

Career Experts Group Monthly Newsletter

OCTOBER 2023

"ARE YOUR VALUES ALIGNED WITH YOUR CAREER ASPIRATIONS?"

[Newsletter Editor: Denise Bitler](#)

Welcome to this month's newsletter, where the spotlight is on an important question: Are your values aligned with your career aspirations? In a time when work models are fluid — from hybrid arrangements to fully remote or in-office settings — it's not just about where you work, but how and why you work.

The question extends beyond where you plug in your laptop; it calls for a deeper exploration of how your career integrates with your life goals, work style, and ultimately, your core values. Is your choice conducive to collaboration, or does it offer the solitude you need for deep work? Does it provide the work-life balance you value, or does it serve other aspirations such as career growth or skill development?

Our October issue aims to guide you through this vital introspection. How do you identify companies or roles that resonate with your core values? How can you strategically align these values with your career goals for a more fulfilling and meaningful experience? Whether you're climbing the corporate ladder, pivoting into a new industry, or entering the job market for the first time, aligning your career with your beliefs and aspirations is a step toward job satisfaction – and life satisfaction.

We also delve into the concept of personal branding, providing insights on how to authentically align your unique purpose with your professional persona. And because October is Breast Cancer Awareness Month, we are spotlighting an organization that provides targeted career advice and support to individuals with cancer. So, let's embark on this rewarding journey: aligning your career aspirations with your values, and in doing so, elevating the quality of your professional and personal life.

Don't miss your chance to win the next "Elevate Your Career with an Expert" newsletter subscriber drawing on January 4, 2024. To learn more about this raffle and how to enter, check out [page 12](#). **Please make sure that our emails don't land in your spam folder by adding us to your trusted senders list - info@careerexpertsgroup.com.**

Is there a topic you'd like us to cover in a future issue? Email us at info@careerexpertsgroup.com.

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NAVIGATING THE BEST WORK ENVIRONMENT FOR YOU: REMOTE, HYBRID, OR OFFICE SETTING?

Navigating the multifaceted future of work necessitates a balance among remote, hybrid, and traditional office settings. The discourse surrounding these models underscores a quest for a fulfilling professional life, emphasizing choice, flexibility, and a commitment to employee well-being and development. The remote and hybrid models offer innovation and well-being, while the untapped potential of office settings remains vital for collaboration and company culture.

WHAT ENVIRONMENT IS BEST FOR YOU?

When deciding on the ideal work arrangement – remote, hybrid, or in-office – employees should consider a variety of factors:

1. **Productivity:**

- a. Assess where you are most productive: Some people find they are more focused and productive in a quiet, remote setting, while others thrive on the energy of an office environment.
- b. Consider the nature of your work: Tasks that require deep concentration may be better suited to remote work, while collaborative projects might benefit from in-person interactions.

2. **Work-Life Balance:**

- a. Evaluate your work-life balance needs: Remote work can offer more flexibility, but it also requires discipline to set boundaries between work and personal life.
- b. Consider your family and living situation: Those with young children, or who live in a busy household, may find remote work challenging unless they have a dedicated workspace.

3. **Collaboration and Communication:**

- a. Consider your need for social interaction: Those who crave social interaction may prefer working in an office, while others may find it distracting.
- b. Evaluate the effectiveness of virtual communication for your role: Some positions may require more face-to-face interaction for effective collaboration and communication.

4. **Career Growth:**

- a. Assess the impact on career progression: Being physically present in the office may lead to more visibility of your accomplishments and more opportunities for advancement.
- b. Consider your networking needs: Building relationships and networking can be easier in person, but is also possible remotely with the right strategies.

5. **Health and Safety:**

- a. Consider your health and safety needs: For those with health concerns, remote work may offer a safer environment, especially during times of increased health risk.
- b. Evaluate the office health and safety measures: Ensure that the office has adequate measures in place to protect its employees' physical and emotional health.

6. **Commuting and Expenses:**

- a. Evaluate commuting time and costs: Remote work can save time and money spent on commuting, which can be a significant factor for some people.
- b. Assess cost savings or expenses in both scenarios: Working from home may reduce costs such as lunches and work attire, but may increase others like electricity and heat.

7. **Personal Preferences:**

- a. Reflect on your preferred working style: Consider whether you prefer the autonomy of remote work or the structured environment of an office.
- b. Consider your adaptability to change: Some people may find it easier to adapt to changes in work environments than others. Identify your adaptability to change through self-reflection, feedback, and facing new challenges.

