



Career Design

Associates Newsletter

Freedom Is Knowing Your Options

January 2002
Helen Harkness, Ph.D., Publisher
The Word Ranch, Production Editor
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I. CAPITALIZING ON CHAOS FOR CAREER SUCCESS

by Helen Harkness, PhD

In this first CDA Newsletter of 2002, I feel compelled to communicate on the state of careers in our current era of chaos and workplace uncertainty. Keeping our careers alive and moving forward is increasingly a major challenge for which we are responsible!

As I have said (dating back 15 years!) in CDA newsletters, articles, speeches, and books, "If your career isn't in chaos now, sweeping away your former expectations and status quo rules for success, just wait, it will be." And after almost three decades focusing on career-related research and action strategies, I have watched chaos hit almost every industry.

the end of certainty

Earlier I had chosen "capitalizing on chaos and the end of certainty" as the subject for a chapter in my new manuscript. At that time, I was referring to the rapid and unexpected decline of career opportunities in many industries. My focus was the



necessity to use an unexpected crisis as an opportunity to search creatively for both meaning and for money by knowing your "Five P's."

The Five P's pivotal to our career pursuit are:

- 1) **Place** you want to live
- 2) **People** you want around you
- 3) **Purpose** you will pursue
- 4) **Passion** you feel for the pursuit
- 5) **Plan of action** for moving forward.

The indescribably vicious attack on America coupled with the economic recession momentarily dimmed our individual concerns, but hopefully spurred us to rethink and re-rank our value system. It dramatically signifies the end of certainty as we have known and expected on a far more global scale than we ever pictured. The security we automatically took for granted ended abruptly and without forewarning. True, the World Future Society conferences have issued sharp warnings of potential terror attacks, but it all seemed so distant, so foreign, and though we heard, we did not act. We clung to our comfortable cover of certainty and past expectations.

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- I. "Capitalizing on Chaos for Career Success" -- taken from the manuscript-in-progress for Helen Harkness's third book
- II. CDA Client News, Activities, Ventures -- update on services provided by clients and also client activities
- III. CDA Meetings -- Pathfinders for the Future, Grail Group, Myers Briggs Type Indicator, Personal Profile
- IV. Career Videotapes
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"Freedom is knowing your options"

is the guiding principle of Career Design Associates, Inc., founded in 1978 by Helen Harkness, PhD. It is committed to providing the process, the compass with the information, resources and strategies for adults to maintain creative career control as they navigate the cutting edge of change and chaos in their active search for both meaning and money.

I. CAPITALIZING ON CHAOS FOR CAREER SUCCESS

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As I stood mesmerized before the TV screen, I like many of you asked myself, "What can I do to help? What action can I take to make a real impact?" Finding no ready answer, as I watched I resolved that I can use every ounce of my competence, commitment, creativity and energy to excel in working with my clients experiencing career crisis. I will under-promise and over-deliver. Frankly, I also had the immediate and compelling need to plant trees on my acreage, so I ordered 75 trees from the county conservation department. This was to demonstrate to myself that we have a powerful future to plan for. Shade for my seventh generation kept cropping up in my mind's eye.



Leslie, my 13-year-old granddaughter in San Jose, wrote a particularly interesting article for her school paper in response to the events of September 11. Check it out – she writes better than I do! <www.career-design.com/merchant/leslie_article.html>. Bonnie, her twin and a talented

athlete, wrote a memorial story about playing baseball with her sister.

But now back to my original message of the "end of certainty" in careers. Professionals are facing the new reality that specialized training, work experience and past expertise are no longer an automatic magic key to a financially rewarding and satisfying career. Traditional opportunities seem to have disappeared for almost no reason.

Will Rogers, or maybe it was Mark Twain who said, "You can't no more teach what you don't know than come back from where you ain't been." When it comes to career chaos and renewal, I have been there and back countless times. As most of you know, I am a teacher, and for three decades I have worked with clients in career chaos when their industries faced a similar "end of certainty." I experienced it in the early 1970s. A few short years before I had read that if a woman got a PhD she could become president of a university, which sounded great to me! However, the reality in the '70s when I was completing my PhD was that one out of nine could get a college teaching job. Male PhD's were driving taxis and painting houses. I realized that with a PhD and a dime, I could get a cup of coffee.

