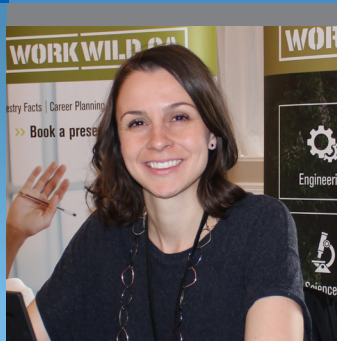




# CAREER MOMENTUM

December 2021



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**CDAAA**  
*Current. Connected. Committed.*



## Season's Greetings from the CDAA

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*By Paula Wischoff-Yerama*

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Welcome to our Member Focus and Holiday edition of Career Momentum for December, 2021. Once again, the holiday season reminds us to reflect on the year that is quickly coming to a close, to be grateful for the things and people we have in our lives and to look forward to a new year with anticipation and hopefulness. We at the CDAA wish all of you joy, and happiness and prosperity during the festive season and throughout the coming year.

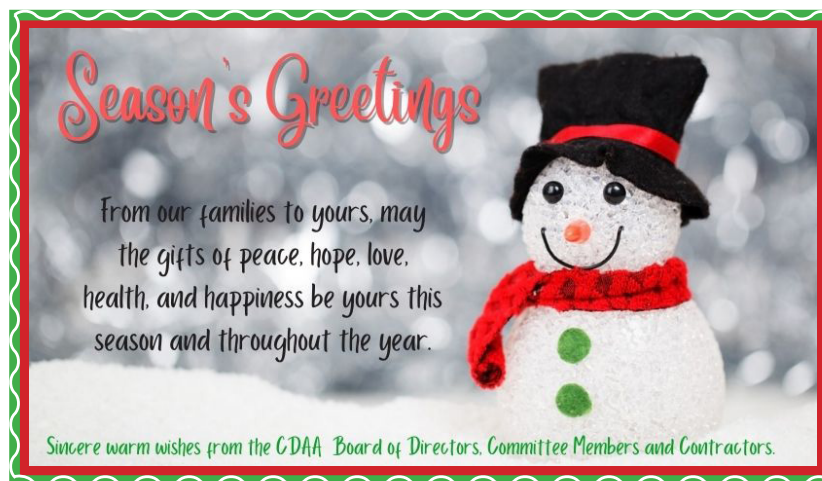
This issue we spotlight one of our members, who sets a wonderful example of the kind of individual you might want to nominate for the CDAA's Award of Excellence. Below you will find an article that elaborates on the award categories and link to the nomination form. Please give some thought to a worthy colleague whom you feel best embodies excellence in their professional practice.

2021 marks the first year of Career Momentum's new format. We hope you enjoyed the fresh new look, features, wider distribution and monthly publication schedule. Prior to this year, Career Momentum was published quarterly, and issued to members only.

If you have received this message as a subscriber, please consider joining as a member. For more information, take a moment to explore all the benefits of membership. We welcome new members!

Happy Holidays and all the best in 2022!

--Paula



## CDAA Awards of Excellence

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*By Paula Wischoff-Yerama*

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With the CDAA's 25th Anniversary approaching we hope you will consider nominating a colleague or organization for one of the nomination categories. The call for nominations is now open and we look forward to receiving your submissions!

<https://cdaassoc.wufoo.com/forms/cdaa-awards-of-excellence-2022/>

The CDAA Awards of Excellence were created in 2007 (CDAA's 10th anniversary) to recognize and celebrate the accomplishments of individuals and organizations that demonstrate leadership and advance career development in Alberta.

The awards are an opportunity to showcase Alberta's current, connected, and committed career development volunteers, members, organizations, and leaders who consistently demonstrate advancement of the career development profession through strategic outreach and partnership activities as well as CDAA's beliefs of Leadership and Accountability, Learning and Development, Communication and Transparency, Advocacy and Partnerships, Growth and Viability, and Respect and Integrity.

Nominations for Life Member, Honourary Member, Organization of the Year, Career Development Practitioner of the Year, and Volunteer of the Year are accepted annually and presented at the CDAA's Alberta Career Development Conference.

### Awards of Excellence Categories

#### *Life Member*

"Life Member" means a Certified or Individual Member in Good Standing who is recognized for long term and active service in the CDAA and the profession and who has been elected a Life Member by the Board according to policy. A Life Member will remain a Member of the Association and has all privileges of a Certified or Individual Member, as the case may be, but does not normally pay annual dues.