NAVIGATING THE BEST WORK ENVIRONMENT FOR YOU, CONTINUED

8. Company Policy and Culture:

- a. Review company policies: Some employers may have more rigid policies around remote work that may limit options.
- b. Assess the company's remote work support: Consider whether the company provides the necessary tools and support for effective remote work.

9. Mental Health:

- a. Evaluate the impact of the work setting on your mental well-being: Remote work can lead to feelings of isolation for some, while others may find the office environment stressful.
- b. Consider access to support: Ensure that mental health resources are available, regardless of your work location.

After considering these factors, you should be in a better position to make an informed decision on the working arrangement that best suits your needs and preferences. Additionally, having an open dialogue with employers and HR can help in addressing any concerns and finding a mutually beneficial arrangement.

WHAT IF REMOTE WORK IS OFF THE TABLE?

Although employees are seeking remote work now more than ever, not all companies will offer this as an option. When remote work is off the table, how do employees ensure their needs are met?

While the inability to work remotely can be a setback, it opens the door to negotiate other valuable benefits. By strategically advocating for a combination of financial compensation, flexibility, professional development, health benefits, commute assistance, and investment opportunities, employees can still secure a satisfying and balanced work arrangement.

The key is clear communication, understanding mutual needs, and finding a harmonious middle ground with the employer. For additional information on negotiating your job offer, check out our resource document "[Salary Isn't Everything: Benefits and Perks to Consider When Evaluating a Job Offer](#)"

RESOURCES TO ASSESS WHICH WORK ENVIRONMENT SUITS YOU BEST

Here are a few free online assessments and self-reflection exercises that can help:

[16 Personalities](#)

Based on the Myers-Briggs Type Indicator, this free assessment provides insights into personality traits and offers recommendations for ideal work environments.

[Holland Code Career Test](#)

This free test helps in identifying dominant personality types and matching them with suitable careers and work environments.

[Penzu \(PC\), Day One \(mobile\)](#)

Individuals can use free journaling apps like Penzu or Day One to reflect on their daily experiences, challenges, and preferences in different work settings.

[Insight Timer](#)

This free app offers guided meditations and mindfulness exercises that can help individuals assess their stress levels in different work environments.

[Smiling Mind](#)

This app offers mindfulness programs to help manage stress and maintain mental well-being in various settings.



FINDING A COMPANY ALIGNED TO YOUR WORK VALUES

Do you ever wonder why some people love their jobs, while you go to work wishing for something better? Often, it's because the company's values differ from yours. In this article, we'll guide you through finding a company that matches your work values, ensuring career satisfaction and success.

SELF-REFLECTION: DEFINE YOUR WORK VALUES

What are the personal principles that define your ideal professional environment? While some people understand their values, such as achievement, autonomy, leadership, collaboration, personal growth, and work-life balance, others need assistance in defining values beyond salary and benefits.

It's essential to identify the values that matter most to you. You can find 84 examples of work values in this Indeed article: [Core Values in the Workplace](#). For more assistance, check out some free career value assessment tools in the Resources section below.

RESEARCH COMPANIES

Before considering a job opportunity, delve into a company's culture and values beyond the job description. Visit the company's website and read its mission statement. Does it align with your values?

Look for insights into the company's culture, values, and benefits from various resources. Check employee reviews on websites like [Glassdoor](#) and [Indeed](#), but be cautious of overly negative reviews. Validate your findings by talking to people in your professional network.

Follow the company on [LinkedIn](#) and other social media sites to gauge their commitment to value statements. Consider connecting with current or former employees on platforms like LinkedIn and request a career conversation to gain insights into what it's like to work there. Attend job fairs and company networking events to learn more. The [Fortune 100 Best Companies to Work For 2023](#) is a valuable resource to discover companies with top-notch workplace cultures.

PREPARE VALUE-CENTRIC INTERVIEW QUESTIONS

During a job interview, you can gain insights into a potential employer's work culture and values by asking a few insightful questions. Here are some examples, but you can tailor the questions to align with the specific work values you want to explore further.

- What company values do you appreciate?
- What support does the company provide for professional growth and development?
- How does the company promote workplace diversity, equity, inclusion, and belonging? Do they have business/employee resource groups?
- Can you describe the company's approach to celebrating employee achievements or recognizing performance?
- Does the company conduct employee satisfaction or company engagement surveys?
- Does the company promote any specific leadership principles?

