



# CAREER WEST

Number 1, 2004  
March

Australian Association of Career  
Counsellors (WA Division)  
[www.aacc.org.au](http://www.aacc.org.au)

## PRESIDENT'S MESSAGE

Welcome everyone to another year with AACC. 2004 promises to be an exciting year for the Association with unprecedented interest and new membership activity.

Our AGM held on February 19th registered a record attendance with some 40 people, both members and non-members enjoying the networking, the presentation and the AGM. If the noise level was any indication, the networking before the formal presentations was enthusiastically engaged in by everyone, witnessed old friendships being renewed and new friendships and networks developing.

Richard Hazlewood, of Exec-Search Pty Ltd addressed our AGM with the theme of 'Traversing the Recruitment Maze'. Richard's insight, information and experience was invaluable to us all, as we guide our young, and not so young, clients to new decisions and job search strategies. Thank you Richard for supporting AACC so willingly and expertly.

Also present at the networking was Judy Denham, a long time supporter of The Association. Judy invited several students of the new Graduate Diploma in Career Development course at Edith Cowan University thus promoting AACC to possible new members and assisting us to expand our network.

Also I would like to officially recognise, here as I did at the AGM, the contributions of our two retiring Committee Members, Marion Haas as Membership Officer and Terry Turner as Committee Member. Both Marion and Terry have provided us with enthusiasm and wisdom during their time as Committee Members and we look forward to their ongoing support as valued members of our Association.

Professional Development continues as our primary aim for 2004 and the new committee will be announcing the planned PD schedule after our next meeting on March 2nd.

We are anticipating another successful Good Theory, Good Practice series of workshops, site visits, and an in-service on the Myfuture website featuring stimulating presenters during the year.

*Annette Walker*

### Our new WA Committee for 2004

Annette Walker	President	Continuing
Barry Horne	Vice President	Continuing
Peter Carey	Treasurer	Continuing
Mariana Joseph	Membership Officer	New
Cathy Moore	Secretary	Continuing
Lee Miles	Career West Editor	Continuing/New position
Christine Coventry & Moya Durack	Committee Members	New

The AGM was also a great success in that we had every Committee position nominated unopposed, prior to the election process.

I would like to thank Tony Ciallella for his nomination for Committee Member and for his gracious withdrawal prior to the election. I am sure that Tony will continue as an avid supporter and contributor to AACC.

## Inside This Issue

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## For Your Diary

13<sup>th</sup> National AACC Conference (QLD)  
- Wed 14 April to Fri 16 April 2004 -  
National NAGCAS Conference (WA)  
- Mon 29 November to Wed 2 December -

### DISCLAIMER

Opinion and published excerpts contained within do not necessarily reflect those of the National AACC, unless expressly stated.

## Welcome New Members

A very warm welcome to our new members this period:

- Fiona Vandamme -

## CAREERS AT JOHN SEPTIMUS ROE ACS

Over the last ten years the development of Careers Counselling and VETiS has changed dramatically. At John Septimus Roe ACS a conscious decision was made to involve ourselves more thoroughly in the provision of direction and advice for our year 10, 11 and 12 students, particularly those who were struggling to focus on their needs to equip themselves for the world outside school. The focus was to start with our year 10's and follow them through to the completion of year 12.

Our first foray into the advice and training scene was via an association with the Balga TAFE Campus and their Building Trades area. We selected a group of five students who were finding it difficult to cope with school and lacked direction thus falling into the students at risk category. These students were enrolled at TAFE for one day per week for ten weeks in a Try a Trade Program. Our aim was to give the students to some direction and focus on what they might consider as a future career upon the completion of years 11 and 12. The program proved to be a winner for the students who did so well they entered the trades and did not return to school for their final two years. It was not quite what we had in mind but the result was what we would have aimed for at the end of their schooling.

We went back to the drawing board to devise a better way of incorporating the program and retaining the students for years 11 and 12. This was achieved by joining the CareerLink SWL Cluster (10 private schools in the Northern Suburbs), which allowed us greater flexibility and delivery of training and SWL for our students. In addition we were able to promote the program to parents and students during year

All our students participate in the JIIG-CAL Program in year 10. We have found the exercise to be one of great benefit to all our students no matter their level of ability as it gives parents, students and staff a focal point from which subject choices and future career options can be discussed. Students in years 10 and 12 also attend an internal Career Awareness Day, which has a variety of speakers from industry areas who come in and talk about career opportunities in those industries. The areas selected are quite diverse and allow for students of varying abilities to take away something that will assist them in their future choices and perhaps assist them to focus on what they need to do in order to achieve their goals.

To date we have experienced great success in the SWL area and our University bound students are also performing extremely well. It has taken five years to build our program and each year we fine-tune it a little more. We are currently reviewing our program with a view to having a more interactive program for our year 10's that allows us to more accurately and effectively advise students as to what they are capable of and what they need to do to ensure their success in the secondary schooling system.



