



Utah Career  
Development  
Association

# “Innovative Approaches to Breaking Career Barriers and Empowering Lives”

Fifth Annual Utah Career Development Association Conference

March 22, 2019

University of Utah

Spencer Fox - Eccles Business Building

Registration & Light Breakfast	7th Floor Lobby	8:00 am to 8:50 am
UCDA Welcome: Alex Johnson, UCDA President	Bill & Pat Child Community Hall - 7th Floor	9:00 am to 9:10 am

## Morning Keynote: Ryan Gottfredson



## Mindsets: The Most Important and Most Overlooked Secret To Student and Career Success

Bill & Pat Child  
Community Hall  
7th Floor

9:10am to 9:50am

Ryan Gottfredson, Ph.D. is a mental success coach and cutting-edge leadership consultant, trainer, and researcher. He helps improve organizations, leaders, teams, and individuals by improving their mindsets and mindfulness.

Ryan is currently a leadership and management professor at the Mihaylo College of Business and Economics at California State University-Fullerton (CSUF). He holds a Ph.D. in Organizational Behavior and Human Resources from Indiana University, and a B.A. from Brigham Young University. He is also a former Gallup, Inc., consultant where he helped dozens of organizations improve the engagement of their employees.

As a respected authority and researcher on topics related to leadership, management, and organizational behavior, Ryan has published over 15 articles across a variety of journals including: Journal of Management, Journal of Organizational Behavior, Business Horizons, Journal of Leadership and Organizational Studies, and Journal of Leadership Studies. His research has been cited over 1,500 times since 2013.

Breakout Session 1 10:00 to 10:50	Topic	Room
<b>Ryan Gottfredson</b> California State University - Fullerton (Track C)	<b>Becoming a More Positive Influence in Your Practice and Career</b> - Most counselors are in their jobs because they want to positively influence the people they counsel and the institution they serve. In this session, Ryan will help counselors enhance their ability to be a greater influence to both those they coach and those they work with. To do this, he will take participants on a deep introspective journey to awaken to their previously non-conscious mindsets, fears, and goals that may be preventing being a more positive influence. Once awakened, participants will become empowered to unlock greater success in their personal work and career. Through this focus, participants will become more fulfilled in the coaching they do and more valuable to their organization.	SFEBB 5170
<b>Amy Soto, T. Alberto Puertas, &amp; Michelle Christensen</b> Brigham Young University (Track A)	<b>Full Steam Ahead! Empowering Individuals Through the Uncharted Waters of Career Exploration</b> - For many, the major and career decision-making process can be daunting. As career professionals we can help! Come gain an awareness of the evolution of career development, learn new modalities for approaching career exploration, and learn how to use the Career Construction Interview Model.	SFEBB 110
<b>Jodi Chowen &amp; Noelani Wayas</b> Brigham Young University (Track C)	<b>Unleashing the Potential of Your Team</b> - Are you energized to face work on Monday mornings or are you working for the weekends? Do you look forward to collaborating with your team or are you watching the clock, wistful for an escape? This fun and interactive session will overview the relevant theories for creating healthy and supportive work environments. We'll overview strategies for leaders and layman alike to improve our work environments. Learn how you can become an empowering influence on your team.	SFEBB 5160A
<b>Jeremy Farner</b> Weber State University <b>Janae Thomas</b> Talent Ready Utah Grant (Track B)	<b>Utah's Architecture, Engineering, and Construction Pathway: Utah's Newest Governor's Office of Economic Development Career Pathway</b> - The Utah Architecture, Engineering & Construction Pathway aims to be the catalyst for recruiting the next generation of professionals into a high pay, high demand, and high potential industry. Students enter the pathway as early as the 9th grade and continue through high school, technical college, and the university earning stackable credentials along the way. Careers in today's market are all about high-tech, high-stakes, huge earning potential and the opportunity to travel the world. Find your passion and be able to say "I designed that" or "I built that"!	CRCC 210

SFEBB = Spencer F. Eccles Business Building; CRCC = C. Roland Christensen Center

Breakout Session 2 11:00 to 11:50	Topic	Room
<b>Kevin L. Cummings</b> Davis Technical College (Track C)	<b>Conflict Resolution 101</b> - Most people do not handle conflict well because they have never been trained to. Responding to conflict is a skill which can be learned. This presentation helps participants understand the root causes of conflict and how best to react in a variety of interpersonal conflict situations.	SFEBB 5170
<b>Niki Tippetts</b> Southern Utah University (Track B)	<b>How does MBTI influence your client's experience? Innovative strategies to make it more meaningful</b> Understanding a client's MBTI type can and should change the approach you use with each client. This presentation will cover quick ways to determine MBTI type, creative, practical examples of customizing each appointment based on your client's type and typical careers for each type.	SFEBB 5160A
<b>Monte Marshall</b> Brigham Young University (Track B)	<b>Possibly The Most Effective Job Search Strategy For Today's College Student</b> - The 2-Hour Job Search by Steve Dalton is being integrated into MBA programs across the country. We set out to see if this modern job search strategy would be just as effective with undergrads. Together, Dr. Brad Bundy and I taught a 1/2-credit course that walked a group of chemical engineering seniors through Dalton's detailed process. In this presentation, we will give an overview of this networking strategy. We will also show our findings including how students in our class did compared with their peers who did not take the course.	CRCC 210
<b>Gina Gottfredson &amp; Rochelle Blatter</b> Dixie State University (Track A)	<b>Power Skills to Get You Hired</b> - This workshop is designed to help you mentor your students to identify and hone their POWER Skills needed to enter the workforce. Interactive activities are incorporated to provide tips to get your students hired and stay hired! Join us as we discuss how to turn SOFT skills into POWER skills!	SFEBB 110