USEFUL RESOURCES

- [Values Assessment \(free\)](#): Identify your underlying work needs and motivations.
- [Career Explorer](#) (free): This platform offers a values assessment to identify core work values.
- [ChatGPT](#): Customize a list of interview questions using this prompt: "Give me a list of interview questions to ask an employer about the following core work values: [insert list of values]"

Finding a company that aligns with all your career values can be challenging, but recognizing your needs and searching for the right fit can significantly impact your job satisfaction.

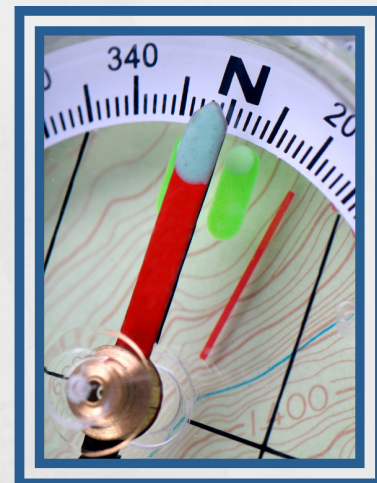
UNVEILING YOUR TRUE NORTH: STRATEGICALLY ALIGNING YOUR CAREER ASPIRATIONS WITH YOUR CORE VALUES

WHY ALIGNMENT MATTERS

Picture this: Your career journey is a dynamic road, and at the heart of it lies a crossroad that's like the holy grail. This is the juncture where your values and ambitions align, infusing each workday with a profound sense of purpose that elevates every professional endeavor into a meaningful contribution to both personal and organizational growth. This isn't just about clocking in and out; it's about feeling alive and knowing that your values are in sync with your ambitions, propelling you toward heights you never dreamed possible.

GETTING TO KNOW YOUR VALUES

To embark on this transformative journey, start by acknowledging your values. Are you driven by innovation, teamwork, integrity, or perhaps sustainability? These form the basis of your ethical compass, guiding your choices and interactions in the professional sphere.



The strategic union of values and career aspirations extends beyond personal fulfillment. Studies underline its pivotal role in fostering enduring job satisfaction, amplifying motivation, and propelling professional success. A workforce aligned with organizational values is pivotal in nurturing an authentic, engaged, and productive environment.

FIVE ACTIONABLE STEPS TO FORGE ALIGNMENT

1. **Self-Assessment:** Undertake a comprehensive assessment of your values. Solicit feedback from mentors, peers, and other colleagues to gain a holistic perspective.
2. **Career Analysis:** Scrutinize your career aspirations. Assess the pivotal milestones you aim to achieve and the impact you intend to make.
3. **Intersection Analysis:** Identify the nexus where your core values and career goals converge. This synergy should manifest in your daily roles and responsibilities.
4. **Company Alignment:** Evaluate potential employers' values, missions, and cultures. Seek organizations whose ethos harmonizes with your own.
5. **Constant Calibration:** Alignment is a dynamic process. Regularly reassess your values and recalibrate your career trajectory as you evolve personally and professionally.

FINAL THOUGHTS

As you stand at the crossroad of aspirations and values, remember that the journey itself is transformative. Aligning values with career goals is a voyage of self-discovery, purpose, and resilience. So, when you're talking about your job journey, make sure to tell a story that reflects both what you care about and what you want to achieve. Embrace your uniqueness, let your values and aspirations shine, and you'll find that your career story becomes a powerful tool that opens doors, forges connections, and sets you on a path to success that feels just right.

CONNECTING PURPOSE TO YOUR PERSONAL BRAND

In today's fast-paced and ever-evolving job market, personal branding is no longer just a buzzword; it's a fundamental aspect of building a successful career. But how can you ensure that your personal brand reflects your true self and aligns with your purpose? Let's explore some practical steps to help you make this connection.

SELF-REFLECTION: DEFINE YOUR PURPOSE

Before you can align your personal brand with your purpose, you need to understand what your purpose is. Ask yourself some introspective questions: What drives you? What are your core values? What makes you unique? Your purpose might revolve around your passion for a specific industry, a commitment to social causes, or your desire to impact the world positively.

Once you've defined your purpose, it becomes the guiding star that shapes your personal brand.