Later, I watched as chaos hit the banking industry. I interviewed the president of Republic Bank in Dallas in the mid 1980s. He said the banking world as he knew it was ending. It seemed unbelievable since the imposing Republic Bank sign in the Dallas skyline was the symbol of our financial success. It is now long gone.

The collapse of the S&L's and the real

estate industry in the 1980s is yet another example of this "end of certainty." Currently, the healthcare field is suffering from major tumultuous disorder. The legal profession has also changed dramatically. For years, at least 25% of my client base has been lawyers facing the reality that law is not what they expected or value. These fields are currently joined by the telecommunications and technology industries.

The financial industry and the stock market haven't seen a downturn last this long in 30 years. Public education, with the literacy level unbelievably high, is now in a real crisis. Higher education is beginning very slowly to rethink and redirect.

Capitalizing on Chaos

So, a major question of our age is: "How do you and I deal with the 'loss of certainty' in our emotional and professional lives? What information tools, strategies, and actions do we need to take to thrive, not merely survive?"

Understanding the basis of chaos theory may be a first step. When I encountered it in 1980, chaos theory helped me to understand that all the "certainties" and plans I had that were crashing almost daily on my head were not breaking apart simply by my mistakes and failures alone, but were part of major shifts in the world at large. This is the theme of my current manuscript-in-progress. (As an aside: Believe me, if I didn't see this as important information, I would NOT take the effort it requires for me to write another book. As most of you know, I love to have written, but must use self-discipline and an iron will to sit still and do it.)

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I. CAPITALIZING ON CHAOS FOR CAREER SUCCESS continued from page 2

After publishing *The Career Chase* and *Don't Stop the Career Clock*, I declared I would never write another book. However, as a teacher I feel compelled to communicate my insight into how to capitalize on chaos for creativity and control in your career.

We can conclude that the predicament of all life is uncertainty. Humans have had to deal with it since ancient times, but only in the past 30 years has it become recognized as a fundamental force in our universe. In the late 1970s when I started reading of the "new science," the emerging chaos theory, it was beginning to be used to understand the movements that create thunderstorms, hurricanes and raging rivers.

A new science was born – the physics of non-equilibrium processes. I have watched it evolve from a scientific mathematics theory which I could only vaguely grasp, into a cultural metaphor that lets us ask new questions and see reality in a new way. It has led to concepts such as self-organization and dissipative structures which are now widely used in the disciplines of cosmology, chemistry, biology, ecology, psychology, economics, the stock market, computer science, education, literature, and business leadership.

Chaos theory tells us that when life seems most complicated, as most of us feel today, a simple order may be just around the corner. It refers to an underlying interconnectedness pattern

or order that exists in apparently random events. It is the hidden pattern nuances, the rules for how the unpredictable leads to the new!

Going through painful experiences as many are, the "dark night of the soul" as described in *The Career Chase* (p. 133) can bring us to a keen sense of truth beyond words and a new path in life. By letting go of consensual structures or conventional wisdom, a creative self-organization becomes possible. To quote Einstein, "No problem can be solved from the same consciousness that created it. We must learn to see the world anew."

Creative Actions to Take in the Face of Uncertainty and Chaos

Know that chaotic times can breed creativity and ingenuity. Our nation, unique to the world three centuries ago and even now, grew from what was labeled anarchy and pandemonium. There are countless other signs of creativity and renewal springing from chaos. Healthcare, in reality "sick care" in the past, will after much turmoil evolve into "preventive" medicine. Alternative approaches are also beginning to make strides in the legal field in spite of the active resistance of some individual attorneys and state legal associations. The proliferation of "do-it-yourself" material is helping consumers reclaim the legal system from high-priced lawyers. Called *pro se*, meaning "on one's own behalf," it

stands to greatly reduce the cost of routine legal matters. Mediation and dispute resolution is evolving rapidly.

So what does all this have to do with your current career problems? First, it demonstrates what I have maintained for years: that chaos, after the first initial shock and distress, can generate renewal and rebuild a better system.