Lunch/Networking		Bill & Pat Child Community Hall - 7th Floor	12:00pm to 12:40pm
Breakout Session 3 12:50 to 1:40		Topic	Room
Aaron Roberts Weber State University (Track A)		<b>Breaking Barriers: Helping Students with Disabilities, Criminal Records and Financial Need</b> - Ever wonder how to help someone with a disability compete in the job market? Confused on how to help a student with a criminal record? Have a student that needs help paying for college? Join us for a discussion about Schedule A Letters, the expungement process and leveraging community resources.	SFEBB 110
W. Kerry Hammock & T. Alberto Puertas Brigham Young University (Track A)		<b>The Collaborative Career Exploration Model: A Theory-to-Practice Approach For Exploring Future Paths</b> - The Collaborative Career Exploration Model helps to organize and conceptualize the process of choosing majors and careers for college students. This model will help advisors establish their role and define student responsibilities in this decision making process. Activities that can help students in this process will be shared and participants will learn how to develop and implement strategies to use with their students.	CRCC 210
Melanie Steimle & Linda Flores Brigham Young University (Track C)		<b>Dream Job or Nightmare?: Understanding Career Values to Evaluate Job Fit</b> - How do you know if a job will be a dream job or a nightmare? Come to hear about the latest research on the factors that influence job satisfaction. We'll also lead you through three exercises that can be used with clients to discover their individual career values.	SFEBB 1180
Stephanie Begaye, Juliana Espinosa, Lindsey Kass, & Megan Randall University of Utah (Track B)		<b>Undecided but not Divided: Breaking Major and Career Barriers through Campus Partnerships</b> - Fear. Confusion. Stress. This is how students at the University of Utah describe their feelings towards making a decision on major and career. Join our session to learn how the Major Exploration Program and the Career & Professional Development Center empower students in breaking barriers through the exploration process.	SFEBB 5170

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Afternoon Panel Discussion	Facilitating Cultural Competencies in the Workplace	Bill & Pat Child Community Hall 7th Floor, SFEBB	1:50pm to 2:45pm
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Panelists will discuss ways to foster cultural competencies in the workplace.

- **Leah Lobato**, Director, Governor's Committee on Employment of People with Disabilities & Business Relations, Utah State Office of Rehabilitation
- **Dina Nielsen, Ph.D.**, Director of Student Services, Davis Technical College
- **Shawn Newell**, VP of Business Development, Industrial Supply Company
- **Debbie Sparks**, Service Area Director, Workforce Development Division, State of Utah Department of Workforce Services

Moderated by Melanie Steimle, UCDA Past President

Closing Remarks by Alex Johnson	Bill & Pat Child Community Hall - 7th Floor	2:45pm to 3:00pm
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### Breakout Sessions By Track

#### Track A: Serving Underrepresented Groups & Facilitating Cultural Competency

Breaking Barriers: Helping Students with Disabilities, Criminal Records, and Financial Need  
 The Cooperative Career Exploration Model: A Theory-to-Practice Approach for Exploring Future Paths  
 Full Steam Ahead! Empowering Individuals Through the Uncharted Waters of Career Exploration  
 Power Skills to Get You Hired!

#### Track B: Creative Use of Career Technology, Information, and Resources

How does MBTI Influence Your Client's Experience? Innovative Strategies to Make it More Meaningful  
 Possibly the Most Effective Job Search Strategy For Today's College Student  
 Undecided But Not Divided: Breaking Major and Career Barriers Through Campus Partnerships  
 Utah's Architecture, Engineering, & Construction Pathway: Utah's Newest Governor's Office of Economic Development Career Pathway

#### Track C: Becoming a Professional

Becoming a More Positive Influence in Your Practice and Career  
 Conflict Resolution 101 -- Can't We All Just Get Along?  
 Dream Job or Nightmare?: Understanding Career Values to Evaluate Job Fit  
 Unleashing the Potential of Your Team

### Building Map

All sessions will be held in either the Spencer Fox Eccles Business Building (SFEBB) or the C. Roland Christensen Center (CRCC).