**David Yates**  
Program Coordinator  
Careers & VETiS

### Goals to Help You Grow

A goal is an objective, a purpose.

A goal is more than a dream; it's a dream being acted upon.

A goal is more than a hazy "Oh, I wish I could".

A goal is a clear "This is what I'm working toward".

...

Goals are as essential to success as air is to life.

**The Magic of Thinking Big**

- David J Schwartz 1965

## AUDITORS REPORT TO THE MEMBERS

Audit Opinion  
...year ended 31 December 2003

- satisfactory accounting records have been kept by the WA Division Executive Committee, so far as appears from my examination of the books
- the accounts and statements have been properly drawn up so as to give a true and fair view; and
- the accounts have been prepared in accordance with statements of accounting concepts and applicable Australian standard.

Note: Should you require further information please contact our Treasurer, Peter Carey:

[careyp@netspace.net.au](mailto:careyp@netspace.net.au)

## FEATURED WEBSITE

**Business.com** is a useful website that links the reader to a very wide variety of business resources, information and articles. Within this site is an area dedicated to Career Management at:

[http://www.business.com/directory/human\\_resources/career\\_management\\_and\\_planning/](http://www.business.com/directory/human_resources/career_management_and_planning/)

Resources include:

- Letters and resume writing
- Salary negotiation
- Changing careers
- Career women
- Skill assessment and testing
- Professional presentation
- Job search techniques
- Networking and mentoring

**Business.com**  
The Business Search Engine®

## BIRTH ORDER MAY HOLD KEY TO CAREER SUCCESS

November 2000  
Employment Review Online  
<http://www.business.com/>

Alfred Adler, an early psychoanalyst, introduced his theories on the ways birth order affects personality to psychology almost a hundred years ago and the concept has gone in and out of fashion ever since.

The main notion is that parents treat each of their children differently, expect them to perform distinct duties within the family and communicate these assumptions to their children, affecting the opinions they have of themselves and their siblings. This, in turn, influences how a child's personality develops. If a little boy is told by his parents that he is responsible for his sister, then he can be expected either to conform and grow up to be a highly conscientious person or rebel and become a very negligent individual. Needless to say, whether or not this little boy develops into a responsible human being is a major deciding factor in what kind of career he should pursue, as well as how capably he will function while at work. A closer look, then, at the different sibling positions and how they might influence personality yields information that can easily be applied to a variety of employment issues.

### THE ART OF CHANGING

*You can never step in the same river twice.... Heraclitus*

Why do most people want to change, and often, at the same time, want to resist change? The world we live in changes all the time. Living itself is a process of changing. We can never step in the same river twice because, not only has the river changed, but we also have changed. Nothing remains the same from moment to moment. As Heraclitus also put it, everything is in a state of continuous flux.

*The Art of Changing - Glen Park*

## The birth-order quiz

Kevin Leman, Ph.D., Tucson, Ariz.-based psychologist and author of The New Birth Order Book, challenges readers to take the following quiz on birth order traits. He insists that no one will possess every characteristic, but whichever group most closely describes you will probably indicate the order in which you were born into your family.

**A.** Manipulative, charming, blames others, attention seeker, tenacious, people person, natural salesperson, precocious, engaging, affectionate, loves surprises

**B.** Perfectionist, reliable, conscientious, list maker, well-organized, hard driving, natural leader, critical, serious, scholarly, logical, doesn't like surprises, loves computers

**C.** Little adult by age seven; very thorough; deliberate; high achiever; self-motivated; fearful; cautious; voracious reader; black and white thinker; uses "very," "extremely," "exactly" a lot; can't bear to fail; has very high expectations for self; more comfortable with people who are older or younger

**D.** Mediator, compromising, diplomatic, avoids conflict, independent, loyal to peers, many friends, a maverick, secretive, unspoiled

- 
- A. Last-born
  - B. First-born
  - C. Only child
  - D. Middle-born

*My advice to any young person at the beginning of their career is to try to look for the mere outlines of big things with their fresh, untrained, and unprejudiced mind.*

Hans Selye (1907 - 1982)  
Austrian-Hungarian endocrinologist  
In "A Kick in the Seat of the Pants,"  
by Roger von Oech, 1986.

## UP CLOSE & PERSONAL

*featuring Moya Durack*

### What's My Business:

**educAID** developed from a broad base of experience and a desire to work in career counselling in a way that would make a difference to as many individuals as possible. I offer individual or small group sessions to clients from 14 to 60 who are seeking their first career, and deciding what to study to achieve that, as well as those who have been working for several years and who now are looking to explore new options.

### How I Got Here:

I'm a "tree" not a "forest" person and enjoyed seeing the individual successes of those in the classes I taught and had contact with while a Secondary Teacher and Deputy Principal

As my own post-secondary education was all through UWA I had a limited view of further education and I took a position as a part-time tutor at Murdoch University and experienced the changing face of tertiary education

I also lectured in the *New Opportunities for Women* and the *Women Into Technology* courses run by different TAFE's, for those wishing to re-enter the workforce. In this role I appreciated how empowering it can be to have information about the different ways to enter courses and employment and I found the people I met in these courses to be truly inspirational.

