at CANNEXUS, 2017, Ottawa, ON.
- Pickerell, D. (2016, January). *Using Twitter but not to tweet*. Presented at CANNEXUS 2016, Ottawa, ON
- Pickerell, D., Neault, R., & Franklin, M. (2016, January). *Stories and strategies highlighting career management in the workplace*. Presented at CANNEXUS 2015, Ottawa, ON
- Neault, R., & Pickerell, D. (2016, January). *Maximizing career engagement: Practical applications for diverse clients*. Presented at CANNEXUS 2016, Ottawa, ON
- Pickerell, D., Borgen, W., Roy, V., Hopkins, S., MacDonald, K., & Wischoff Yerama, P. (2016, January). *Highlights from the international symposium on career development and public policy*. Presented at CANNEXUS 2015, Ottawa, ON
- Neault, R., Pickerell, D., Goddard, T., & Burnell, T. (2015, November). *Strengthening skills of career development leaders*. A workshop for NCDA Regional Career Practitioner Institute, Vancouver, BC
- Neault, R., & Pickerell, D. (2015, November). *Refreshing your testing toolkit: What's new? What's revised? What are you missing?* A workshop for NCDA Regional Career Practitioner Institute, Vancouver, BC.
- Pickerell, D. (2015, August). *Using Twitter but not to tweet*. Recorded for Career Professionals of Canada Virtual Conference, 2015.
- Pickerell, D., Neault, R., Borgen, W., Wischoff Yerama, P., Maze, M., & Davis, R. (2015, November). *Highlights from the 2015 international symposium on career development and public policy*. A workshop for NCDA Regional Career Practitioner Institute, Vancouver, BC
- Pickerell, D. (2015, January). *Supporting strategic career decision making through career engagement*. Presented at CANNEXUS 2015, Ottawa, ON
- Neault, R., Pickerell, D., Wang, L., & Montoya, I., (2015, January). *Innovations for immigrants: Program showcase and lessons learned*. Presented at CANNEXUS, Ottawa, ON
- Pickerell, D. & Neault, R. (2014, June). *Using career engagement to support strategic career decision making*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Neault, R., & Pickerell, D. (2014, June). *Customized career resources for newcomers*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Brawley, K., Furbish, D., Hopkins, S., Neault, R., & Pickerell, D. (2014, June). *Helping career development practitioners through training, certification, and credentialing*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Gurr, S., Neault, R., & Pickerell, D. (2014, January). *Skill disconnects in career development practitioners*. Presented at CANNEXUS 2014, Ottawa, ON
- Pickerell, D. (2014, January). *Overwhelmed, underutilized, or engaged with your career?* Presented at CANNEXUS 2014, Ottawa, ON
- Amundson, N., Arthur, N., Bright, J., Krumboltz, J., Neault, R., Pickerell, D., Pope, M., & Pryor, R. (2013, July). *Thoughts on theories: Building theoretical foundations, exploring future directions*. Presented at the National Career Development Association's Annual Conference, Boston, MA.
- Pickerell, D. (2013, January). *Where's the work? Career options for career practitioners*. Presented at CANNEXUS 2013, Ottawa, ON
- Neault, R., Pickerell, D., Arthur, N., & Redekopp, D. (2012, May). *Thoughts on theories: A Canadian career counselling perspective*. Presented at special meeting for the career development chapter, CCPA 2012 Annual Conference, Calgary, AB.
- Bright, J., Neault, R., & Pickerell, D. (2010, June). *Chaos theory of careers Masterclass 2: Counselling, creativity, and metaphors to support change*. Presented at NCDA 2010, San Francisco, CA.
- Neault, R., & Pickerell, D. (2010, June). *Introducing Canada's largest underserved population – the employed*.

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- Roundtable presentation at 2010 NCDA-IAEVG-SVP International Symposium. San Francisco, CA.
- Pickerell, D., Brieden, L., & Neault R. (2010, June). Career development goes nuclear. Presented at NCDA 2010, San Francisco, CA.
- Pickerell, D., & Neault R. (2010, June). *Career development initiative at the South Texas Project*. Presented at NCDA 2010, San Francisco, CA
- Pickerell, D. (2007, June). *Building diverse career services teams in a virtual world*. Presented at NCDA 2007, Seattle, WA
- Pickerell, D. (2006, January). *Making the case: Career management professionals and employers*. Presented at the National Consultation on Career Development, Ottawa, ON.
- Pickerell, D. (2006, January). *Career management professional program*. Presented at the National Consultation on Career Development, Ottawa, ON.

