

Class #12 (11-7-11)

EDCO 500 F 11

Rich Feller
 School of Education
 Colorado State University
 feller@cahs.colostate.edu

Interests vs. Capacities

Motivated Skills (Card Sort -SELF-RATING)

Strengths (StrengthFinder...Self-rating)

➔ **Abilities** (Ability Explorer...Self-Rating)

➔ **Aptitudes** (Highland Ability Program) Performance
 (GATB/Highlands/Johnson O'Connor)...PERFORMANCE

Competencies

360 reviews?????? Feedback

Career Matters
 Anne Angerman, Angermans, LLC
 Career coaching and counseling services for individuals and corporations (720) 489-9409

Home About Career Assessments Coaching Corporate FAQ Contact

DO YOU WANT TO:

- Get unstuck?
- Change careers?
- Move forward and find career satisfaction?

Free 15 Minute Phone Consultation
 Call (720) 489-9409 to get started

TESTIMONIAL:

"I did not understand at first why Anne suggested I take all 3 assessments, but after I had individual coaching from her I observed how she used all 3 to make an accurate, insightful profile. I have a much better idea of the type of job at which I would excel and use my talents."
 by Josh M., 2010 - See more comments from happy clients

WHAT WE DO

- Help you discover your true calling
- Help you change careers
- Help you go back to school
- Job search assistance
- Business services and workshops

Coaching available in person, online, or by phone

CAREER ASSESSMENTS WE OFFER

- The Highlands Ability Battery
- Myers Briggs Personality Inventory
- Strong Interest Inventory
- Many more

Learn more

COMMON CAREER MYTHS

Anne breaks down Five Common Career Myths, explaining why many of these commonly held beliefs keep us from finding career satisfaction. [Read More...](#)

FREE CAREER ADVICE

Receive professional career advice for free when you sign up for the Career Matters newsletter. [Sign Up!](#)

Career Matters
 3515 S. Tamarac #200
 Denver, CO 80237
 (720) 489-9409

About Anne

Anne Angerman, MS

FOUNDER AND PRESIDENT

With a varied background in counseling, teaching, educating, Anne Gottlieb Angerman has worked with individuals who want to make changes for over 20 years in Denver. She brings her depth of experience, people skills and wisdom to her coaching by helping her clients understand themselves better, integrate their life and work experiences, and find their passions. She frequently states she helps people put together different pieces of their puzzle to become fully integrated and successful.



Anne Angerman, MS

As a trained therapist, Anne frequently heard clients complain about their jobs, underachieving and in pain. She also realized many people did not engage in career planning. They got into their jobs in reactive ways. They spent more time planning a vacation or deciding what kind of a dog to buy. She realized that many people did not have much awareness about themselves. In 1998, Anne reinvented herself by undergoing training at the Highlands Company to learn more about the career coaching process and become certified in different assessments for self awareness.

- Masters Degree in Social Work from University of Wisconsin
- Author of Stress Management Made Simple
- Certified in The Highlands Program (THAB), Myers Briggs (MBTI), 360-Degree Feedback
- Contributor to various newspapers in Denver area including Villager
- Past board member of Colorado Human Resource Association
- Board member of Alliance of Professional Women
- Member of Colorado Career Development Association
- Member of National Career Development Association
- Member of National Association of Social Workers
- Consultant and speaker to various organizations including Colorado Department of Transportation, KEMA, City of Denver, City of Greenwood Village, Denver Regional Council of Government(DRCOG), Young Presidents Organization, and others

Anne Angerman

www.highlandsc0.com



About Highlands

About Natural Abilities

Highlands Ability Battery

Highlands Ability Battery Interpretation & Feedback Reports

Your Career & Highlands

Corporate Workshops

Training Programs

Find an Affiliate

Become an Affiliate

Affiliate Login

Highlands Store

Enroll in Affiliate Training

Recognizing the Need for Career Counseling

The Highlands Ability Battery & Career Counseling

The Highlands Ability Battery can be extremely beneficial in career counseling. The Highlands Company has trained and certified more than 200 Affiliates worldwide. The Affiliates have been trained to administer and interpret the Highlands Ability Battery, the gold standard among individual assessments tests, and to combine the Battery results with the other seven career-building factors that have been identified by Highlands as vital to career counseling.