Second, self-directed and individual responsibility for our careers is an absolute must for all of us. Independent-minded baby boomers, generation X'ers, their younger "twenty-something" siblings and even my more mature "silent generation" must gain and maintain control of our careers. No longer can we count on an automatic "up" escalator to ride to our career destination.

Third, to move ourselves from chaos to coherence we must tap into our creativity, ingenuity, self-directedness, and personal resilience. This is the ability to bounce back from hardships. How do we develop or strengthen these qualities?

We must determine our "**Success Criteria**" and learn the actions to take to achieve and maintain these "glass balls" which we cannot drop if we are to feel successful. Gaining this creative career control is the major wave of the future in our worklife. Freedom from fear of failure opens doors we did not know were there – this is our goal.

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“either/or”
vs.
“both/and”

Success requires a high tolerance for ambiguity, ambivalence, and a tendency to think in opposites (dropping our "either/or" mentality and adopting one of "both/and"), which are characteristics that researchers have found in common among successful creative people from different fields. People aren't necessarily born with these, but may develop them through a painful experience, the "dark night of the soul," with its despair, depression, and frustration. Inadequacy, uncertainty, awkwardness, and being out of control is frequently the first step in preparing us for renewal and creative growth.

Capitalizing on chaos rather than capsizing requires the following:

1) **Authenticity: strong sense of self** - -

no façade, no "feeling like a fake" or "wearing a mask." Identity is not tied up with external things. Let your true self shine out and grow. Don't spend a lifetime cultivating and presenting a "face to the world," perhaps to accommodate others or fit with societal ideas. Cultivate friends, support groups or professional counseling to help accomplish this if necessary.

2) Know your options: Seek and ask effectively for what gives you meaning, and know that you deserve

it. You are not a passive victim; respond actively, even in circumstances beyond your control, such as a serious illness or disaster. Tap into your own strength and take positive action. Actively accept responsibility for your life, who you are and what you do or don't do. Make decisions that affirm your values and standards! Do read about the Sisyphus Syndrome in *The Career Chase* (p. 11 - 14)!

3) Flexibility: Accept and perceive change as a challenge and an opportunity. You will be less vulnerable to the fear and anxiety that comes with chaos and uncertainty. Stay connected and responsive, engaged, and connected to others and new ideas in the world. Open up and know what's happening outside your box!

4) Balance: Decide and do what you enjoy most. Identify these things and take time out for them. Make the following list: "I wish I had time for" Example: exercise, take an acting class, go mountain climbing, attend city council meetings, go to the theatre, etc. Rank your list from most practical to least and take action! *Do it!*

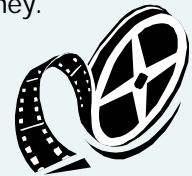
5) Pursue a purpose beyond yourself: Whether it comes from religious faith, love of nature and outdoor activities, art, music, fellow man or whatever! This can produce a strong conviction that life is worth living. Practice your beliefs, take part in pursuits that uplift your spirit. Volunteer for something meaningful for you and others. This can be the best way to heal yourself.

II. CDA CLIENT NEWS, ACTIVITIES, VENTURES

If you as a CDA client would like to publicize a product or service, please e-mail us.

Todd Wagner held his foundation opening at the Bronco Bowl, attended by more than 1,000 inner-city kids, Gov. Rick Perry and Arnold Schwarzenegger. Todd realized a great achievement with Broadcast.com and continues his success as a social entrepreneur. We have Todd on three videos tracking his journey.

Rex McGee, a successful screenwriter, moved from LA



for lifestyle reasons. He continues writing screenplays but is focusing on creativity both personally and in the workplace. He is teaching a workshop on "The Artist's Way," based on the book by Julia Cameron. This intensive class is designed to re-ignite your creativity, and has been taken by several CDA clients who highly recommend it. Rex's six-week workshops begin Jan. 30 (la Madeleine location) and Jan 24 (Fun Ed). Shorter courses for business are available. Contact Rex at 817-645-6848 or <rexmcgee@yahoo.com>.

