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Leading with IMPACT

Dotti Dixon Schmeling, Ph.D.

I just returned from the Midwest Leadership Institute and Nebraska Counselor's Association annual conference in Council Bluffs, Iowa, where 20 break-out sessions were devoted to leadership. As I reflect on what I learned about counseling leadership, these important things come to mind. Are you a leader? If you know that leadership is having a clear vision and the ability to obtain followers, than more than likely you are a leader. If you need further proof, keep in mind that sociologists tell us that even the most introverted individual will influence ten thousand other people during his or her lifetime! Here is an IMPACT acronym that might inspire you to pursue leadership to the next level.

Influence with Integrity

Meeting the needs of others

Priorities

Authentic Attitude

Commitment to the growth and development of people

Treating everyone with importance

Influencing with Integrity builds trust, facilitates high standards, results in a solid reputation, and helps a leader be credible, not just clever. Integrity is a hard-won achievement that results when one is self-disciplined, develops inner trust, and is relentlessly honest in all situations. Strength of character is a key component to effective leadership.

Meeting the needs of others through problem solving is a quick way to gain leadership. There are usually four common reasons why people do not perform the way they should: They

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do not know what they are supposed to do, they do not know how to do it, they do not know why they should do it, or there are obstacles beyond their control. As counselors we are trained to problem solve, and consequently, we turn stumbling blocks into stepping stones providing leadership to our clients.

Priorities are another key to leadership. This means having a clear vision so that one knows where to put time and effort each day. Tackling the high importance and high urgency items first is a smart way to operate. Filling your calendar with items of top priority, keeps the low importance and low urgency items from creeping in to use up valuable leadership time. Time deadlines and emergencies force us to prioritize our lives in order to work smarter and accomplish the truly important things. Helen Keller, when asked what would be worse than being blind, declared, “To have sight without vision”, as she clearly understood what it takes to keep focused on the priorities—the vision.

Authentic attitude provides an important leadership asset. Nell Mohny in her book, *Beliefs Can Influence Attitudes*, tells of a double-blind experiment conducted in the San Francisco Bay area. Three teachers were told that they were the finest in the system and as a result they would be given ninety high IQ students to teach during the year. Everyone was delighted, both the faculty and the students alike, for being chosen to participate. By the end of the experiment the students had achieved 20% to 30% more than the other students in the area. It was then that a confession was made that the students were chosen at random as were the teachers. The difference was that the expectations were set high and that has a great deal to do in influencing attitudes.

Commitment to growth and the development of people is a high calling for leaders, and as counselors we do this every day. What are the keys that make this happen? Leaders know that everyone wants to feel worthwhile,

everyone needs encouragement, and that how much a leader cares will determine the extent of their leadership skills. In addition, people like to be involved, make significant contributions, and be recognized for their contributions, so the more we can accomplish these motivational influences the greater our leadership capabilities will be in developing people.

Treating everyone with importance is the last principal of IMPACT leadership. Believing that all individuals can contribute will encourage them to risk more. Expanding knowledge to those around you will enhance growth opportunities to transpire heightened success. Teaching those you come in contact will lift them up and insure results. Developing trust among those you come in contact with will develop loyalty that is imperative in leadership. Everyone needs to know they are important for the team to win. Discovering the inner talents, and encouraging everyone to give to the overall good makes for impactful leadership. Maya Angelou might have said it best in her quote, “ People will forget what you said, people will forget what you did, but people will never forget how you made them feel”. It starts with everyone being treated as important, as people will then feel your leadership.

Please consider the IMPACT characteristics that you already possess or could cultivate to grow in counselor leadership. Then, take the next step and volunteer to lead as a counselor—in your community, but also beyond to the state and national levels. Effective leaders practice the ‘Law of Navigation’, which says that anyone can steer the ship, but it takes leaders to chart the course. Please consider being a counselor leader to help ‘chart the course’ for the future impact of counseling.