- Your skills
- Your personal style (how you relate to others)
- Your interests
- Your values
- Your goals
- Your family background
- Where You are in your Career Development cycle

Highlands Certified Affiliates are required to meet prescribed educational requirements and to demonstrate skill and experience in career counseling. The Affiliates are located throughout the United States, Canada and Great Britain, and in Australia and Asia. To choose an Affiliate, go to Find an Affiliate.

break

Homework

On class website Week 12:

1. Read Chap 4 Using Highlands Program to Enhance Adult Career Planning
2. Read Chap 2 The Evolving Workplace: Integrating Academic and Career Advising BUT NOT Theories of CD to Inform Advising (I had listed it on course outline)

Quizzes	Week 9 (10-17-11)
Family	Week 10 (10-31-11)
Associations	Week 11 (10-31-11)
Resumes	Week 12 (10-31-11)
Publications	
Journals	
Articles	

Publications

- Chap 4 Highlands Program to Enhance Adult Career Planning
- Executive Summary
- 1234567890

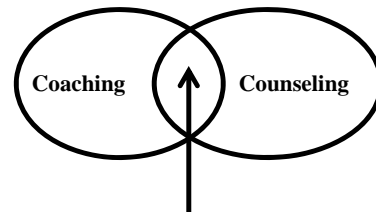
3. Read STEM (Executive Summary)
4. What Color is Your Parachute Workbook

1. Handback Resume Portfolio
2. Review Career Success Strategies
3. Personal Coaching/Vision and Goals



Personal Coaching and /Vision and Goals

Coaching and Counseling



Techniques, Strategies, Interventions, "Stretch Assignments" to become more of what we really **are**...remember Buckingham myths

Typical Coaching Needs			
ISTJ <ul style="list-style-type: none"> Being nit-picky in details, missing big picture Being inflexible with rules or beliefs Accepting too many responsibilities, not delegating Not wanting to express approval or appreciation 	ISFJ <ul style="list-style-type: none"> Not taking credit due to ignoring own needs to help others Making big picture, defining traditions Failing to set precedents 	INFJ <ul style="list-style-type: none"> Failing to share ideas soon enough Being too optimistic or future-oriented Lacking political savvy or assertiveness Being too sure of what is best for others 	INTJ <ul style="list-style-type: none"> Being impatient with slower minds Developing ideas without input from others Detaching from interpersonal relationships Being too challenging, skeptical
ISFP <ul style="list-style-type: none"> Dismissing how others view his/her actions or examples Being unaware of the needs/wants of others Taking direct but not necessarily effective approaches Not completing things 	ISFP <ul style="list-style-type: none"> Being overly self-critical Neglecting to plan for future or think long-term Withdrawing to avoid conflict Not representing self/ accomplishments in a business-like manner 	INFP <ul style="list-style-type: none"> Not being straight forward with others Striving for perfection, thus missing deadlines Being overly idealistic Having poor communication 	INFP <ul style="list-style-type: none"> Being an intellectual dither Appearing cold or aloof Being too complex or abstract Forgoing commitments or responsibilities-left in thought
ESTP <ul style="list-style-type: none"> Speaking without considering the impact on others Ferdnessness, indecision Overlooking long-range planning Ignoring others 	ESFP <ul style="list-style-type: none"> Misreading activity for results Getting distracted by people Lacking follow-through Failing to see patterns or systems 	ENFP <ul style="list-style-type: none"> Not knowing limitations Endangering new ideas or leaders too quickly Procrastinating, not taking options seriously Missing fine details 	ENFP <ul style="list-style-type: none"> Overstating one's self or available resources Binding the rules Being too competitive Being impatient, impulsive
ESTJ <ul style="list-style-type: none"> Focusing on goals, ignoring impact on others Being too rigid in expectations of others Pushing to decisions Being too assertive 	ESTJ <ul style="list-style-type: none"> Telling people what they need Losing sight of big picture Focusing on people and values at the expense of tasks Being too social 	ENTJ <ul style="list-style-type: none"> Not getting down to business Taking criticism personally Becoming hoarse or overly intense Trying too hard for win-win, harmony 	

Source: Adapted from *Solution in Speech and Coaching* by Sandra Krebs Hoch and Jane A. G. Kin, Palo Alto, CA: Consulting Psychologists Press, Inc., 2000. Using the MBTI, 2000 or Corporation, 2nd edition. © 2000 by Consulting Psychologists Press, Inc. Permission is hereby granted to reproduce this material for workshop use. (Book Page 228) This is in his course and workshop along with the MBTI. Duplication for any other use, including resale, is a violation of copyright law. ©2011

Pair up face to face with one person looking at the screen

Brief Career Coaching in 3?'s

- Coach asks and tries to help client clarify (label it ... nothing more)

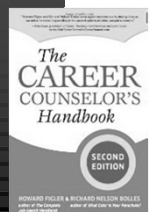
“What is something you want to do that you are not doing?”

- Coach asks and does not refute response

“What’s stopping you?”

- Coach asks the Reality Test ?