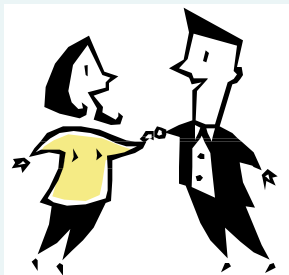
Karen Rayle, partner in Bassham, Rayle and Associates <www.bassham-rayle.com>, specializes in employee development, training and communication. She and her partner David will present at Pathfinders on Thursday, Feb. 7, from 7:00 PM until 9:00 PM. The public is invited.

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Windy Warner, after a successful career in marketing at IBM, became a business and personal coach to help individuals become more successful while reducing stress and making time for the things that matter most. Windy works with entrepreneurs who need help focusing, sales professionals ready for the next level, corporate managers doubting their future, and individuals with too many choices! Windy also is a speaker and conducts workshops using the practices and principles of coaching. Contact her at 214-987-4212 or <windy@coach-windy.com>.

Ed Bamberger, after a successful two-decade career with IBM, transitioned into culinary writing. His culinary interest led him to chef's school and cooking schools abroad. Ed recently founded Single Gourmet Dallas - Fort Worth, a members-only group for single professionals offering dinner parties at upscale restaurants, wine tastings, cooking classes and other culinary events. Call Ed at 972-732-8000 or 1-866-445-8600, or see <www.singlegourmetdfw.com>.



Mark Bigley, MA, M.Div, Member of Healing Touch International, after a 20-year career as an Episcopalian minister, now provides biofeedback therapy and energy medicine. Reach Mark at 817-846-8986 or e-mail <bigleymc@yahoo.com>. We have a taped session on energy healing from Mark.

Mike McKeever, founder and partner in LPL Financial. He's investing my funds (such as they are) so I trust his judgment. Contact Mike at 214-692-6401 or <mckeeper40@aol.com>.

Stephanie Wolters, founder and president of PowerUp Technology, specializes in technology assessment and maximizing technology for small business. Call 214-455-7482 or e-mail <swolters@omni-soft.com>.

Mark McVey, who resigned from a highly successful career in sales, founded Callard Company (214-696-9031) <www.callard.com>, which focuses on premiums, incentives, awards, promotional products and advertising specialties for world-wide distribution. We have Mark's presentation of his experiences on videotape.

Bill Whitehurst, an entrepreneur previously in the auto paint business and now a partner in The Vant Group, a business brokerage firm, has completed a book soon to be published titled "Exit: A Business Owner's Guide to Selling a Company." He spoke on this subject, and we have Bill on tape. Contact Bill at 972-458-8989, e-mail <thevantgroup@usa.net>, or see <www.vantgroup.com>.

Linda Suhren retired from teaching, but with much creativity moved to Asheville, NC and is publishing "WOW! Wondrously Older and Wiser," a newsletter (which will also be a book) devoted to aging and using the brain. Great work. I sent three subscriptions as Christmas gifts. (Personally, I am working on the "wiser" part, but give me more time!) Call 828-687-8107, see <www.wondrouslyolderandwiser.net> or <wowsite@bellsouth.net>.

Karry Hebert is Vice President and CIO for World Vision, a world-wide non-profit group providing services to

those in need. She is traveling internationally for something she believes in; this is an excellent opportunity for her technical and management skills and her strong need for purpose.

Terry Youngblood, a lawyer, left his government job in Dallas and went to Thunderbird for an MBA with an international focus. Terry is now in the Inspector General's office in El Salvador with USAID.

Jennifer Altman and Kelly Wilkerson, a young client couple who focused on non-corporate international careers, married during this season and are on their way to Bolivia to teach in a private school. They are a great pair and we will keep in touch. If it proves as anticipated, Kelly will return later to graduate school in international affairs.

Diane De Simone, PhD, founder of Derecor Homes, has made the transition from senior management in telecommunications to her own company. Her plans are expanding rapidly. Her focus is on building 500 homes for senior living for a reasonable price, but not in a cramped lot. It's a perfect place for me to retire at 95. E-mail <ddes@earthlink.net>.

Buddy Frazer, MPF Services -- Buddy retired early from engineering and marketing and started his own business in 2001. He has produced professional videos since 1985 when employed by a Fortune 500 company, and now provides video production services for companies & individuals, including corporate events, training sessions, theatrical productions, sports, and all kinds of family events (weddings, birthday parties, oral history interviews, etc.). Reach Buddy at 972-387-1918 or <frazerb@usa.net>.