CRAFT YOUR PERSONAL BRAND STORY

Your personal brand story is how you convey your purpose to the world. Start by creating a compelling narrative that reflects who you are and what you stand for. This story should resonate with your values and connect with your target audience.

Remember, authenticity is key. Your personal brand story should reflect your true self, not a fabricated persona.

SHOWCASE YOUR EXPERTISE

One way to reinforce your personal brand is by showcasing your expertise. Whether you're a marketing guru, a coding genius, or an HR whiz, consistently demonstrate your skills and knowledge in your chosen field. Share your insights through articles, presentations, or social media. By doing so, you position yourself as a credible authority in your domain, further strengthening your personal brand.

CULTIVATE YOUR ONLINE PRESENCE

In today's digital world, your online presence plays a significant role in shaping your brand. Ensure that your LinkedIn profile, professional website, and social media profiles accurately reflect your personal brand story and purpose. Share content that aligns with your values, interests, and passions, and engage with your network to foster meaningful connections.

SEEK ALIGNMENT IN YOUR WORK

Your daily tasks and responsibilities at work should align with your purpose and personal brand. Advocate for projects or roles that allow you to live out your values and make a difference. When your professional life is in sync with your personal brand, you'll find greater satisfaction and motivation in your work.

CONSISTENCY IS KEY

Maintaining a consistent personal brand is essential. Be mindful of how you present yourself in and out of the workplace. Your brand should remain cohesive across all aspects of your life, from your attire to your communication.

Connecting your purpose to your personal brand is a powerful way to excel in your career and find fulfillment and meaning in what you do. It's a journey of self-discovery, storytelling, and authenticity. By following these steps, you can ensure that your personal brand reflects the unique and purpose-driven individual that you are.

Remember, your personal brand is not just about how others perceive you; it's about how you perceive yourself and the impact you want to create in the world. Embrace your authenticity, and let your purpose shine through your personal brand.



by *Deb Squire* and
Elyse Pipitone

Special Feature

CANCER AND CAREERS: A RESOURCE FOR WORKERS WITH CANCER



Cancer and Careers (CAC) is an organization that empowers and educates people with cancer to thrive in their workplace by providing expert advice, interactive tools, and educational events. It offers free access to online resources for the worker or job seeker diagnosed with cancer, as well as their co-workers and supervisors, human resources professionals (who can receive free SHRM continuing education credits), healthcare professionals, and others. The depth and breadth of the resources CAC offers is immense.

The Cosmetic Executive Women Foundation established CAC in 2001 after realizing that five of its 40 board members had been diagnosed with cancer. CAC helps more than 500,000 people each year online, in print, and in person. We recently interviewed its Executive Director, Rebecca Nellis, to learn more about CAC and its impact.

Why are you “The Top Resource for Working People with Cancer”?

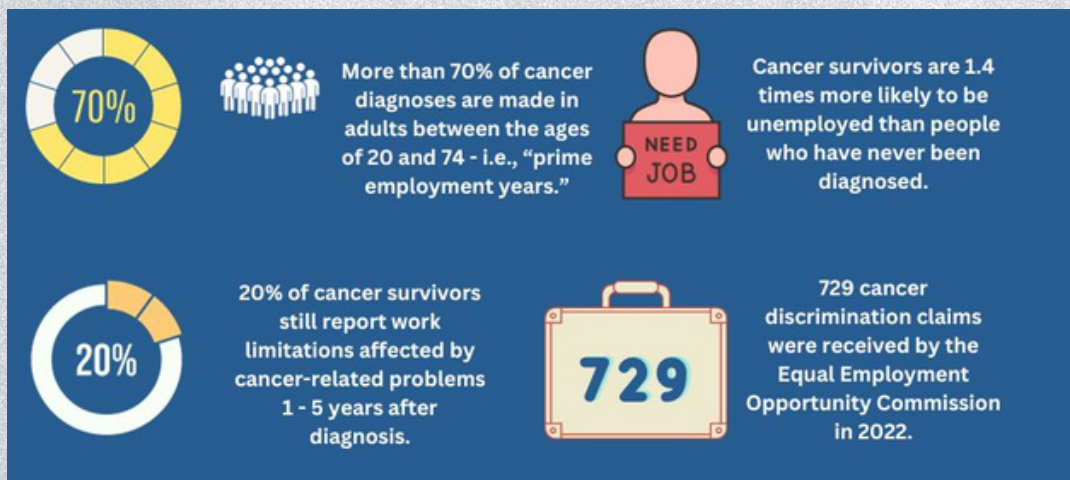
Since 2001, Cancer and Careers has been the only organization in the U.S. solely dedicated to helping people at the intersection of work and cancer. For 20+ years we’ve offered our expertise on the work-related issues people experience after a cancer diagnosis and share that information through our robust website, publications, monthly webinars, three annual conferences, and one-on-one support with our team of social workers and trained staff. We also provide Spanish-language resources and programming.