#### Nomination Criteria

- Has made a significant contribution to the development and promotion of the CDAA
- Minimum of 15 years full time work within the career development field
- Must be nominated by a Certified or Individual Member

#### Selection Criteria

- Candidates for life membership must have support from 2/3 of the Board of Directors
- Candidacy for admittance to life membership to be approved by members at the Annual General Meeting
- The number of Life Members elected should be no more than two per year

#### Life Member Benefits

- Annual membership dues will be waived

- Application processing fee for CCDP or renewal of CCDP is ½ half of the standard fee
- To maintain CCDP professional designation ½ of the standard CE credits and ½ of the standard required work hours are required
- The Life Member will be presented with a plaque of recognition at the AGM (or designated special event) and listed on the CDAA website in acknowledgement of this honour

Nomination must include a written case for admitting the nominee to the category of “Life Member” by addressing the following:

- The number of years the nominee has been a member of the CDAA;
- Demonstration that the nominee has at least 15 years’ experience in the career development field;
- Description of the significant contribution(s) the nominee has made to the CDAA and to the career development field.

*\*\*\*CDAA Board of Directors who are nominated for Life Membership will be excused from the decision making process.*

### *Honourary Member*

“Honourary Member” means any non-member who has made, or is making, a significant contribution to the career development field and who has been elected by the Board according to policy. An Honourary Member will become a Member of the Association and has all privileges of a Member except voting or seeking election to the Board. An Honourary Member does not pay annual dues.

#### Nomination Criteria

- Has made noteworthy contributions and received significant recognition from peers in the career development profession
- Has profound and extensive experience showing enthusiasm and leadership in career development
- Must be nominated by a Certified or Individual Member

#### Selection Criteria

- Candidates for honorary membership must have support from 2/3 of the Board of Directors
- Candidacy for admittance to honorary membership to be approved by members at the Annual General Meeting
- The number of Honourary Members elected should be no more than two per year

#### Honourary Member Benefits

- Annual membership dues will be waived
- The Honourary Member will be presented with a plaque of recognition at the AGM (or designated special event) and listed on the CDAA website in acknowledgement of this honour

Nomination must include a written case for admitting the nominee to the category of “Honourary Member” by addressing the following:

- Description of the nominee’s noteworthy contribution(s) to the career development field;
- Demonstration of the significant recognition the nominee has received from peers in the career development profession;
- Description of the nominee’s profound and extensive experience in career development;
- Demonstration of how the nominee has shown enthusiasm and leadership in career development.

*\*\*\*CDAA Board of Directors who are nominated for Honourary Membership will be excused from the decision making process.*

## Organization of the Year

“Organization of the Year” means an Organizational Member who is recognized for involvement in and promotion of the CDAA and commitment to the career development field and has been selected by the Board according to policy.

### Nomination Criteria

- Has been involved in the development and promotion of the CDAA
- Has demonstrated commitment to the career development field
- May be nominated by a Certified or Individual Member

### Selection Criteria

- Candidates for Organization of the Year must have support from 2/3 of the Board of Directors
- No more than one Organization of the Year will be selected

### Organization of the Year Benefits

- The Organization of the Year will be presented with a plaque of recognition at the AGM (or designated special event) and listed on the CDAA website in acknowledgement of this honour
- Nomination must include a written case for selecting “Organization of the Year” by addressing the following:
  - The number of years the organization has been a member of the CDAA;
  - Description of the organization’s involvement in the development and promotion of the CDAA and commitment to the career development field.

*\*\*\*CDAA Board of Directors who are nominated for Honourary Membership will be excused from the decision making process.*

## Career Development Practitioner of the Year

“Career Development Practitioner of the Year” means a Certified or Individual Member in Good Standing who is recognized for involvement in and promotion of the CDAA and commitment to the career development field and has been selected by the Board according to policy.