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II. CDA CLIENT NEWS continued

Drue Gawel, who was trained and worked both as an engineer and a high school teacher, is now providing personal coaching to adults and math tutoring for students (grade 7 through college calculus). He hosts a monthly conference call on coaching in education, held each third Tuesday at 6:00 PM CST. Call 214-219-1902 or e-mail <drue@druegawel.com> for details. He is also tutoring my grandson, Milo, who thinks he is a great teacher! His motto is "Helping People Transform Education." See <www.druegawel.com>.

Tiffany Henderson, a QA test analyst at MetaSolv who aspires to open a wellness center focusing on yoga, was profiled in the MetaSolv newsletter. It is an excellent article on her achievement. Contact Tiffany at <thenderson@metasolv.com>. We have her session at CDA on tape.

Kitty Belletic, a talented writer, musician and artist, is hosting a book signing party on Jan. 19th for her friend, Dottie Gandy, who has recently published *30 Days to a Happy Employee*. Contact Kitty at <kbelletic@aol.com>. Also, Kitty will be a guest performer at the First Anniversary Concert of the Unity Wing and a Prayer Chorus, January 20th at 7:00 PM at the Unity Church of Northeast Tarrant County in Grapevine (817-488-1008).

Noel Gouldin, now a director of marketing, taught two excellent sessions on "Careers in Marketing" and "Finding the Best Job for Your Future."

Chris Gullion, PhD, spoke on Statistical Careers, just before she moved to Portland to the mountains which was her goal.

Katherine Rolfes (a former accountant) presented Telemedicine and discussed her Medical Informatics training. She has transitioned to an excellent job coordinating the information systems for libraries at M.D. Anderson Cancer Center in Houston.

Mike Brayer, a former medical technologist, now a successful technical writer, gave an excellent overview of Technical Writing.

Shelley Fleming of the Word Ranch once again edited and "built" this newsletter. Shelley handles editing and writing tasks of almost all descriptions. Call 972-271-9629 or see <www.wordranch.com>.



III. MEETINGS

Grail Group Meetings are designed to meet needs of CDA clients for specific career issues, relating to accountability, support and information. Meetings are on alternate Saturday mornings from 10:00 AM until 12 noon. For all clients in the information, research, and contacting stages of the career search. Practical job search, interviewing skills, and special interests are explored. Focus is on strategic skills and information CDA clients need to know to make progress in career enhancement. Former clients may attend at no additional charge. Our goal is to do what it takes to achieve your Future Image. *While clients must do this themselves, they do not do it by themselves.*

III. MEETINGS continued

Dan Hansen provided a business perspective on the biomedical field, and Connie Luthy, PhD, a national consultant, gave a great overview of this field from a career standpoint. She heads up a forum that meets monthly. Contact Connie at <luthy@flash.net>.

Upcoming Grail Group Meetings

Writer's Communication Group: Open to all interested in writing, sharing ideas and resources. Initial meeting on Sat., Jan. 12, from 1:00 to 3:00 PM. Bill Brandon, a local freelance writer, will discuss his career. Additional meetings will feature former clients who are very successful and who will speak on their activities in writing. All sessions will be videotaped.

Finding the Perfect Job: Information research meeting will meet on alternate Saturdays, Jan. 5 & Jan. 26 from 10:00 AM until 12 noon. Noel Gouldin provided the session to get this group moving.

The Real Estate Group continues with its next meeting on Sat., Jan. 12, 10:00 AM to 12 noon. It relates to buying, remodeling and selling houses for fun and profit. Nicholas Vench, an attorney who specializes in this, will speak on Saturday, Feb. 16 at 10:00 AM.

Career Pathfinders for the Future Think Tank meetings bring in former CDA clients or outside professionals in specific career fields to provide information on their worklife. All sessions are taped

Please call if interested!

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III. MEETINGS continued from page 6

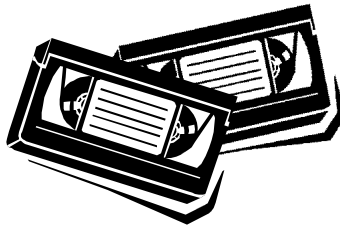
for clients to borrow. It is extremely valuable information for clients researching careers. We are unique since I know of no other career organization that can make this critical information available.