“What I am most proud of is how we approach this very complex and unique problem in such a large variety of ways. All of our work aims to reach people where they are and in a variety of modalities to fit the widest array of preferences.”

Rebecca Nellis
Executive Director,
Cancer and Careers

What are some common misconceptions that employees and job seekers have about working and job searching when they have a cancer diagnosis?

A big misconception from job seekers and employees alike is they think they are obligated to disclose their diagnosis. The truth is that a person is never obligated to share their health information, or health history, with an employer or prospective employer. Exceptions may occur to access formal legal protections or certain employer-provided benefits. If people choose to share, it is a decision we want people to make intentionally while equipped with the necessary tools, information, and strategy.



What are some common misconceptions that employers might have about staff who have a diagnosis?

The biggest misconception is that people who have been diagnosed with cancer CAN'T work, or don't WANT to work while in treatment. Our recent research shows that 67% of people diagnosed with cancer said that working during treatment aided in their recovery. We also hear the misconception that an employee with cancer will not be as productive as they once were. This is one of the main reasons CAC was founded. We are here to give people clear, targeted information and support to help manage those side effects so they are able to continue working, if they so choose.

For an overview of Cancer and Careers resources as well as information about Social Security Disability, download the Career Experts Group's free resource guide Visible and Non-Apparent Illnesses and Disabilities: KNOW YOUR RIGHTS.

ASK THE EXPERTS

I can't find a career that aligns perfectly with all of my values. – Jane A.

It might not be feasible to secure a career that perfectly mirrors every one of our core values. A career that accommodates your principles, rather than negating them, can pave the path for a satisfying and enriching professional life.

Here are ten actionable steps that can guide you in sculpting a career that resonates well with your intrinsic values:

1. **Prioritize Your Values:** Begin by distinguishing your non-negotiable values from those you are willing to compromise on. This helps in forming a clear picture of what you absolutely cannot or will not forgo in a career.
2. **Conduct an Industry Analysis:** Conduct a comprehensive analysis of various industries and job roles. Recognize the intrinsic values in different sectors and how they may align with yours.
3. **Communicate:** If you're already in a job, open a dialogue with your manager about your values. There might be ways to adjust your role or take on projects that are more in line with what you believe in.
4. **Inquire About a Flexible Job Design:** While seeking job opportunities, look for roles that offer a degree of flexibility, enabling you to incorporate your values into your work routine.
5. **Network:** Connect with industry professionals and mentors who can offer guidance and insights about potential roles that align closely with your values.
6. **Consider Professional Counseling:** Seek guidance from career counselors or coaches who can help in aligning your career choices with your personal values more closely.
7. **Contemplate Pilot Projects:** Before committing to a career, undertake pilot projects, internships, or volunteer opportunities that allow you to gauge the real-time alignment of the job with your values.
8. **Develop a Flexible Approach:** Cultivate a flexible mindset that allows you to adapt and find contentment in a career, even if it doesn't align perfectly with all your values. This flexibility will be your ally in fostering satisfaction and happiness in your chosen career.
9. **Create a Value-Based Ecosystem:** Outside of your job, create an ecosystem where your values can thrive. This includes engaging in hobbies, volunteering, or side projects that resonate with your core values.
10. **Regular Self-Assessment:** Establish a routine of periodically evaluating your career path. This will ensure that you remain close to your values and make necessary adjustments over time, steering clear of complete misalignment.



While the quest for the perfect career-value match is commendable, it's essential to be adaptable. By seeking balance and being proactive, you can ensure a fulfilling professional journey without losing sight of what truly matters to you.

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ASK THE EXPERTS

What are some ways to set boundaries between work and family life to prevent burnout and ensure that I can be fully present and engaged in both aspects? – Monika J.