### Nomination Criteria

- Has been involved in the development and promotion of the CDAA
- Has demonstrated commitment to the career development field and to their work as a Career Development Practitioner
- May be nominated by a Certified or Individual Member

### Selection Criteria

- Candidates for Career Development Practitioner of the Year must have support from 2/3 of the Board of Directors
- No more than one Career Development Practitioner of the Year will be selected
- Career Development Practitioner of the Year Benefits
- The Career Development Practitioner of the Year will be presented with a plaque of recognition at the AGM (or designated special event) and listed on the CDAA website in acknowledgement of this honour

Nomination must include a written case for selecting “Career Development Practitioner of the Year” by addressing the following:

- The number of years the member has been a member of the CDAA;



- Description of the member's involvement in the development and promotion of the CDAA and commitment to the career development field and their work as a Career Development Practitioner.

*\*\*\*CDAA Board of Directors who are nominated for Honourary Membership will be excused from the decision making process.*

### *Volunteer of the Year*

"Volunteer of the Year" means a Certified or Individual Member in Good Standing who is recognized for volunteerism within the CDAA and the career development field and has been selected by the Board according to policy.

#### Nomination Criteria

- Has volunteered with the CDAA in one or more of the following capacities: Board (Officer, Director, or Committee); Chapter (Planning Committee, or event volunteer); Alberta Career Development Conference (Planning Committee, or event volunteer)
- Has been involved in the development and promotion of the CDAA
- Has demonstrated commitment to the career development field
- May be nominated by a Certified or Individual Member

#### Selection Criteria

- Candidates for Volunteer of the Year must have support from 2/3 of the Board of Directors
- No more than one Volunteer of the Year will be selected

#### Volunteer of the Year Benefits

- The Volunteer of the Year will be presented with a plaque of recognition at the AGM (or designated special event) and listed on the CDAA website in acknowledgement of this honour

Nomination must include a written case for selecting "Volunteer of the Year" by addressing the following:

- The number of years and capacities in which the member has volunteered with the CDAA;
- Description of the member's involvement in the development and promotion of the CDAA and commitment to the career development field.

*\*\*\*CDAA Board of Directors who are nominated for Honourary Membership will be excused from the decision making process.*

## Awards of Excellence Recipients

Sashie Steenstra, BSc., MA, CCDP — Career Development Practitioner of the Year [2020]

Herky Cutler — Life Member [2018]

Gail Flitton — Volunteer of the Year [2017]

Samantha Schellenberg — Career Development Practitioner of the Year [2017]

Freddi Dogterom — Life Member [2017]

Elizabeth Solecki — Life Member [2017]

Roberta Borgen (Neault) — Honourary Member [2017]

Ann Nakaska — Volunteer of the Year [2016]

Alberta Learning Information Service (ALIS) — Organization of the Year [2016]

Alnoor Damji — Career Development Practitioner of the Year [2015]

Yasmin Kothari, CCDP — Life Member [2013]

Paula Wischoff Yerama, CCDP — Life Member [2013]

Nancy Arthur, PhD — Honourary Member [2013]

Lynne Bezanson — Honourary Member [2012]

Sareena Hopkins — Honourary Member [2012]

Dave Redekopp, PhD — Honourary Member [2012]

Emily Sylvester, CCDP — Life Member [2009]

Marilyn Berezowsky — Life Member [2008]

Nell Smith, CCDP, RRC — Life Member [2007]

To learn more about each of the CDAA Awards of Excellence Recipients please visit:

<https://www.careerdevelopment.ab.ca/awards>

# **ARE YOU ALL OVER YOUR OVERALL MENTAL HEALTH? YOUR GUIDE TO THE SERIOUS BENEFITS OF POSITIVE WORKPLACE MENTAL HEALTH!**

Prior to the pandemic, it was rare to talk about Workplace Mental Health. How quickly times have changed! Today, there's so much attention and awareness on our daily mental health at work. Conversations that acknowledge our challenges in sustaining positive mental health at work are now a common, daily occurrence.

No one is immune to the many mental health challenges that all of us are facing during this global pandemic, and this includes myself. Living through a pandemic has changed our perspective on life, on what's truly important, and what we are no longer willing to tolerate in the workplace. There's no denying the fact that we've all had to find our way through continuous change and we've all had to adapt.

To compound matters, when we examine the amount of stress this pandemic has caused for all of us, at work and in life, it stands to reason to take a step back and to turn our attention on the importance of positive workplace mental health. And it goes without saying that the sheer absence of not addressing positive mental health at work will continue to impact levels of **ENGAGEMENT, PERFORMANCE & CONNECTION** in significant ways. Keep on reading!

