

Join the Denver ACC Chapter and Gibson Arnold & Associates for a lively discussion on Maslow's Hierarchy: "Career" Actualization. This panel discussion will provide members with tools and exercises in an interactive session. Refreshments will be served as we uncover the opportunities available in today's job market and look at how to creatively accomplish our personal and professional goals. RSVP today for this extraordinary event.

April 8th, 2020

4:15 pm

Maslow's Hierarchy: "Career" Actualization

- *Am I manifesting the career I want?*
- *Obligation versus creative expression: How do I find a job that inspires me?*
- *Short term versus long term career objectives and life's timing.*
- *How do I create a job that is aligned with my desires?*
- *Best practices for a job search.*

Location:

Four Seasons Hotel Denver
1111 14th Street
Denver, CO 80202

Background Information:

Abraham Maslow created the now-famous Hierarchy of Needs to explain the path to self-actualization and happiness. However, this hierarchy is also applied to the workforce, and can help attorneys on their path to discovering their full potential. As attorneys, there are numerous career paths that we can choose, all of which operate under different sets of values. Discovering the right career path for you is of vital importance, because it can help you operate at your personal best as an attorney. Maslow once stated that businesses leaders have the power to "set up the conditions so that peak experiences are more likely, or one can perversely set up the conditions so that they are less likely." An attorney may be stuck in a job that does not fulfill them because they are simply working to survive at the basest level. In this case, the attorney cannot be focused on manifesting and creating a career that suits their purpose, and cannot move towards career-actualization. Once the attorney is able to advance their career, they will seek jobs that provide Belonging or Esteem, allowing them to visualize their ideal career. Finally, an attorney must be able to move beyond the comfort of these jobs to find a career that inspires them, allows them to be creative, where they feel empowered and trusted within the organization. It is only then that career-actualization can be achieved, when an attorney feels that they are able to reach

their full potential. This presentation will help you understand how your mindset can affect how you approach your career, as well as what steps to take to find the right position for you to become the best attorney possible.

Presentation Description:

You want a career that inspires you and aligns with your personal beliefs and ideologies allowing you to become the best possible attorney that you can be. This presentation will encompass what it means to find a career that is fulfilling and self-actualizing. We will discuss the ways in which we approach our career search, and how that can affect our ability to find the right position to fit our goals and desires. Focusing on your mindset, you can positively or negatively affect your own quest for the ideal in-house role and therefore, this presentation will show you how to shift that mindset to a productive one by providing tools and best practices for finding the right career for you.

You will also learn about Gibson Arnold & Associates and the resources available to you and your colleagues.

Presentation Outline:

1. **Manifesting Your Career:** Reviewing tools to identify whether or not your career is leading you on the path to career actualization.
2. **Obligation vs. Creative Expression:** Defining the differences between obligation vs. creativity at work, and how to find a job that inspires you and encourages you to be a better attorney.
3. **Short Term vs. Long Term Career Objectives:** Identifying short- and long-term career goals and how they serve different purposes towards ultimate career actualization, and how life's timing can affect your career trajectory both positively and negatively.
4. **Creating Your Job:** Discussing how to curate a job that aligns with your own personal desires and goals, allowing you to operate at your personal best as a legal professional.
5. **Job Searching:** Providing insight and guidance on how to best perform a job search, in order to provide you with tools for your journey along the path to personal and professional advancement and ultimately, to career actualization.

Speakers:

Melinda Delmonico

President & CEO, Gibson Arnold & Associates

Melinda Delmonico is the President and CEO of one of the nation's most respected legal recruiting agencies, Gibson Arnold & Associates. Melinda has over 25 years of experience building relationships with clients and candidates and has earned her company's impeccable reputation for efficacy and integrity. Gibson Arnold & Associates' significant industry experience and unique expertise in the national legal community is a tribute to Melinda's leadership and commitment.

Jamie Shapiro

Founder & CEO of Connected EC

Jamie Shapiro is a leading authority on connecting wellness with performance. Having experienced burnout in the corporate world, she understands the incredible pressure we face in our lives and the difficulty in staying connected to professional and personal goals in demanding environments. Through her corporate career, she realized the toll that high pressure, stressful and demanding roles can take. She left the corporate world with a mission to make changes for people and organizations. Jamie's vision is to bring a new form of holistic coaching to people in the business world. Her company, Connected EC, helps people develop a keen awareness of how both their health and mindset have an effect on their capacity to reliably tap into their capabilities. Jamie has brought executive coaching and wellness together to give people a new approach to leadership, health and outstanding personal, professional and organizational performance.

Jamie has been coaching and developing high performing teams since 1998 in executive roles within large-scale corporate companies and now externally. She is helping executives and teams within leading companies and organizations, including GE, Comcast, and Daniels School of Business. Jamie has an MBA and a Masters in Information Technology and is certified as both an executive coach and a nutritionist.

RSVP CONTACT: Bailey Galyon bgalyon@gibsonarnold.com Phone: 303-595-3655 www.gibsonarnold.com

Teri Farnsworth

Director, Human Resources, Arrow

Teri Farnsworth is a Director, Human Resources with the Arrow business. With over 20 years of experience in the field of Human Resources, she has worked for organizations such as W.W. Grainger, Inc. and Baxter Healthcare Corporation to help hone her professional skills. Teri's passion for talent management and her work in the field of Human Resources allows her to focus on the growth and development of talent for the future. Although Human Resources has been her focus, the accomplishment she is most proud of is due to the strength of the relationships and knowledge of the business. Teri has a Bachelor of Science in Business Management from Northern Illinois University and attended Keller Graduate School of Management to obtain a Masters of Human Resources and Masters of Business Administration. Beyond work, Teri focuses her time on family and community service. She and her family are actively involved with local events and dedicated to Big Dogs Huge Paws because "Every BIG dog deserves a chance".

Elaina McMillan – Moderator

Director of Talent Services & DLA program, Gibson Arnold & Associates

Elaina McMillan has been serving as Director of Talent Acquisition for Gibson Arnold & Associates since 2017, where she also leads the charge on the Distinguished Legal Advisor division. Elaina brings a unique lens to recruiting with her 20 years of experience as a matchmaker (similar but different). Additionally, she is a hypnotherapist, belief coach, and speaker for corporations and universities. Elaina also had a 5-year stint on-air as the host of Naked Talk Radio and has been featured on Dateline, MSNBC, and PBS.

About Gibson Arnold and Associates:

Gibson Arnold & Associates is dedicated to providing outstanding results to the legal community. Founded in 1981, Gibson Arnold & Associates has over three decades of experience in legal recruiting, temporary staffing and document review. The company's national and international clients rely upon them to find outstanding attorneys, paralegals and legal support staff for full-time positions, temporary positions, retained services, and our Distinguished Legal Advisor® program. They expertly place candidates with Fortune 500 corporations, law firms, and government agencies. In addition to the above services, Gibson Arnold & Associates has the resources, knowledge, and expertise to manage large-scale document review projects.