PROVINCIAL

- Pickerell, D. (2019, May). *Let's talk about ethics! Navigating ethical dilemmas*. Presented at Career Development Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2018, March). *Beyond the workplace: Career engagement applications for school/life*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., & Neault, R. (2018, March). *Ethical practice at the gig economy*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., Hiebert, B., Redekopp, D., Amundson, N., Wischoff Yerima, P., Neault, R., Hopkins, S., & Borgen, W. (2017, March). *Career development practice: Looking back, around, and forward*. Panel presented at Career Development Conference, Vancouver, BC.
- Pickerell, D. (2016, March). *Highlights from the international symposium on career development and public policy*. Presented at the Career Development Conference, Vancouver, BC
- Pickerell, D. (2016, March). *Re-imagining Career Engagement*. Presented at the Career Development Conference, Vancouver, BC
- Roy, V., & Pickerell, D. (2015, October). *Highlights from the international symposium on career development and public policy*. Presented at the ASPECT Conference, Vancouver, BC
- Pickerell, D. (2015, April). *Refreshing your testing toolkit*. A Presented at the Contact Conference, Saskatoon, SK.
- Pickerell, D. (2015, March). *Using Twitter but not to tweet*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D. (2015, March). *Selecting, administering, and interpreting psychological assessments*. Presented at Career Development Conference, Richmond, BC.
- Neault, R., Pickerell, D., & Redekopp, D. (2015, March). *Breaking new ground: Customizing programs for diverse clients*. Presented at Career Development Conference, Richmond, BC
- Pickerell, D., & Neault, R. (2014, March). *Career engagement: Maximizing individual and organizational Success*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D. & Neault, R. (2014, March). *Leadership lessons for transformational times for BC's CDPs*. Presented at Career Development Conference, Richmond, BC.
- Neault, R., & Pickerell, D. (2014, March). *The new reality of e-learning*. Presented at Career Development Conference, Richmond, BC.
- Neault, R., & Pickerell, D. (2013, November). Career engagement and skill disconnects in Canadian career development practitioners. Presented at ASPECT Conference, Victoria, BC.
- Pickerell, D. (2013, March). *Career development in organizations: A unique opportunity for employers and career development practitioners*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., & Neault, R. (2013, March). *Overwhelmed or underutilized? Examining the career engagement of BC's career practitioners*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., & Neault, R. (2012, March). *10 tips for identifying themes & patterns across assessment*. Presented at Career Development Conference, Vancouver, BC
- Pickerell, D. (2012, March). *Reflecting on your own career engagement*. Presented at CDC Conference. Vancouver, BC
- Neault, R., & Pickerell, D. (2011, March). *Look before you leap: Self-employment survival strategies*. Presented at Career Development Conference, Vancouver, BC.

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- Neault, R., & Pickerell, D. (2010, March). *What's new in the world of career theory?* Presented at the Career Development Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2010, March). *Look before you leap: Survival strategies for self-employed career consultants.* Presented at the Career Development Conference, Vancouver, BC.
- Pickerell, D. (2009, February). *Adopt a career development culture and drive employee engagement.* Presented at the BC Human Resources Management Association (BCHRNA) HR Outlook – Engaging Key Talent in the Current Economy Forum, Langley, BC.
- Pickerell, D. (2008, October). *Beyond retention: Why employee engagement is key to your success.* Presented at the Community Social Services Employer's Association (CSSEA) Conference, Kelowna, BC.
- Pickerell, D. (2008, October). *Psychometric tests: Positive additions to your HR toolkit or a recipe for disaster?* Presented at the Community Social Services Employer's Association (CSSEA) Conference, Kelowna, BC.
- Pickerell, D. (2008, June). *Career management: A lifelong adventure.* Presented at the BC Post-Secondary Support Staff Conference, Simon Fraser University, Vancouver, BC.
- Pickerell, D. (2008, June). *Getting unstuck: Creating change in your own post-secondary career.* Presented at the BC Post-Secondary Support Staff Conference, Simon Fraser University, Vancouver, BC.
- Pickerell, D. (2008, May). *Effective use of psychological tests.* Presented at the BC School Business Officials Conference, Penticton, BC.
- Neault, R., & Pickerell, D. (2007, November). *Making the case: Demonstrating the impact of career services.* Presented at the Association of Service Providers for Employability and Career Training Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2007, October). *Let's CHAT!: A communication and coaching model.* Presented at the Association of Service Providers for Employability and Career Training Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2007, October). *Recruitment and retention: Attracting and hiring the right people and keeping them engaged.* Presented at the Community Social Services Employer's Association (CSSEA) Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2006, May). *Using assessments for recruitment, retention, and employee development.* Presented at the British Columbia Career Colleges Association Conference, Richmond, BC.
- Pickerell, D. (2006, March). *Career management professional program.* Presented at the Career Development Conference sponsored by Career Management Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2005, June). *Personality Dimensions®: Learning styles and strategies for adult educators.* Presented at the British Columbia Career Colleges Association Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2005, June). *Taking your soft skills training online.* Presented at the British Columbia Career Colleges Association Conference, Vancouver, BC.