Whether you or I have been directly impacted by COVID or not, the ramifications of the pandemic have changed everyone's thinking about mental health, mental well being, mental wellness, and mental health optimism at work.



Check this out. Recently, over a 7 day period I had conversations with five experts in today's world of work on a variety of topics.

Each one of the experts that I spoke to provided their insights as to THE MENTAL HEALTH IMPACT OF COVID-19. Here is a list of the TOP 10 INSIGHTS that I gathered from my conversations. The list itself is in no particular order of priority. Also, reflect upon how each of these insights affects levels of ENGAGEMENT, PERFORMANCE & CONNECTION as noted on my website.

1. Strong vax/anti vax polarization. Hard to move people to the middle. This includes Sophistication Bias: We don't trust that simple will work.
2. People are challenged to establish physical and psychological boundaries.
3. Seeing a lot of sadness and depression that is leading to more stress.
4. With stress, people are making poor decisions and quitting their jobs, thinking the stress will go away. But it does not.
5. Feeling isolated. Languishing. Mental fog.
6. Whole thing feels weird.
7. Employers having a hard time getting people in work mode. Lack of motivation.
8. We are not playing, not having enough fun.
9. We have "the hamster wheel" of anxiety spinning in our heads.
10. The Great Resignation is a real thing.

So, where do we go from here? Neither you nor I can fully appreciate the toll that Covid-19 has taken on our colleagues at work, friends, family and so many others. Does this mean we stand idle and turn away? Of course not.

My best advice?

## **A. EVERYTHING STARTS WITH A CONVERSATION.**

This is exactly why Powerful Play Experiences is The Only Team Re-Building & Fun At Work Business That Is Opening The Conversation About The Importance Of Positive Mental Health At Work...Home | Office | Hybrid.

As an Avid Mental Health Champion, people have come to know me as someone who is comfortable starting a conversation about my own personal story of living with and managing depression & anxiety. My bigger goal? To be a role model for men everywhere who really need to get comfortable with starting their conversations about their daily mental health and get the help and support they need.

All of us can START CONVERSATIONS. This simple act of starting a conversation is a clear demonstration that “WE CARE”. Life has taught me that when we show WE CARE, the likelihood of moving others and ourselves to a much better place, a much happier place, increases!

And when we go to a place of showing that WE CARE, it's equally as good for our overall mental health, mental well being and the mental wellness of others.

My biggest fear? When leaders of influence put up barriers that get in the way of both STARTING A CONVERSATION & WE CARE. Here's an abbreviated list of 5 Barriers from my official list of 9 Barriers.

1. I don't think it's my job to help someone who is experiencing some sort of mental health problem. After all, people are hired to do a job. My job is not to take care of someone's mental health problems.
2. I don't have time. Heavy workloads, busy schedules, limited resources make it very difficult to think about putting yet another important item on my plate, especially a framework for workplace psychological health and safety.
3. I don't want to start anything here in the office unless the leadership of the company is committed to mental health in the workplace. After all, I don't want to be seen as someone who is doing more for my staff than the company expects me to do.
4. I don't have any money in the budget for managing workplace mental health issues.

5. I don't need to address someone's very personal mental health problems in the workplace. It's personal. Not professional.

Attention All Leaders!! The challenge is on to build a work culture on the foundation that EVERYTHING STARTS WITH A CONVERSATION. Get ready to start documenting all the positive changes that you see happening.

My next best advice?

## **B. PLAY-BASED WORKSHOP EXPERIENCES.**

Online & In Person Play-Based Workshop Experiences are designed to generate authentic conversations and get people talking about positive workplace mental health.

And why Play-Based?

1. In Person & Online PLAY-BASED WORKSHOP EXPERIENCES are a great remedy for anyone experiencing mental health challenges. Play frees the soul from sadness, stress, anxiety. It then opens space for plenty of fun and a much needed dose of happy & good energy to step-in. People then feel safe & comfortable to start conversations, tell their stories & feel much better.
2. Google "Serious research about the benefits of play for adults". Example - Stuart Brown, Psychiatrist & Founder of the National Institute for Play, states that even a small amount of Play can boost our productivity and happiness. We can therefore conclude that Play is vital to our positive mental health.
3. - Play invites no judgment. Play invites complete acceptance.
  - Play allows us to lean into vulnerability in a safe space.
  - Play breaks down barriers to hard conversations.
  - Play shifts our perspective & opens our minds to learn more about ourselves.
  - Play. It's Just Plain Fun!!

