



Illuminations

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Life Strategies Newsletter
October, 2007

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KEEPING IN TOUCH with the Life Strategies Team

Fall, even more than spring, seems like a season of new beginnings. This year it is particularly refreshing to be back in my office after a summer that began and ended with travel and was filled in the middle with endless projects. Deirdre started her PhD studies in September – I’m looking forward to learning from her as she discovers “must read” articles and further develops her thoughts about career management as an employee engagement strategy.

In this issue of Illuminations, you’ll see a case study about work Deirdre has been doing with school districts to support their employee selection with psychometric assessments. This summer we also provided assessment services to a coastal First Nations community; the focus was career and educational planning. Lately, we’ve conducted more workshops than usual with an assessment focus – using the MBTI® or Personality Dimensions® for team strengthening, leadership development, and to foster self-reflection. It’s also been exciting to see two of our corporate clients commit to supporting the career development of their employees – the vision that drove my own PhD research in the last decade, seeing career management initiatives in the workplace – is finally becoming a reality!

We hope that this Fall is a time of new beginnings and focus for you as well. Please keep in touch and let us know how we can continue to support you.

ENET Training Days

Dr. Roberta Neault and Deirdre Pickerell share the Executive Coordinator role of ENET. Part of their role is to coordinate training days. We thought many of the topics might interest some of our Life Strategies contacts. Training Days are full-day professional development events suited for individuals in career/employment counselling, human resources, and rehabilitation. Both ENET members and non-members are welcome at these events which are hosted in various regions throughout the province. For more details visit the [ENET website](http://enetwebsite.com) or email info@enetsociety.com.

Upcoming Training Days Include:

Lower Mainland - Wednesdays

Nov. 7, 2007, 8:45 – 3:30 - AM: Women with Brain Injuries Talk About Career Decisions / PM: Working Across Generations

Dec. 5, 2007, 8:45 – 3:30 - AM: Using the Entrepreneurial Vantage Point for Career Exploration / Noon: Netty Awards / PM: Recognizing, Referring, & Rehabilitating Multi-Barriered Clients with Trauma-Related Psychological Symptoms and/or Diagnoses

Interior Region - Thursdays

Oct. 18, 2007, 9:00—3:30 - Ethics for Career Practitioners / Certification Update

Nov. 15, 2007, 9:00—3:30 - AM: Great Places to Work / PM: Mental Health in the Workplace

Vancouver Island - Mondays

Oct. 22, 2007, 12:30—6:00 - Topping Up Your Testing Toolkit – What’s New? What’s Revised? What are You Missing? / Networking and Meet and Greet

CASE STUDY - SCHOOL DISTRICT No. 62 (Sooke)

Client Name: School District No. 62 (Sooke)

Sector: Public (K-12) Education

Client Overview:

The Sooke School District serves approximately 8,900 students in 19 elementary schools, three middle schools, two secondary schools, two alternate schools, and a continuing education program that accommodates adults and secondary school students. The district is located on South Vancouver Island adjacent to British Columbia's Capital City of Victoria and serves the communities of Sooke, Port Renfrew, Metchosin, Langford, Colwood, and the Highlands. The Sooke School District is focused on improving student achievement in the areas of literacy and numeracy.

The district has 1500 full and part time employees with a predicted large turnover in the next five years. Senior management will experience a 50% retirement rate in the next five years. These statistics are similar to other sectors, both public and private through North America.

Assessments Being Utilized:

Leadership:

When hiring for leadership positions, a battery of assessments was discussed with the management team. Three assessments were administered per candidate, measuring critical thinking, emotional intelligence, and leadership skills. These would only be given to candidates who had been short listed for the interview, based on other criteria (e.g., resume, references). Combined, these tests provided a well-rounded profile of each candidate which was then compared to the panel's interview notes and reference checks.

Once the candidate had been selected, we discussed with the management team the possibility of doing a personality assessment. This assessment had already been completed by the significant members of the existing management team. Combined with the new member's profile, the personality assessments were utilized to assess the individual assets of the members of the expanded team.

Support Staff:

A separate test is also being utilized for support staff (i.e., clerical, custodial, maintenance). This is an employee screening assessment and measures items such as

accuracy and productivity. This test can also indicate the likelihood of commitment level, job satisfaction, and promotability.