AMHCA Annual Leadership Conference 2012

I had the privilege of participating in the AMHCA annual leadership conference this summer. It was one and a half days packed with valuable dialogue between state leaders from across the nation. The leadership meeting was directly followed by the AMHCA national conference. It was a great week, although it is very hot in Orlando in mid-July. North Dakotans say it was just as hot here, but I find that hard to believe because this felt like a whole new kind of hot!

Discussion at the meeting consisted in large part around legislative issues. AMHCA's biggest obstacle in Washington is financial. Increasing membership of AMHCA would move these efforts forward, giving counselors a voice around important topics such as Medicare coverage. State representatives shared what they do at a state level to increase counselor's involvement in AMHCA.

Jim Finley discussed different structures of charities or public foundations. AMHCA is a 501(c)(3), which means contributions from members are tax deductible but there are restrictions on lobbying such as not being able to advocate for a specific candidate or bill. Grants are also allowed to (c)(3) organizations.

Some discussion was also had about professional identity and standards. In order to increase portability across states a universal language was needed. Language used by AMHCA is Clinical Mental Health Counseling by Licensed Professional Counselors. AMHCA's 2011 standards can be downloaded on AMHCA's webpage.

To conclude the meeting, discussion was had about board structure and how to handle conflict among board members. The meeting was very valuable in feeling connected to the profession nationwide. I was able to converse with other statewide leaders to hear what is happening in their state. I look forward to attending this conference in the future. Next year is held in

Washington D.C.; the leadership group will be making a trip to the White House. Sounds like another great year in the making!

SILENT AUCTION

Don't forget to bring your silent auction item to the NDCA Mid-Winter Conference. The proceeds for the silent auction benefit the scholarship for a worthy graduate student.

President Elect Elect Nominations

I recently attended a retreat in the midst of the beautiful Badlands. Yes, it was Mary Ann Brauhn's Soul Survivor Weekend. How did you know! Didn't realize how much I needed to be there until I was in the middle of it all, whether it was drum circle or movement therapy. When sharing the events of the weekend with a friend, we both agreed that it is good to stretch our minds and clean out some cobwebs by trying new activities, meeting new people and exploring new ideas. This describes and defines my experience with the NDCA Executive Board positions as well.

Nominations for President Elect position will be accepted up to and including the day of the NDCA General Board meeting on Tuesday, February 5th, 2013. This position is definitely a way to redefine your own skills and preconceptions of what you can accomplish and be right in the middle of it all!

Please contact Bryn Halgrimson, Past President, at 701-568-4607 or bhalgrim@nd.gov if you are interesting in nominating a member or expressing your own interest in being submitted as a nomination for President Elect.

Appreciate Excellence

Please recognize your colleagues that are excellent in their field by nominating them for a NDCA award. The Awards Committee has yet to receive any nominations for any award!

The outline and the submission forms for the awards listed below are located on our webpage www.ndcounseling.org under Awards.

Glenn Dolan Award – An individual who has demonstrated able leadership, excellent rapport and service to the community, outstanding contributions to their organization

Innovations Award – An individual who has made innovative contributions in research or published articles in the field of counseling

Friend of Counseling Award – An individual who has demonstrated support for counseling in the state of North Dakota through his/her profession

Outstanding New Professional Award – An individual who has developed an outstanding program and demonstrates exceptional interpersonal skills

Member Emeritus Award – for NDCA members who have retired

Please submit award nominations by January 4, 2013 to:

Rebecca Porter
Minot State University
Registrar's Office
500 University Ave W
Minot, ND 58707
Or Fax: 701-858-3386
Or Email: rebecca.porter@minotstateu.edu

By Rebecca Porter

CREDIT WILL BE OFFERED!

NDSU AND U OF MARY

Will both offer credit for attendance at 1 pre conference workshop and attendance at the actual conference.

Representatives from both programs will be at each pre conference workshop to sign people up for the credits.

Registration & syllabus for NDSU can be found at –

www.ndsu.edu/dce/k-12/info/5438

Information on the U of Mary – contact

Dotti Dixon Schmeling at

dotti_dixon@mac.com

NDCA MEMBERSHIP AND CONFERENCE REGISTRATION FORMS WERE MAILED OUT!