CDA has spent considerable resources for equipment and Madolyn's time and patience in taping and making copies. We are extremely grateful to former clients who have volunteered their time and also the consultants who received an honorarium to build our library of several hundred videotapes.

If you have any tapes, please return them ASAP. We have made no charges for using these, and hope to avoid this. However, there are noticeably many missing and perhaps our honor system is a bit naïve.

**Tapes can be returned to CDA
via US media mail to:**

**Career Design Associates, Inc.
2818 S. Country Club Road
Garland TX 75043**



The *Career Design Newsletter* is designed to communicate on career enhancement issues with more than 6,500 current and former clients, professional colleagues and friends currently in the CDA database. (If you would like to be removed from the list please notify us -- options@career-design.com. This edition is our first electronic format newsletter after two decades of printed ones. It was first released in plain text format via e-mail.

IV. Career Videotapes from Pathfinders Meetings

Career Video Check Out

The following is a partial list of CDA career videos taped from the Pathfinders for the Future Think Tank meetings.

There is no charge for CDA clients. However for others the rules are: Each video (limit 2 per checkout) may be checked out from CDA, for 2 weeks, for a \$20.00 deposit (this deposit will be refunded when the checked-out video is returned to CDA) and a \$7.00 shipping and handling fee (if applicable).

****These videos are
not for sale and are not
to be duplicated.****

- Accounting
- Entrepreneur Careers
- Project NEW Network
for Empowering Women
- Audio Net & Broadcast.com
- Financial Planning
- Bank Operations
- Finding The Perfect Job
- Psychology
- Biomedical
- Forensic/Criminal
Technology
- Real Estate --
Rehabbing Houses
- Human Resources
- Social Work
- Buying a Business
- Interactive Multimedia
- Technical Writing
- Coaching
- Investment Banking
- Technical Writing/Editing
- Commercial Real Estate
- Investor Relations
- Training & Development
- Communications
- Medical Informatics
- Venture Capital
- Corporate Finance
- Multimedia
- Writing
- Counseling
- Physicians Assistant
- Distance Learning
- Energy Healing
- Predicting the Future:
Technology/Healthcare/
Medicine/Wellness

V. Helen's Activities

As a personal note, I do appreciate all clients, current and former, and professionals who have been most generous in your praise, referrals, and shared information. I value this highly; it continues to keep moving our field forward.

A sincere "thank you" to all who have taken a moment to do a book review on either of my books for Amazon.com, Barnes & Noble (bn.com), etc. These reviews make an enormous difference in getting the message out! The publisher tells me the Internet messages carry the highest impact.

I have made countless talks throughout the country. As many of you know, traveling is not on my Success Criteria list, but I'm always eager to go to California or Atlanta since my grandchildren are there. Among other engagements, I have spoken at several hospital retreats and for corporate groups including the staff of Baylor Hospital, Doctor's Hospital, the Emergency Room Physicians professional group, Women in Ophthalmology, Project Management Institute Layoff Lounge, World Future Society and Career Connections. I do enjoy speaking -- it is easier for me than writing (and it pays better!). If you need a speaker on careers, do contact me.

My classes at SMU, "Re-Careering: The Search for Meaning, Money, Creativity and Control," and "Career Options for Teachers,"

are very popular. "Making a Career Change" at Fun Ed continues to fill up even after more than a decade.

The new manuscript, "Capitalizing on Chaos for Career Success," focusing on how to succeed in an age of uncertainty, is underway. This book will be integrated directly with the CDA tools download directly from the website. Two earlier publications, *The Career Chase* and *Don't Stop the Career Clock*, are selling briskly. "Booklist," the publication of the American Library Association, said that both books are "before their time" -- a common comment on much of my writing. Translated I think this means I can foresee future trends, but too early or not interested or focused enough to turn it into profit.

However, if you haven't read these books, give them a go. Believe me, they will be easier for you to read than they were for me to write. Writing is my best example of a love/hate relationship. Anyway, call your library or buy a book -- CDA sells either book for \$16.00 plus \$2.25 shipping (total \$18.25).