In today's world, where juggling work commitments alongside family responsibilities has become the norm, the need to set effective boundaries is more important than ever. We're all striving to prevent burnout and stay fully present in our professional and family lives. Here are some creative strategies to prevent burnout and embrace presence in every facet of your life:

1. **Art of "No" Journaling:** Maintain a journal where you jot down instances when you say "no" to work-related requests in order to prioritize family time. Reflect on these entries to celebrate your commitment to setting healthy boundaries and acknowledge the positive impact it has on your well-being.
2. **Five-Minute Mindfulness:** Dedicate five minutes to practice mindfulness before transitioning between work and family time. Close your eyes, take deep breaths, and visualize yourself shedding any work-related stress before entering the family space. This quick ritual can enhance your ability to be present.
3. **Tech-Free Time:** Designate specific pockets of time throughout the day as "Tech-Free Time." During these moments, unplug from your digital devices and be fully present with your family. Engage in activities that foster connection and allow you to recharge naturally.
4. **Personal Energy Peaks:** Identify your personal energy peaks during the day. Set boundaries to tackle your most demanding work tasks during these times, and leave the less energy-intensive tasks for periods when you're naturally winding down. This approach optimizes your productivity and leaves you more present for family activities.
5. **Time-Blocking with a Twist:** Instead of just time-blocking your work tasks, try a "Time-Blocking with Intention." Assign specific blocks of time for work, family, self-care, and even creative hobbies. Each block gets a unique color or theme, making your schedule a vibrant canvas of your well-rounded life.
6. **The "Sacred Start and End":** Designate a "sacred start" and "sacred end" to your workday. These moments act as bookends, signaling the transition from work to family time and vice versa. Incorporate a special gesture or action to mark these transitions, like lighting a candle or doing a quick dance.
7. **Personalized "No-Work" Zone:** Create a designated "No-Work" zone in your living space. This could be a cozy corner or an outdoor spot where there are no work-related activities. Decorate it with elements that promote relaxation and family bonding.
8. **Adventure Jar of Escapes:** Collaborate with your family to create an "Adventure Jar." Fill it with small, creative ideas for family outings or activities. When you feel the work and personal lines blurring, draw an idea from the jar and embark on a brief adventure that helps you reset and recharge.



By infusing a touch of creativity into your boundary-setting strategies, you can not only prevent burnout, but also create a vibrant, balanced, and engaging presence in both your work and family roles.



HOLIDAY HIGHLIGHTS

NATIONAL BOOK MONTH

by Vivian VanLier

It's National Book Month: a whole month dedicated to celebrating the timeless joy of reading! In this digital age, where information is consumed in snippets and the world is viewed through screens, there is something profoundly grounding about holding a physical book. Books are time machines, teleporters, and windows to other souls. They grant us access to cultures, eras, and experiences far removed from our own, fostering empathy, understanding, and a broader perspective.

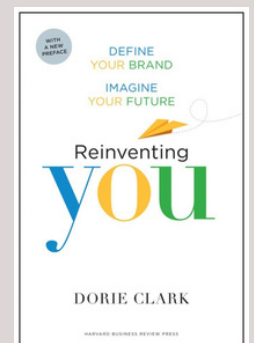
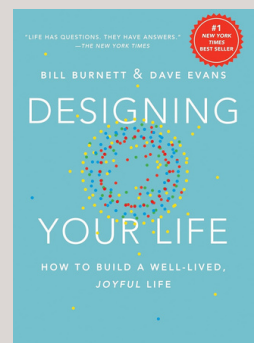
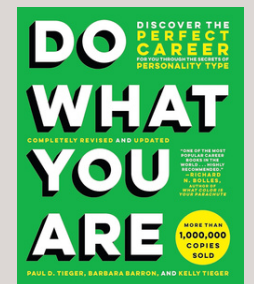
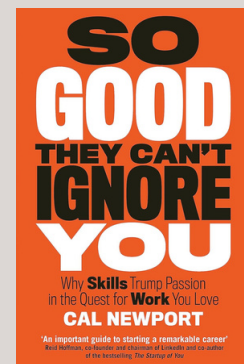
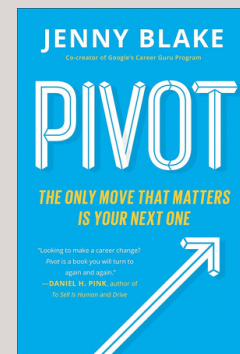
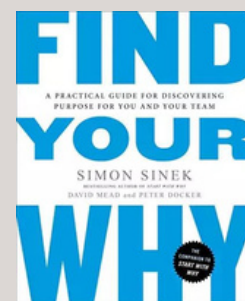
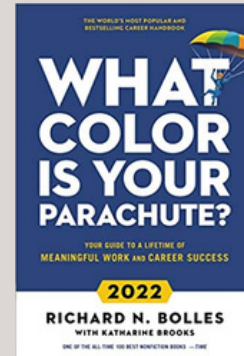
National Book Month is a perfect time to explore genres you've never ventured into or haven't visited recently, such as Historical Fiction, Science Fiction and Fantasy, Non-Fiction, Mystery and Thrillers, International Literature, or Poetry.