How the Tests are Helping:

Dave Lockyer, Secretary/Treasurer for the Sooke School District says:

The testing process has helped school district management in selecting the best candidates from the pool. The profiles have enabled the team to recognize the strengths of each individual and provide training where it is deemed to be most beneficial. The leadership skills assessment has been especially useful as it allowed us to put some substance behind issues that arose during the interview process and/or from reference checks. As a layperson I have been impressed with the professional and ethical approach that the Life Strategies' team uses throughout the assessment process, from how they guided us in selecting tools that would meet our needs and then supported the management team to interpret the results, providing us with a deeper understanding of each candidate we have considered.

Towards a Flexible Workforce: Workers and Their Ability to Meet the Challenges of Ongoing Change

Here is a research request from our colleagues at UBC...

Our names are Norman Amundson and Bill Borgen, and we are investigating the ways in which working women and men have successfully handled change(s) that affected their work. The research project is part of our work as professors in Counselling Psychology at the University of British Columbia. The purpose of this research is to give working women and men who have experienced such change(s) and who are handling them well an opportunity to describe their experiences. It also provides individuals with an opportunity to discuss what has helped or hindered them in doing well when facing these changes. We are at present seeking adult volunteers between the ages of 20-29 and 50-59, who are willing to talk about changes they have experienced within the last six months, and to explore their process of dealing with these changes.

Data will be collected from participants via two confidential interviews. It is expected that our investigations will identify helpful strategies for personal adaptation to change; provide information about the efficacy of current interventions; contribute to existing theory on work adaptation and flexibility, career counselling, personal and career transition, career development, and the changing work paradigm for younger and older workers. The information gained will be important in contributing to the development of a proactive, preventive, developmental counselling approach to assist individuals in addressing challenges that accompany ongoing contextual change. We expect to contribute knowledge to counselling theories and interventions, career counselling, career life-span development, career and workplace adaptation, vocational psychology, positive psychology, adult development and transitions, and knowledge on workplace bullying and toxicity. Results will be shared with participants at the end of the research project. If you would like to participate or would like further information about this study, please contact Dr. Norm Amundson at 604-822-6757, or email Anne Erlebach, Ph.D. student, at erlebach@shaw.ca. You are welcome to share this article with colleagues, family and friends.

PERSONALITY DIMENSIONS ONLINE COMMUNITY

This online meeting place provides Personality Dimensions® Facilitators, Facilitator Trainers, and Master Trainers an opportunity to stay connected and participate in interactive discussions on topics of interest, including selecting materials, preparing for the 1st workshop after training, best practices for PD Facilitators, challenges with presenting the PD model, leading Facilitator-Trainer sessions, and important announcements. Becoming a member of the PD Online Community costs only \$60.00 a year, which works out to \$5.00 a month.

PERSONALITY DIMENSIONS TRAINING

Life Strategies Ltd. offers Bridging, Level 1 Facilitator Training, and Level 2 Facilitator Trainer Training several times a year in Coquitlam BC, and now individuals can do their Level 1 training online.

See the Life Strategies [Online Store](#) for all training dates.

If you register before October 5th you can still be included in the October 15th to November 6th online training session.

SPECIAL ENET DISCOUNT FOR CMPP STUDENTS

Now CMP students are eligible for the one year student membership rate at ENET. Membership benefits include: access to browse and add job postings, the ENET bi-weekly news, speaker notes and presentations from ENET Training Days, 24 hour available access to the ENET listserv, opportunity to post events on the ENET calendar, and reduced admission at ENET Training days.

Contact info@enetsociety.com for more information.

CAREER MANAGEMENT PROFESSIONAL PROGRAM

Come join the Career Management Professional Program! If you are interested in accessible, affordable, and flexible professional development as a career practitioner, the Career Management Professional Program (CMPP) is the program for you. With seven areas of specialization and an interactive, facilitated e-learning format the CMPP is unmatched for convenience and relevant training in the field.

Each course runs for two-weeks; students log on daily to learn at their own convenient time. Courses involve completing assignments, reading resources, and getting involved in rich discussions with students and facilitators. For more information on the CMP program visit the Life Strategies website at: <http://lifestrategies.ca/training.cfm>.