I will present a pre-conference Career Enhancement workshop at the **World Future Society** meeting in Philadelphia on July 19. Also, CDA will coordinate the career counseling for attendees. All professional colleagues can attend at no charge in return for providing career counseling. If interested please contact CDA

at 972-278-4701 or e-mail us at <options@career-design.com>.

Our next newsletter will focus on "Trends Impacting our Future," Hot Jobs, and will feature a reading list. "The Search for Meaning" will be a focus in one of the issues following. Do e-mail any thoughts or ideas you would like us to examine or publish.

Do check our CDA website <www.career-design.com>. We are currently working to update the Career Profile™ so it can be taken completely online. Any suggestions?

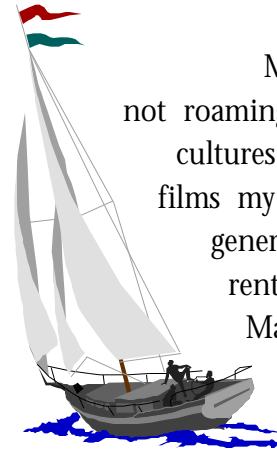


A special note: My quip of "All I know about technology is how to pay for it" will work no longer for me, so I am on a vast learning curve to become really adept at research on the Internet. There is absolutely too much valuable information that I need. I can't get an assistant who will work the hours I want to search online, which is usually between 3:00 and 7:00 AM, when I am most curious and alert! It's a challenge but I am practicing what I preach, "the brain is a muscle: use it or lose it!" —HH





Madolyn's condo balcony view
(Madeira Beach, Florida)



Need to Get Away?

My sister Madolyn Stuart, when not roaming the world searching for remote cultures, is my public relations director, films my workshops, travels with me and generally "works the room." She often rents out her beach condo home in Madeira Beach, Florida. It's on the 4th floor facing the beach, and overlooking pool and hot tub. (2 bedrooms, 2 baths, large living room, dining area, kitchen.) Madolyn offers very reasonable rates from May through December (rent for 2 weeks or longer). Call Madolyn here at CDA (972-278-4701) or e-mail <madolyn@career-design.com>. See pictures at <www.career-design.com/merchant/mad.html>.

OLYMPICS!

Terry Youngblood has a single ticket (1 only) for the opening ceremonies of the 2002 Winter Olympics in Salt Lake City, Utah. He's asking \$850 which is less than face value. Contact Terry at <zyrret5@yahoo.com>.

Books by Helen Harkness, PhD

The Career Chase: Taking Creative Control in a Chaotic Age

Practical and inspiring, this revolutionary guidebook provides the tools for identifying career unrest, describes myths that block or delay career change, offers a model for working through the chaos of change, outlines the steps involved in successful career change, and more.

Don't Stop the Career Clock: Rejecting the Myths of Aging for a New Way to Work in the 21st Century

This book charts a clear course for rethinking our future & finding career fulfillment in later life, with exercises, self-assessments, and worksheets for each step of the way.

As legions of baby boomers near retirement age, this important book outlines the steps to thriving as an older worker in a newly defined work world.

www.career-design.com

Career Design Associates Publications

The following CDA publications and worksheets are available to download, at no charge, from the listed URL's (note: Adobe Acrobat Reader is needed to download).

- **Todd Wagner article:**
<<http://www.career-design.com/merchant/cdanews1.pdf>>
- **"Not Over at 40" article:**
<<http://www.career-design.com/merchant/notoverat40.pdf>>
- **Career Success Criteria:**
<http://www.career-design.com/merchant/dec_pdf/scchart.pdf>
- **Career Success Criteria – Samples:**
<http://www.careerdesign.com/merchant/dec_pdf/cscrit.pdf>
- **Major Accomplishments:**
<http://www.career-design.com/merchant/dec_pdf/majacc.pdf>
- **Values Inventory:**
<http://www.career-design.com/merchant/dec_pdf/values.pdf>

The following books, by Helen Harkness, are available for purchase at \$16.00 each plus a \$2.25 shipping and handling fee.

- *The Career Chase:*
Taking Creative Control in a Chaotic Age
- *Don't Stop the Career Clock: Rejecting the Myths of Aging for a New Way to Work in the 21st Century*