SEMINARS / WORKSHOPS / WEBINARS

PROFESSIONAL DEVELOPMENT FOR COUNSELLORS, INSTRUCTORS, HR PROFESSIONALS, AND CAREER PRACTITIONERS

- Pickerell, D. & Neault, R. (2018, July). *Career development: Building a culture that attracts, retains, and engages.* A webinar for the Chartered Professionals in Human Resources (CPHR), BC & Yukon Region, Vancouver, BC.
- Pickerell, D. & Neault, R. (2018, April). *Extending your reach: Training, working, and collaborating with virtual technologies.* A webinar for the Chartered Professionals in Human Resources (CPHR), BC & Yukon Region, Vancouver, BC.
- Neault, R., & Pickerell, D. (2018, March). *Strategic use of assessment tools in HR.* A workshop for the Chartered Professionals in Human Resources (CPHR), BC & Yukon Region, Vancouver, BC.
- Pickerell, D. (2010 – 2016). *Personality Dimensions Level 1 and 2 facilitator's training and bridging sessions.* Life Strategies Ltd., Chilliwack, BC
- Pickerell, D. (2016, April). *Integrating assessment results into career conversations.* A Webinar Wednesdays presentation for Life Strategies.
- Neault, R., Pickerell, D., Goddard, T., & Burnell, T. (2016, March, April). *Strengthening the skills of career development leaders.* A 4- part presentation for BCCDA-CERIC partner webinar series.
- Pickerell, D. (2016, March). *Strategic recruitment.* A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2016, March). *Certification and regulation of career practice.* A Webinar Wednesdays presentation for Life Strategies

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- Pickerell, D. (2016, February). *Monitoring ethical practice*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2016, February). *Identifying themes and patterns across assessment results*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2016, February). *Performance management and career development*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2016, January). *Outplacement and career transitions*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, December). *Ethical practice in rural and remote communities*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, November). *Let's "talk" about ethical dilemmas*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, November). *Career conversations for managers*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, October). *Using "tests" in employee screening/development*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, October). *Creating a sustainable workforce*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, September). *Ethics of advocacy*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, September). *Understanding skills*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, September). *Leadership lessons for transformational times*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, July). *Exploring values*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, June). *Thoughts on theories 3: Change and chance*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, May). *Thoughts on theories 2: 10 key concepts in career theory*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, May). *Ethics and social media*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, April). *Thoughts on theories 1: Career engagement*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, April). *Ethical practice*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015, March). *Creating a career development culture*. A Webinar Wednesdays presentation for Life Strategies.
- Pickerell, D. (2015). *Refreshing your testing toolkit*. A workshop for the team at the Douglas College – Work BC Site, Maple Ridge, BC.
- Pickerell, D. (2014). *Career engagement: Maximizing individual & organizational success*. An e-course for the BC Human Resources Management Association, Burnaby, BC.
- Neault, R., & Pickerell, D. (2013, October). *Career Engagement: Maximizing Individual & Organizational Success*. A workshop for the BC Human Resources Management Association, Burnaby, BC.
- Neault, R. & Pickerell, D. (2013, October). *10 trends in career development*. Workshop for ManitobaStart staff, Winnipeg, MB
- Pickerell, D. (2013). *Strengthening teams and enhancing communication*. A Personality Dimensions workshop for Telus, Burnaby, BC.
- Neault, R., & Pickerell, D. (2011, March). *Career development*. A workshop for the BC Human Resources Management Association, Kelowna, BC.
- Neault, R., & Pickerell, D. (2011, June). *Leadership lessons for HR professionals*. A Workshop for the BC Human Resources Management Association, Burnaby, BC.
- Neault, R., & Pickerell, D. (2010, November). *Professional writing*. A seminar for the BC Career Development Association, Abbotsford, BC.
- Bright, J., Amundson, N., Neault, R., & Pickerell, D. (2009, July). *Career development theories*. A 20 hour course for Career Practitioners, Burnaby, BC.
- Neault, R., & Pickerell, D. (2005-2009). *Blueprint for life-work designs: Orientation*. Various locations, including Cornerstone Academy and UBC. Vancouver, BC.
- Neault, R., & Pickerell, D. (2008, January). *Skillbuilding for career practitioners: The process of helping and*