Please complete on paper or utilize the online payment plan!

Encourage others in your workplace to join and to attend the conference!

NDMHCA BOOK SALE

NDMHCA will be hosting a used book sale during the conference as a fundraiser for NDMHCA. We are asking that if you have any used books that you would like to donate please bring them to the conference. We are asking for only gently used books with a copyright date of 2000 or newer. Any books not sold will be donated. All books will be sold for \$1. We will have a table in the exhibit hall. Thanks for your support.

Things NOT to say at an Interview

- I am not wanted in this state.
- How many pretty, young women work here?
- The resolution to the problem was that we were both fired.
- I would be a great asset to the events team because I like to party all the time.
- Cross dressing is not a problem, is it?
- What do you want me to do if it is raining and I can't walk to work? Will you pick me up?
- Can we wrap this up fairly quickly? I have some place I need to be.
- If this doesn't work out, can I call you sometime to go out?
- How big are the bonuses once I get through the probation period? I hear it is some serious cash.
- If you offer me this job, how long do I have before I have to take the drug test?
- When you do background checks on applicants, do things like public drunkenness arrest show up?
- I was fired from my last job because they were forcing me to attend anger management classes.
- My parents told me to get a job so that's why I am here.
- My boss didn't like me so one day I just left and here I am!
- I am really not a big learner, you know. I would much rather work at a place where the job is pretty stagnant and doesn't change a lot.
- You should probably know that I mud wrestle on the weekends.
- I will have to check with my Mom to see when I could start.
- Well, I did steal some equipment from my old job and I had to pay to replace it all.
- May I have a cup of coffee? I think I am a little hung over from last night.

- My leadership skills really excel when I am on line in the world of video poker.
- I want to be up front and tell you that I often oversleep because I have trouble getting out of bed in the morning.
- These dress shoes are killing me. Do you want to see my blisters?

Careerbuilder.com

From Pam Schorsch NDECA

COUNSELING OR HUMAN DEVELOPMENT GRADUATE STUDENTS!!! THERE IS STILL TIME!!!

Please consider applying for scholarships available from NDCA to students who are completing their master's degree in counseling or other human development programs. All graduate counseling programs in our area have been sent a copy of the application to make available to students. The application is also available on the NDCA website, www.ndcounseling.org. All application packets must be postmarked by November 13. Best wishes as you are completing this semester of graduate work.

By Melissa Mickelson, Graduate Scholarship Chairperson

American Counseling Association Joins America's Promise Alliance and Its Grad Nation Campaign

At home, in school and in our communities, ACA supports the call to reduce high school dropout rate

Alexandria, VA - American Counseling Association (ACA) today announced it has become a partner of America's Promise Alliance (America's Promise) and will work with them to help reduce the nation's high school dropout rate and ensure that America's children and youth have the resources they need to lead healthy, successful lives.

Founded in 1997 with General Colin Powell as its founding chair, America's Promise is the nation's largest partnership dedicated to improving the lives of children and youth. Its strong national network of more than 400 partners is comprised of organizations representing all sectors of American life. Through America's Promise, these partners are working together to end the dropout crisis and see that more children and youth experience the Five Promises in their lives—Caring Adults, Safe Places, A Healthy Start, Effective Education, and Opportunities to Help Others.

ACA school counselor members provide social, emotional, academic, and career support to their students and are indispensable professionals in their communities. They are natural school leaders, student advocates, and school liaisons to community support systems. Today, ACA has joined as the primary America's Promise Alliance member that represents K-12 professional school counselors as well as clinical and community professional counselors who work with youth and support the main tenets of the alliance.

"ACA is thrilled to be joining an inclusive, national effort that pulls stakeholders together to help ensure America's youth are successful in school, career, and life," said ACA Executive Director Richard Yep, CAE.