For parents, National Book Month is a golden opportunity to instill the love of reading in young minds. Children's books are brimming with enchanting illustrations and tales that kindle imagination. Share bedtime stories, visit bookstores together, or let them pick out their own books at the library. It's a habit they'll cherish for a lifetime.

Here are some ways you can celebrate National Book Month:

- Attend library events lined up for National Book Month.
- Join a local book club or start your own.
- Donate books to schools, shelters, or community centers.
- Support independent bookstores.
- Attend a virtual book tour.
- Fight book bans.
- Try audiobooks.
- Read a new book.
- Reread a favorite book.
- Follow authors on social media.
- Gift a book.
- Write your own book.
- Commit to making reading a daily ritual.

National Book Month is not just a celebration of books, it's also a celebration of the incredible human imagination: the need to document our experiences, share stories, and connect with others through the written word. So, pick up that book you've been meaning to read, recommend your favorites to friends, and lose yourself in the world of words.



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HOLIDAY HIGHLIGHTS

by *Vivian VanLier*

ADHD AWARENESS MONTH: EMBRACING NEURODIVERSITY AND CELEBRATING STRENGTHS

October is ADHD Awareness Month: a global campaign to shed light on a condition that impacts millions of children and adults around the world. Attention Deficit Hyperactivity Disorder (ADHD) is a neurodevelopmental disorder characterized by symptoms of inattention, hyperactivity, and impulsivity. Despite its prevalence, there remain numerous misconceptions about ADHD.

Far from being an outcome of insufficient effort or a mere excuse, ADHD has a biological basis. While boys are diagnosed more often, girls are equally susceptible, though their symptoms tend to manifest differently and more subtly.

Although ADHD can pose challenges, it's also associated with numerous strengths. The ADHD brain often thinks outside the box, leading to innovative ideas. Hyperfocus can be channeled positively, especially when the person is passionate about a particular subject. Living with ADHD means continually overcoming obstacles, breeding resilience and a unique ability to handle adversity.

If you know someone with ADHD or suspect they might have it, here are ways that you can support them:

- Educate Yourself - Understand the challenges and strengths of ADHD.
- Be Empathetic - Instead of expressing frustration, try to see the world from their perspective.
- Provide Structure - Many with ADHD thrive with a routine; helping them establish a consistent schedule can work wonders.
- Celebrate Strengths - People with ADHD often possess incredible creativity, enthusiasm, and resilience. Recognize and celebrate these traits.

Many famous individuals have been diagnosed with ADHD including Michael Phelps, Justin Timberlake, Simone Biles, Ryan Gosling, Adam Levine, and Terry Bradshaw.

ADHD Awareness Month reminds us to shift our perspective. Instead of viewing ADHD through a lens of deficits and disorders, it's time to recognize the strengths, talents, and potential of those with ADHD. Check out our resource document [Critical Employment Issues Facing Neurodivergent Job Seekers and Employees](#) for great information and resources.



