

Life Strategies Feature of the Month: February 2015

CEUOneStop Webinars: Now Featuring Roberta & Deirdre

Roberta and Deirdre will be facilitating webinars for CEUOneStop on the topics of career assessment and diversity. Space is limited so register early to secure your spot -

<http://ceuonestop.com/wp/home/webinars/>

Integrating Assessments into Career Conversations

Date: 25 February 2015 –12:00-1:15 pm (Eastern)

Presenter: Deirdre Pickerell

An essential step when using assessment tools is debriefing the results with your client, highlighting specific details and integrating overall patterns and themes in a focused conversation. This webinar will review 10 tips for integrating assessment results into career conversations to help clients build and grow their careers effectively. Participants will learn the dangers of over-interpreting and explore how to set goals and action plans.



Participants will learn:

- The importance of appropriate assessment tool selection
- How to interpret results within the context of the assessment goal
- The dangers of over-interpreting results
- How to set goals and action plans.

Unconscious Incompetence: Helping Career Practitioners Ethically Support Diverse Clients

Date: 11 March 2015 — 12:00 – 1:15pm (Eastern)

Presenter: Roberta Neault

Although ethical practice for career development facilitators and counsellors requires that we not work beyond our level of competency, many who practice within the career development sector acknowledge limited skills and knowledge related to diversity. In our rapidly changing and increasingly interconnected global workplace, it's not uncommon to find ourselves encountering clients from diverse groups that we've never been trained to serve. However, it's not until we stumble or have gaps in our knowledge, skills, or attitudes pointed out, that we move into the "conscious incompetence" zone – an uncomfortable and sometimes embarrassing place to be. Awareness is the first step to change. Diversity awareness initiatives are offered in many organizations and at most career development conferences there are workshops and presentations on diversity-related topics. However, many who could benefit from such training fall within the "unconscious incompetence" stage (i.e., they don't yet recognize their skill gaps so they don't see these sessions as personally relevant). In this session, learn about the diversity-related skills disconnects amongst career practitioners that were identified in recent research. Also learn what recent immigrants reported about the career development



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professionals they encountered in their quest for recognition of their foreign credentials. Brief examples of recent initiatives to build welcoming workplaces for diverse employees and to equip newcomers to re-establish their careers will also be shared.

Participants will learn to:

- Recognize and acknowledge gaps in their cultural competency to provide effective career development support
- Navigate the 4 stages of learning, to strategically build cultural competencies
- Provide ethical and appropriate career services to more effectively serve diverse clients



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