As an official partner, ACA will support and take part in the work of America's Promise to ensure that more of the nation's young people experience the Five Promises and are prepared to finish high school prepared for college and the 21st century workforce. ACA also will be an active partner in supporting the work of the Grad Nation campaign, a large and growing movement of dedicated individuals, organizations, and communities working together to end the dropout crisis. The goal of Grad Nation is to raise the national high school graduation rate to 90 percent by 2020, with no school graduating fewer than 80 percent of its students on time.

"School counselors take a holistic approach to ensure that all students' developmental needs are being met throughout their education experience. ACA will continue to support members through professional development, public policy advocacy, and work with educational coalitions and partners such as America's Promise," said Yep.

"Creating stronger communities where youth feel supported and encouraged is essential to America's future strength and vitality," said John Gomperts, president and CEO of America's Promise Alliance. "By coming together in common purpose, we demonstrate our commitment and the fact that we all have a role to play in the success of our children and youth, and we are infinitely more powerful as a united force. We're thrilled that ACA has joined this movement."

The work of America's Promise includes signature initiatives such as the 100 Best Communities for Young People competition and Grad Nation Communities. America's Promise also supports and distributes numerous



ACA Joins America's Promise... Continued from page 6

reports highlighting the latest research and data for communities and youth development practitioners. This includes the annual Building a Grad Nation report on the dropout crisis as well as resources on parental engagement, career exploration, and communications. As a partner, ACA will have early access to all America's Promise commissioned research, tools, and information.

Debra Bass

To learn more about America's Promise Alliance, visit: www.americaspromise.org. For more information on the American Counseling Association, visit: www.counseling.org.

The American Counseling Association (ACA) is a nonprofit professional and educational organization that is dedicated to the growth and enhancement of the counseling profession. ACA is the world's largest association exclusively representing nearly 52,000 professional counselors.



NDMHCA ANNOUNCES 2013 PRE-CONFERENCE

The NDMHCA 2013 Pre-Conference will be held on Saturday, February 2nd 2013 at the Ramkota Hotel in Bismarck, ND.

The Pre-Conference presenter this year will be Dr. Hilary Hodgdon, Assistant Director of the Trauma Center at Justice Research Institute in Brookline, MA. Her presentation is titled "Complex Trauma in Children: Developmental Impact and Current Approaches to Treatment." The presentation will focus on the developmental impact of complex trauma in children and adolescents. Discussion will also occur on the diagnostic complexity of the population and treatments options.

Early Bird Registration (prior to January 15) for the Pre-Conference will be \$60 for members and \$90 for non-members. Regular Registration (after January 15) is \$70 for members and \$100 for non-members. Graduate Students are offered the amazingly low fee of \$35! Register online at www.ndmhca.org using paypal, or contact jrcs@drtel.net if you would like a hard copy of the registration sent to you. Brochures will be mailed to all members.

CEUs are in the process of being approved for licensed counselors, social workers, addiction counselors, licensed marriage and family therapists, psychologists and nurses. Additional information on Pre-Conference CEUs will be put on the NDMHCA website when the information is available.

2013 North Dakota Counseling Association MidWinter Conference JUST BE...

JUST BE...PRESENT at our 2013 North Dakota Counseling Association MidWinter Conference. As I was dissecting our schedule for the conference, I had to double check what time the Super Bowl officially starts. I checked the official CBS website and staring at me is the countdown clock...which essentially is our countdown clock for the conference. Could it be??? 94 days, 5 hours, 46 minutes, and 31 seconds...PANIC! No, not really, all things are falling into place just as they always have... thanks to Marcia Foss.