October Is ADHD Awareness Month

31 WAYS TO RAISE AWARENESS

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Celebrate ADHD Awareness Month with ADDitude's commemorative 25th anniversary issue! additu.de/subscribe	2 Marvel at how ADHD understanding has evolved (and stalled) by following ADDitude on Instagram and Facebook.	3 Free ADDitude webinar today at 1 pm ET! "ADHD in Communities of Color," with Evelyn Polk Green, M.S.Ed. additu.de/gre474	4 Have you read the Top 25 ADHD books, according to ADDitude readers and editors? additu.de/25books	5 Enter to win a free one-year subscription to ADDitude by telling us something you never knew about ADHD until it touched your life: additu.de/contests	6 Encourage your child's school to dispel ADHD myths by sharing this URL in its email newsletter: additu.de/31myths	7 Get inspired by some of our favorite ADHD role models: additu.de/taw
8 Create a playlist of neurodivergent artists and sing along to celebrate! additu.de/grammy	9 Invite your local or state representatives to celebrate ADHD Awareness Month with their constituents by attending or organizing an event.	10 Free ADDitude webinar today at 1 pm ET! "Getting Kids with ADHD Organized & Focused for Learning," with Ann Dolin, M.Ed. additu.de/motiv8-webinar	11 Download "25 Things to Love About ADHD" and share it with the people who love you! additu.de/25things	12 Do your child's teachers know that time spent exercising outdoors is one of the best ways to manage ADHD symptoms at school? additu.de/recess	13 This Friday movie night, choose one of these films featuring a character with ADHD: additu.de/movies	14 Take the "How Well Do You Know ADHD?" quiz and challenge your family to top your score: additu.de/adhd-quiz
15 Subscribe to the ADHD Experts podcast from ADDitude to keep learning all year 'round. 	16 Work with the PTO at your child's school to share this calendar with teachers and administrators.	17 Don't miss a thing! Sign up for the free ADDitude newsletters that will help you and your family thrive: additu.de/newsletter	18 Share "7 Myths About ADHD... Debunked!" with everyone you know who could benefit from greater understanding: additu.de/7-myths	19 Free ADDitude webinar today at 1 pm ET! "Your Rejection Sensitive Dysphoria Toolkit," with Sharon Saline, Psy.D. additu.de/sal476	20 Tell your child's teacher about ADDitude's free ADHD training program for educators: additu.de/educatr	21 Host a screening of the ADHD documentary <i>The Disruptors</i> : additu.de/disruptors
22 See how ADDitude readers describe "the ADHD characteristics I'm most thankful for" additu.de/thankful	23 Get 20% off any ADDitude eBook by using the coupon code AWARE2023 at checkout: additu.de/store	24 Free ADDitude webinar today at 1 pm ET! "A Parent's Guide to Teen Depression," with Karen Swartz, M.D. additu.de/swartz	25 Read the article "What I Wish the World Knew About My Child's ADHD" and share it on your social channels: additu.de/wish	26 ADHD rarely travels alone. Investigate its related symptoms and conditions here: additu.de/checker	27 The next time you encounter a skeptic or a hater, unleash one of the "Smart Comebacks" for ADHD Doubters" found here: additu.de/comebacks	28 Is there an educator, doctor, advocate, or friend who helped you navigate ADHD for yourself or your child? Write them a thank you note. 
29 Did you know that ADHD is highly genetic? Take a step toward greater self-understanding at additu.de/adult-test	30 In November, we celebrate ADDitude's 25th anniversary! See what's changed at additu.de/25-years	31 Happy Halloween! Share snapshots of fall's creativity today on social media and tag @additudemag 	<p>"Neurodivergent children and adults—the thing they want most of all is not to face this alone."</p> <p>—William Dodson, M.D., and Ned Hallowell, M.D.</p>			

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Understanding Your Health Insurance Options

By: Denise Bitler
Resume-Interview Success, LLC

Master Resume Writer (MRW), Certified Professional Resume Writer (CPRW), Certified Digital Branding Strategist (CDBS), Certified Interview Compensation Negotiations Coach (CICNC), Certified Interview Coach (CIC)



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Everything You Wanted to Know About Applicant Tracking Systems (ATS) - An Interview with Arthur Hughes

Denise Bitler
Resume-Interview Success, LLC




Laura Johnson
LLEJ Careers, LLC



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The Coaching Process

Subject Matter Expert: Marie Eddy, President of Eddy Career Services
Interviewer: Denise Bitler, Owner of Resume-Interview Success, LLC
Author: Jeanne Stoner, Job Search Pro



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Rejuvenate, Renew, and Reinvigorate

Subject Matter Expert: Susan Chritton
Career Strategist for the Professional
<https://susanchritton.com/>
Interviewer: Denise Bitler
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CHECK OUT A SAMPLING OF OUR INFORMATIVE RESOURCE DOCUMENTS.



Visible and Non-Apparent Illnesses and Disabilities

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ALONE WE ARE UNSTOPPABLE.
TOGETHER WE ARE A POWERHOUSE!

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"Preparing Your Career for 2024."