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- coaching*. A workshop for the Training Innovations (Tii) Team, Burnaby, BC.
- Pickerell, D. (2008, May). *Engaging the multigenerational workforce*. A workshop for the BC Human Resources Management Association, Vancouver, BC.
- Pickerell, D. (2008, June). *Recruitment and retention initiatives for the social services sector*. A workshop for the Community Social Services Employers' Association, Surrey, BC.
- Neault, R., & Pickerell, D. (2007, October). *Recruitment and retention: Attracting and hiring the right people and keeping them engaged*. A seminar for the Community Social Services Employers' Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2007, October). *Topping up your testing toolkit: What's new, what's revised, what are you missing*. A training workshop for ENET, Victoria, BC.
- Pickerell, D. (2007, October). *BC career development community and career practitioner certification in BC*. A seminar for ENET, Vernon, BC.
- Pickerell, D. (2007, October). *Coaching and mentoring: Benefits in the workplace*. A seminar for the Community Social Services Employers' Association, Vancouver, BC.
- Pickerell, D. (2007, October). *Ethics: Everything you wanted to know but didn't ask*. A seminar for ENET, Vernon, BC.
- Neault, R., & Pickerell, D. (2007, September). *Strategic recruitment: When "hiring" just anyone isn't enough*. A seminar for career practitioners for the BC Human Resources Management Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2007, September). *Topping up your testing toolkit: What's new, what's revised, what are you missing*. A training workshop for ENET, Abbotsford, BC.
- Neault, R., & Pickerell, D. (2006, May). *Effective use of psychological tests*. A workshop for the BC Human Resources Management Association, Victoria, BC.
- Neault, R., & Pickerell, D. (2006, February). *Career development essentials: What your students really need to know*. A workshop for the Career Education Society, Vancouver, BC.
- Neault, R., & Pickerell, D. (2006, January). *Effective use of psychological tests*. A workshop for the BC Human Resources Management Association, Vancouver, BC.
- Pickerell, D. (2005, December). *Everything you wanted to know about ethics, but were afraid to ask*. A workshop for NETWERCC, Maple Ridge, BC.

PROFESSIONAL DEVELOPMENT FOR MANAGERS, FRONT-LINE WORKERS, STUDENTS

- Pickerell, D. (2016). *Personality Dimensions: Teambuilding*. A workshop for staff at the Surrey North Delta Division of Family Practice, Surrey, BC.
- Pickerell, D. (2016). *Team strengthening using the Myers-Briggs Type Indicator (MBTI), Step II*. A workshop for the leaders at Canada's Food Inspection Agency, Sidney, BC.
- Neault, R., & Pickerell, D. (2014, March). *Beyond resumes: Compiling academic CVs, bios, and professional profiles. Workshop for postdoctoral fellows*. University of British Columbia, Vancouver, BC.
- Neault, R., & Pickerell, D. (2014, March). *Writing professional resumes. Workshop for postdoctoral fellows*. University of British Columbia, Vancouver, BC.
- Pickerell, D., & Barron, J. (2013). *Launching the performance improvement plan*. A workshop for the leadership team of Vancouver Fire and Radius Security, Richmond, BC.
- Pickerell, D. (2007-2010). *Crafting your career*. A workshop for Credential / Ethical Funds Inc., Vancouver, BC.
- Pickerell, D. (2007-2009). *Effective career conversations: A workshop for managers and supervisors*. A workshop for BC Housing, Vancouver, BC.
- Pickerell, D. (2008). *Career development: Getting started*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Effective career conversations*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Interview preparation*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Looking out: Exploring work opportunities*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Preparing your paperwork*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.

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Pickerell, D. (2008). *Proactive career management*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.

Pickerell, D. (2008). *Work life sustainability*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.

Pickerell, D. (2006-2007). *A time to reflect; Exploring career opportunities; Managing your career: Setting goals and taking action*. A workshop for BC Housing, Vancouver, BC.