We will be kicking off the conference with our Keynote Speaker Dr. Lisa Boesky who will be presenting Just Be the One: Planting Seeds in the Desert. Working with high-risk teenagers and young adults is challenging. Despite appearing independent and tough, many of the young people we counsel are desperate for

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Just Be... Continued from page 7

adult attention, care and concern. Whether we have three minutes or three months to work with them, our interaction and connection can set the stage for intense change and powerful shifts—with ripple effects that can last a lifetime. Dr. Lisa focuses on several quick and easy ways you can start “planting seeds” with some of your most complex clients. Real-world examples and audience participation is emphasized. Following the keynote, our preconference speakers, Dr. Hilary Hodgdon and Dr. Carolyn Stone, along with Dr. Lisa Boesky, will be facilitating three breakout sessions. Stick around; we will have the Super Bowl playing on the big screen with a social and silent auction in the adjacent ball rooms. Monday will begin with a little self-care with David Conrad. David will be presenting on Secondary Trauma. The rest of the day is filled with breakout sessions and an awards luncheon to recognize the great work being done in our association. Tuesday will consist of more breakout sessions, our NDCA board meeting, and a Closing Note by Dr. Larry Skogen, BSC president. I look forward to seeing each of you at the MidWinter Conference.

CONFERENCE MOTEL RATES

*Ramkota Room Rates
\$69.00 for 1 person
\$89.00 for 2 or more*

Call 701-258-7700 by Jan. 2, 2013!!

2013 NDCA MidWinter Conference Just Be... Schedule at a Glance

SUNDAY, FEBRUARY 3

9:00	NDSCA Board Meeting
10:00 – 4:00	Registration
10:30	NDMHCA Board Meeting
11:00	New Members and First Timers Orientation
12:00 – 4:00	Exhibit Area Open
12:30	Conference Opens - Welcome
12:45 – 2:00	Keynote Address – Dr. Lisa Boesky Just Be “The One”: Planting Seeds in the Desert
2:00 – 2:30	Break
2:30 – 4:00	Breakout Sessions – Keynote and Preconference Speakers
4:00	Divisional Business/Board Meetings
5:30	Super Bowl Viewing
7:00	Silent Auction/Social

MONDAY, FEBRUARY 4

8:00 – 4:00	Exhibit Area Open
8:30 – 10:00	Plenary Address – David Conrad Secondary Trauma
10:00 – 10:30	Break
10:40 – 11:30	Breakout Sessions
12:00 – 1:00	Awards Luncheon
1:00 – 1:30	Graduate Poster Sessions
1:40 – 2:30	Breakout Sessions
2:40 – 3:30	Breakout Sessions
3:30 – 4:00	Break
4:00 – 4:50	Breakout Sessions
5:00	Divisional Business/Board Meetings

TUESDAY, FEBRUARY 5

8:00	Continental Breakfast
8:30 – 9:20	Breakout Sessions
9:30 – 10:20	Breakout Sessions
10:30	NDCA Board Meeting
11:00	Closing Note Address

Breakout Sessions

- Distance and Online Counseling: Modes, Attitudes, Ethics and Applications
- Just Be....Prepared to Show Your Worth
- Best Practices for Working with Children and Youth Experiencing Homelessness
- Process Addictions
- FREE Digital Online Resources from Prairie Public
- Helping Students Get Ready to Learn
- Learning and the Brain
- Youth Risk Behavior Survey
- STEM (Science, Technology, Engineering, and Math) Is this my Career?
- Medications for ADHD, Depression, Bipolar, OCD & Anxiety Disorders; What Counselors Need to Know When Treating Children & Adolescents
- Reading the Tells – Learning how to read body language
- Pinterest for School Counselors
- Just Be...Ready for Roads to Success
- ASPIRE – ACT
- Mindfulness-Based Approaches for Children and Adolescents
- Peer Mentoring
- Meeting Community Needs Through Counseling Education Programs
- Thinking of Adding Another License?
- XAP-RUREADYND.COM
- The Experience of Infertility: What Counselors Need to Know
- Being in Connection: Relational Cultural Theory and Professional Counseling
- Just pipelines...Enbridge and Beyond
- PANDAS and the Counselor's Role
- What's New and NDSU – Counselor Education
- NCAA Initial-Eligibility Requirements
- Character and Youth Development Issues Our North Dakota Youth Face
- Character Still Counts in North Dakota
- Parents LEAD
- Child Protection Services
- Middle School/High School Sharing Session