Later as an Information Officer at the Training Information Centre and Central TAFE I learned a great deal about what TAFE had to offer and after a secondment to Head office of the Department of Training, to assist with the Selection Criteria and the handbook for 1997, I understood the fine print of the Selection process for TAFE and the best manner of scoring points for entry, which has been most useful for many clients.

### Recent Career Re-read:

“What Colour is Your Parachute?” by Richard Bolles, an “oldie” but a goodie with its recent updates and it can be so much fun to read; the enthusiasm is catching. The website [www.jobhuntersbible.com](http://www.jobhuntersbible.com) listed in the book was also a link I noticed and thoroughly enjoyed.

### Favourite Story:

Jasmine was a long-term unemployed person who had lost her self confidence and her sense of direction. We had a session in which I used the JIIG-CAL programme as a basis and then some discussion of possible career paths. We were able to suggest that her desire to be in Childcare was a little unrealistic as she had some physical problems which prevented her from lifting little ones, but with some lateral thinking we came up with the suggestion that she should consider Out of School care. It was great to see her agree to starting a course which will hopefully lead to employment in an associated field to her first thoughts and great to see her enthusiasm returning.

### My Favourite Adage:

“To thine own self be true and then it follows, as the night the day, that you will be false to no-one.”



*Each of the professions means a prejudice. The necessity for a career forces every one to take sides. We live in the age of the overworked, and the under-educated; the age in which people are so industrious that they become absolutely stupid.*

Oscar Wilde (1856 - 1900)

## CAREER TRANSITIONS

*Extract:* a practitioner’s view of using transition psychology with individuals involved in career crisis or change.

<http://www.eoslifework.co.uk/transprac.htm>

### Enabling Factors

A number of conditions appear to enable successful transitions:

*Economic security* - surplus resources, no debt, stable income, own home, low commitments, multiple-income household

*Emotional security* - supportive partner, stable childhood, support networks, openness on emotional and mental health issues

*Health* - good physical fitness, prudent lifestyle, quality time for leisure.

*Prior transition skills* - positive transition experiences, clear goals

*Supportive work environment* - high respect / low control culture, good team morale, clear role and contract terms, life~work boundaries respected

### Inhibiting Factors

*Economic insecurity* - low income, debt, high financial commitments, fear of job loss, temporary, ambiguous or onerous employment contract

*Emotional insecurity* - no partner, few friends, dependent relatives, secret grief (lost lover or child), sense of guilt, unresolved issues or regrets, multiple transitions, anxiety over being diagnosed mentally ill

*Poor transition management* - no support, no preparation for change, unrealistic time scales. No monitoring of key issues pre-crisis. No opportunity for fresh insights. Past achievements ignored or rubbished.

*Health* - chronic or undiagnosed conditions, low fitness, fatigue, lifestyle

*Hostile work environment* - work overload, unrealistic demands, insufficient resources, abuse of life~work boundary e.g. excessive time demands affecting relationships, leisure, fitness. Low respect/high control culture. No time off except for sickness, discipline for absence, scapegoating weaker members, harassment or abuse by aggressive manager, boss changes, rigid agenda.

### Transition crisis - breaking out

The least understood part of transitions is how the mind reconstructs itself and adapts to a new reality. The transition cycle may be an ancient and sophisticated mechanism for the fundamental evolutionary task of coping with change. This appears to include a process of cognitive restructuring. It is initially inhibited by cognitive dissonance defences (e.g. denial). It is facilitated by valuing the past and still viable beliefs before letting go of obsolete concepts, expectations and behaviours. Construct theory may be relevant. There can be a rapid, spontaneous breakout from the crisis phase - a defining moment or catharsis that triggers this process. Once begun the restructuring or recovery process can occur within a few weeks. It liberates creativity, confidence, optimism, a search for new meanings and a Gestalt type quest for a fully integrated view of the new reality. To see a person transforming their life in the recovery phase is like watching a flower open.

Dai Williams,

Chartered Occupational Psychologist

## Your Committee

President: Annette Walker  
Vice President: Barry Horne  
Treasurer: Peter Carey  
Secretary: Cathy Moore  
Membership Officer: Mariana Joseph  
Members: Moya Durack & Christine Coventry  
Newsletter Editor: Lee Miles

## Your Input

**Tell Us**  
*Your suggestions*  
*What you would like to hear more of*  
*Your comments, suggestions and feedback*

**Write and Share with Us**  
*An article of your experiences and stories*  
*A snippet from your area of expertise*  
*Your recent read review*

## Up Close & Personal

UCP gives our newsletter a personal feel and offers an excellent opportunity to let the membership know who you are and to increase your networking opportunities. Simply, follow the headings and tell us about yourself in 300 words or less.  
*Email your UCP to the Editor*