The number one principle that all participants can expect in Play-Based Workshop Experiences? "FREEDOM TO PLAY YOUR WAY!" This is how I responded to Jen Easaw, Professional Colleague in the Field of Career Development when she brought forward a poignant perspective: "Robert. You facilitate workplace workshop experiences on mental health where we are all expected to participate and possibly share stuff with work colleagues.

This makes me feel anxious and has the potential to make others feel anxious. At least, this is the picture I have created in my own mind about what would be involved.”

So. Let's begin to wrap things up.

- Fact: “Work to be done” requires positive mental health - positive workplace mental health.
- Fact: At the end of the day, if you're raising positive workplace mental health levels, how could this not spill over into productivity? How could this not spill over into shifting the relationships between everyone at work at home? How could this not result in more happy at work at home?
- Robert's Top 5 Indicators of Positive Workplace Mental Health:
  1. People’s ENERGY passionately shows up each and every day. This motivates collaboration and commitment.
  2. People’s RESPECT in the workplace supports the exchange of open and honest communication.
  3. People’s SKILLS & EXPERIENCES result in the courage to embrace ongoing workplace changes.
  4. People’s WORK SATISFACTION is abundant while plenty of Happy At Work is very much apparent.
  5. CONNECTIONS with one another are obviously authentic, transparent and inspire trust.

Thank You for reading “**ARE YOU ALL OVER YOUR OVERALL MENTAL HEALTH?  
YOUR GUIDE TO THE SERIOUS BENEFITS OF POSITIVE WORKPLACE MENTAL HEALTH!**”

I hope that your time here was time well spent

Contact Robert Today!!

ROBERT MANOLSON BA, CCDP  
Certified Career Development Professional

Team Engagement Expert | Mental Health Champion

Creator & Facilitator

**POWERFUL PLAY EXPERIENCES**

**Positive Workplace Mental Health...For Teams!!**

[www.powerfulplay.ca](http://www.powerfulplay.ca)



## Career Practitioner Profile: Dr. Hoda Kilani, CPCC

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*By Paula Wischoff-Yerama*

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Hoda is a passionate career literacy and gifted education advocate! If you like talking about either of her two passions, she is always happy to chat.

For the past few years Hoda has been a career and educational coach. Before that she wore many hats, experimenting with every opportunity that presented itself and throughout it all her passion and commitment was to help others succeed and make a difference in the world.

Hoda has been working from home since 2013! In the past few years she developed a private career coaching practice, Right Career Fit and earned a Master of Education, a Doctor of Education, and a career coaching certificate. The success of her private practice is a testament to her talent development and resource planning skills. She is a lifelong learner with a natural intellectual curiosity and a love for challenges.

Presenting and attending conferences across North America (in person and virtually) reflect her belief in the value of advocating for her two passions. She is also constantly looking for opportunities to influence public policy and increase support for the teaching and learning communities with a focus on inclusive career practices in Canada and globally. This is why she is a Chair/Board Director on various Boards, one of them being the CDAA Board.

Her reason for joining CDAA is its welcoming community! Robert Manolson, Herky Cutler, Lise Stransky, Dave Redekopp, Paula Wischoff Yerama and many others treated her like a long-lost friend and supported her with resources that would have taken years to compile. She is so appreciative and thanks everyone that supported her. She credits them with being the reason she is now on the CDAA Board.

Hoda recognizes that the past year has been a mix of significant losses and unforeseen challenges as well as amazing opportunities and unanticipated gains for many of us. She hopes everyone is doing well and commented that despite everything each of us survived in our own way. She also commented that many of us continue to feel overwhelmed and concerned about the forces that the new year could bring. She encourages everyone to get involved in some aspect of your personal or professional community and made a special point of mentioning that the CDAA would be a great community to join. Hoda recollects that there is nothing like having the support of people who care about you during the ups and downs of this era.

To close, Hoda strives to be a spokesperson for the importance of career education and continue to work with a variety of media to create awareness of its value. She is on a mission to have #careerliteracy trend across social media and would love for you to join her in this mission!

You can connect with Hoda on Twitter, [@hodakilani](#), or LinkedIn, [Dr. Hoda Kilani CPCC](#)