- Elementary Sharing Session
- DOGS – Dads of Great Students
- Just Be...An Elementary School Counselor
- Dual Credit/College Admissions Formula
- Equine Therapy
- Secondary Trauma
- Building Resiliency in Trauma Impacted Youth and Families
- School Counselors and Sexually Active Students
- Bad, Mad, Sad or Too Glad: Misconceptions About Depression, Dysthymia and Bipolar Disorder in Teens & Young Adults

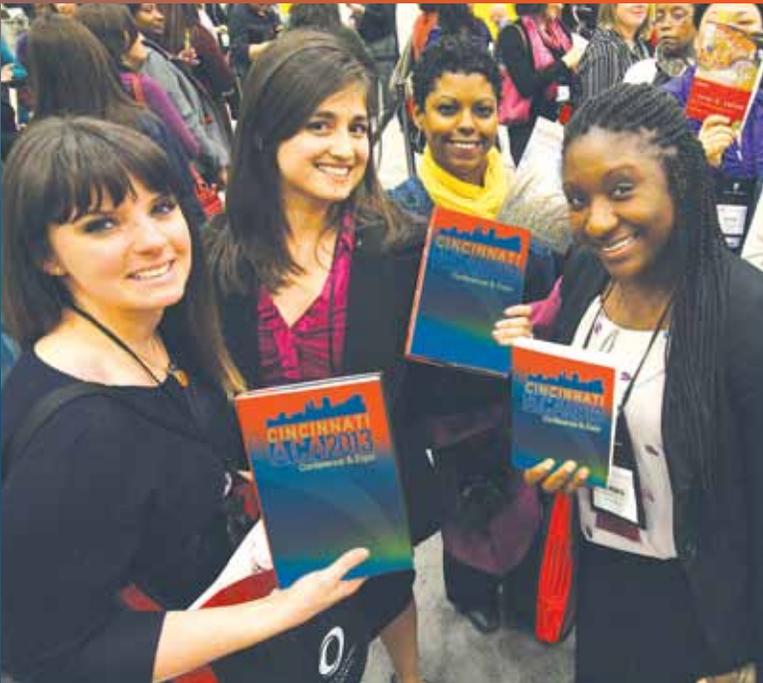
Keynote Speaker



Dr. Lisa Boesky is a Clinical Psychologist, National Speaker and Author of several books and dvds, including *When to Worry: How to Tell if Your Teen Needs Help—and What To Do About It*. She has been interviewed by Anderson Cooper, Bill O'Reilly, CNN, CNN International, 20/20, Nancy Grace, Fox News and in print by USA Today, US News & World Report, People Magazine and many others. Dr. Lisa specializes in teens and young adults with emotional and behavioral disorders and has worked with some of the most challenging and dangerous young people in psychiatric hospitals and correctional facilities. Dr. Lisa also serves as an expert witness on cases related to mental health and/or suicide. Each year she provides high-energy and content-filled presentations to tens of thousands of professionals across the country. Find out more at drlisab.com & whentoworry.com

My goal is for your participants to walk away with inspiration, new knowledge and practical skills they can put into action immediately. While having fun along the way!

Register by December 15, 2012 at the Super Saver Rate!




CINCINNATI ACA 2013

Conference & Expo

March 21–24
Pre-Conference Learning Institutes — March 20-21*

Keynote speaker



Ashley Judd

- Join thousands of your peers at the premier educational event in professional counseling
- Take advantage of the largest networking opportunity of the year

Registration Rates for 2013 ACA Conference & Expo, Cincinnati, OH

ACA Membership Category	Super Saver Rate Aug. 16– Dec. 15, 2012	Advance Rate Dec. 16, 2012 – Feb. 15, 2013	Onsite Rate Feb. 16 – March 24, 2013
Professional/Regular	\$365	\$415	\$475
New Professional/ Student/Retiree	\$265	\$310	\$340
Non – Member General Attendees	\$525	\$570	\$610
Non – Member Student Attendees	\$370	\$480	\$500

1-day registration = \$300



AMERICAN COUNSELING
ASSOCIATION

*Additional fees apply