Upcoming courses include:

- Helping Skills to Facilitate Career Development - Starts October 3rd
- Community Capacity Building - Starts October 10th
- Career Coaching Skills - Starts October 24th
- Work Search Essentials 1: Resumes, Cover Letters, and Career Portfolios - Starts November 7th
- Career Management at Work: Keeping Employees Engaged - Starts November 14th
- Employment Readiness: Preparing for the World of Work - Starts November 14th
- Work Search Essentials 2: Interview and Negotiation Strategies - Starts November 21st

Congratulations

Congratulations to our recent Career Management Professional Program Graduates:

Pam Webb - Employment Facilitation / Work Search Specialist

Michele Pankratz - Career Transition Specialist

Career Strategies for a Lifetime of Success: Foundations for Career Management Programs

Career Management is a top ranking priority in the business world today. Many companies are investing in the career management of their employees to help keep them engaged and happy.

Life Strategies Ltd. provides various services to support both employers and employees in life-long career management. Dr. Roberta Neault's *Career Strategies for a Lifetime of Success* e-book has been a popular option among several companies, including a financial institution and a public service organization, to help build a foundation for career management programs.

Written as a series of six e-books (also available in print), the Career Strategies e-book is for adults, at any stage of life, who are looking for tips on managing their careers more successfully.

Visit the Life Strategies [Online Store](#) to make your purchase.

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

WHAT	WHEN	FOR WHOM	REGISTRATION DETAILS
Blueprint for Life/Work Designs Orientation	Oct. 10, 2007 Online	HR Professionals Career Practitioners Teachers / Counsellors	Materials on CD-ROM - \$179.00 + GST Printed Materials - \$189.00 + GST For details, visit http://lifestrategies.ca/training.cfm
Scaling Up: Early/Mid Career Transitions	Oct. 15, 2007 from 6pm - 9pm SFU Vancouver and Nov. 3, 2007 from 10am - 1pm SFU Surrey	Recent Graduates Employees in Transition	\$75.00 + GST For details visit http://www.sfu.ca/cstudies/mpprog/scaling-up.htm
Scaling Down: Late Career Transitions and Early Retirement	Oct. 17, 2007 from 6pm - 9pm SFU Vancouver and Nov. 24, 2007 from 10am - 1pm SFU Surrey	Potential Retirees Individuals experiencing a late career transition	\$75.00 + GST For details visit http://www.sfu.ca/cstudies/mpprog/scaling-down.htm
PD Bridging Online Workshop	Oct. 17 - 23, 2007 Online	True Colors © Facilitators MBTI © Qualified Users	\$299.00 + GST For details, visit the Life Strategies Online Store
PD Level 1 Online Training	Oct. 17 - Nov. 6, 2007 Feb. 6 - 26, 2008 Nov. 19 - Dec. 9, 2008 Online	HR Professionals Career Practitioners Teachers / Counsellors	\$795.00 + GST For details, visit the Life Strategies Online Store
CPE 520/521 Psychometric Assessments "B" Level	Oct. 31, 2007 CPE 520 online with 1.5 day in person seminar CPE 521 fully online	Students with an undergraduate degree and CPE 510 (or a similar course)	CPE 520 - \$1,075.00 + GST CPE 521 - \$1,250.00 + GST For details, visit http://lifestrategies.ca/training.cfm
Survivability Coach and Workshop Leader Training	Jan. 23, 2008 Sept. 24, 2008 Online	HR Professionals Career Practitioners Teachers / Counsellors	Coach & Leader Training - \$1001.35 + GST Coach Training - \$898.42 + GST Leader Training - \$911.50 + GST For details, visit http://lifestrategies.ca/training.cfm
Career Management Professional Program	Courses start every Wed. beginning in Sept. Online	HR Professionals Career Practitioners Teachers Counsellors	\$329.00 + GST 10% discount when registering for 3 CMPP courses at once For details, visit http://lifestrategies.ca/training.cfm
ENET Educational Society Training Days	First Wed. of every month	HR Professionals Career Practitioners Teachers / Counsellors	\$20.00 - Including Tax - Members \$40.00 - Including Tax - Non-Members For details, visit www.enetsociety.com



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ABOUT LIFE STRATEGIES

Life Strategies specializes in career management and leadership development services for individuals and organizations, psychometric assessment services, training, and e-learning initiatives. We provide professional development and train-the-trainer sessions for human resources professionals, career practitioners, career management professionals, and counsellors. In all our work we strive to build capacity within individuals and organizations through consultation, facilitation, coaching, and training.

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