“What are you doing about it?” or “What can you do to REALITY test it?”



Brief Career Coaching in 3?'s

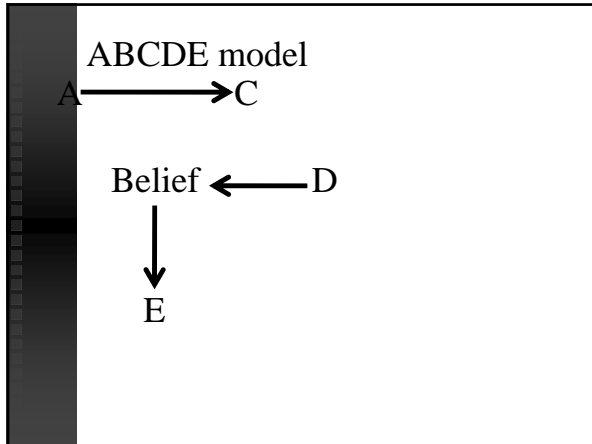
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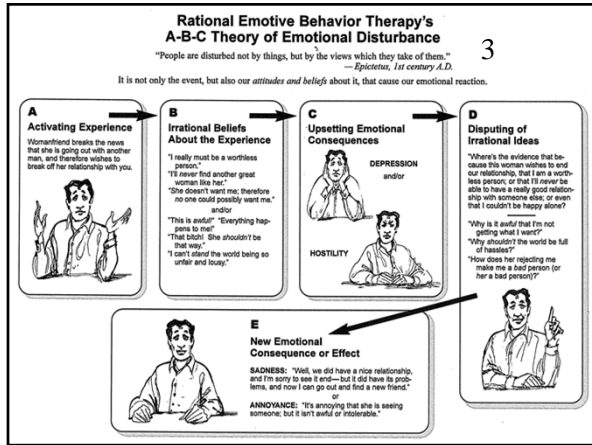
“What are you doing about it?” or “What can you do to REALITY test it?”

Howard Egel (2007). *The Career Counselor's Handbook*. Berkeley, CA: Ten Speed Press



A Activating Event = Fact
B Belief (rational or irrational)
C Consequence = auto feeling/behavior
D Dispute (other choices/reframe)
E Effect = new feeling/behavior which helps you live sanely and with good health

We need to learn how to rarely seriously disturb ourselves and how to overcome disturbance when it occurs (Elli)



Self Coaching/ Vision/ Goals

Teaching Interests:
 Counseling and Career Development
 Workplace Development
 Organizational Performance and Change
 Non-Profit STIM within Career Development
 Staff Training and Development

Research Interests:
 Career Development
 The Changing Workplace
 Employee Turnover
 Employee Health

Personal Goals:

- Honor Barb Cancilla Feller and Chris Feller, extended family, colleagues and friends
- Model integrity, encouragement, love of learning and the import of listening for alternative views
- Look for potential and possibilities, applaud effort, to share and encourage freely
- Live with passion and purpose, tread lightly, speak for those without voices
- Grow patient and self-accepting, and to live each day with more clarity, humor and less regret
- Remember that life is short... to "pay it forward"... and that we choose how we think, feel and act
- To have faith rather than live out of fear... as there is a higher power much larger than I
- To show gratitude and humility knowing that life is short and that we all make a difference
- To raise a son who feels loved, demonstrates passion and kindness, believes in himself and has hope for the future

Professional Goals:

Provide new insights, materials, and experiences enhance counselor, career development specialists and change agent success

- Developing and presenting at 100+ national and international professional development conferences, seminars, and training events
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Self-Coaching/Vision/Goals

Assumptions

- Writing personal and professional goals can help us clarify vision and deeper purposes.
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Self-Coaching Questions

- how have I encouraged Barb and Chris today
- did I discount, hold grudge, mistrust without checking for understanding
- who did I intentionally affirm today
- where did I have fun, laugh, exercise, feel passionate
- where did I doubt, discount, self-defeat myself today
- where did I feel fear, hesitate, or fail to assert myself today (what IRS)
- where did I unconditionally accept others (vs. behaviors) and do kind things without expecting paybacks
- how did I demonstrate humility and gratitude
- what new thing did I learn... where did I stretch

Self-Coaching and Goals

Assumptions

- Writing personal and professional goals can help us clarify vision and deeper purposes.
- Model integrity, encouragement, love of learning and the import of listening for alternative views
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Example Personal Goals

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- where did I doubt, discount, self-defeat myself today
- where did I feel fear, hesitate, or fail to assert myself today
- where did I do simple nice things without expecting paybacks
- how did I demonstrate humility and gratitude
- what new thing did I learn... where did I stretch (and encourage Chris to do the same)