

CareerRebound

NETWORKING // TRAINING // SUPPORT

NOV. 17, 2022

PANCAKE BREAKFAST

SPEAKER 9:00am

8:30am Networking!

<https://zoom.us/j/454980992>

Tampa's Current Economic Climate from an Employment Vantage



Steve Morey

Senior Vice President,
Economic Development

Tampa Bay Economic
Development Council

[linkedin.com/in/smorey](https://www.linkedin.com/in/smorey)

Steve Morey's role at the EDC is to oversee the recruitment and expansion of employers in Hillsborough County. The last ten years have been successful, but the last three years have turned the employment world upside down! Join us for an update on what companies are moving to or expanding in Tampa and what the future could bring.

14TH ANNUAL

**PANCAKE
BREAKFAST**

REGISTER TODAY!

[Zoomcakes2022.eventbrite.com.](https://www.eventbrite.com/e/zoomcakes2022)

UPCOMING EVENTS

Career Rebound is your source for job postings, networking opportunities, mentoring, training, support groups and special events which will help you find your next great employment opportunity.

CAREER REBOUND'S 14TH ANNUAL (VIRTUAL) ZOOM BREAKFAST

November 17, 2022 via ZOOM Video Conference

8:30 am: Online Networking

9:00 am to 10:00 am: Program

Don't miss Keynote Speaker **Steve Morey** of the Tampa Bay Economic Development Council as he shares his thoughts on Tampa's economic climate and where the jobs will be. We all know how fortunate we are to live and work here, but wait until you hear this update on what's coming to our area!



Also joining as a guest speaker will be **Meridith Alexander**, best-selling author and CEO of G.R.I.T. Mindset Academy, who, alongside her daughter Schuyler, so moved us with their story of perseverance and triumph after personal tragedy that we had to have them back! We promise you'll feel lifted up and empowered by this inspiring duo.



So, Zoom on over and join us for a virtual breakfast! Bring your own pancakes and the next ones are on us. **\$25 Gift Cards from FIRST WATCH** will be given to the first 100 registered attendees, plus an additional gift!

Free Event! Register today at [Zoomcakes2022.eventbrite.com](https://www.eventbrite.com/e/zoomcakes2022).

FREE THANKSGIVING TURKEYS

**WE'RE GIVING AWAY FREE TURKEYS
FOR REGISTERED REBOUNDERS**

Must be registered with Career Rebound by October 1st to qualify. Please contact Lisa Hyde Ferich at LHyde@osceolapartners.com.



OUTSTANDING SPEAKERS

We are concentrating our energies for the rest of the year on pumping up our monthly general meetings! You don't want to miss the outstanding speakers we have planned—sometimes a prominent speaker, sometimes an expert trainer, and always inspirational!

Small Group and **Rebuilders** meetings will resume in the future, but contact a volunteer if you need one-on-one help. **We're here for you!**

NETWORKING OPPORTUNITIES

Universally acknowledged as the #1 tool for gaining re-employment, Career Rebound offers multiple internal networking opportunities. All are very popular and highly successful.

1 GENERAL MEETING (FREE)

First Thursday of every month, 9:30 am via Zoom.

Next meeting is **December 8th**: Let's Tackle YOUR "Issue of the Day!" Have an issue you would like to discuss with your peers in a safe, confidential environment? Join us for the opportunity to have input on your issue from your peers during a thoughtful and enlightening mastermind group!

2 TRANSITION MASTERS (FREE)

Every Monday (10-week program), 5:30 pm to 8:00 pm via Zoom.

Transition Masters includes a combination of virtual lectures and mock interview practice in a friendly, supportive environment, for **FREE!** Visit TransitionMasters.org for more information.

3 VOLUNTEERS NEEDED!

We are currently recruiting additional leadership for our Board of Directors and Advisory Committee. Volunteering is a great way to make new contacts (networking!) while helping others, and it looks great on a resume! Interested?

Contact **Lisa Hyde Ferich** at **813-532-8142** or LHyde@osceolapartners.com.

ZOOM CALL-IN INFORMATION:

<https://zoom.us/j/454980992>

Meeting ID: 454 980 992

If you can't join via video, call in to **(253) 215-8782** or **(301) 715-8592**.

Be sure to check **Career Rebound's [calendar](#)** for a list of all upcoming meetings, trainings, job fairs and events!

**CHECK OUR
JOB BOARD FOR
OPPORTUNITIES**
careerrebound.org/jobs

ARE YOU FACING AN EMOTIONAL OR FINANCIAL CRISIS?

Eviction Support Housing Assistance

Are you or someone you know facing a housing crisis?
Click on the red button

Get Help With Eviction

<https://unitedwaysuncoast.org/eviction-mitigation/>

You can also learn more about free tax prep help, eviction/mortgage foreclosure prevention help, and many other resources at 211.

For additional resources visit careerrebound.org



CRISIS CENTER
OF TAMPA BAY
Help. Hope. Healing.

**The Crisis Center of
Tampa Bay can help.**

**Simply dial 2-1-1
(813-964-1964)**

From your phone or visit:
www.211atyourfingertips.org

MESSAGE FROM THE PRESIDENT

DON'T STOP REACHING OUT!



**Gregory L.
Morgan**
President of
Career Rebound

The easiest thing to do in times like these is to do nothing. From that, only disappointment and frustration result. We need to stay in motion. Keep reaching out. Family. Friends. Coworkers. Past relationships. Keep reaching out!

Results will appear where we least expect, but by reaching out, those results are far more likely to occur. Expand your network! Make the call to the

friend of a friend. Step in to the fear. After all, as brilliantly summed up by hockey Hall of Famer, Wayne Gretzky, **you miss 100% of the shots you do not take.**

Networking is considered to be the most effective way to find a job. In fact, the majority of job seekers found their most recent position by networking, either through referrals or direct contact with a hiring manager.

It is estimated that as much as 80 percent of available positions are never even advertised. Networking with different people can allow you to find opportunities **in this hidden job market.**

Sometimes, it's just taking the first step. Try this... List out a few names. Just a few. Pick up the phone and either text or call all the names on this list. The results may surprise you! We've all been part of a career transition, or maybe worse. Please stay in motion!

Don't stop reaching out!

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DEFINING YOUR PERSONAL MISSION: THE KEY TO CAREER FULFILLMENT



**Mary Key,
Ph.D.**
Founder,
Key Associates, Inc.

Mary Key, Ph.D. is a leadership development expert, an executive coach and trusted advisor to organizations of all sizes. She is the author of Seizing Success: A Women's Guide to Transformational Leadership.

Your personal mission is your higher calling. It is the motivating force that underlies everything you do. Your mission statement answers questions like, "What am I here to do?" "What is it that makes me feel alive?" "What is the essence of my passion and motivation?"

An ideal mission statement offers a greater sense of meaning to your career direction. Having a clearly stated mission acts as a

compass to help you focus your energy into staying on a path that will lead you to a fulfilling career.

Characteristics of a Strong Personal Mission Statement

- Clear enough to be easily understood and communicated.
- Brief enough to be easily remembered.
- Inspiring enough to encourage others to want to support you. This means it must contain an element of being of service to others in some way.
- Broad enough to encompass your innate talents and abilities.
- Authentic enough that anyone who knows you well would agree.
- Timeless enough to be accurate throughout your lifetime—there is no deadline on it.

The best and most inspiring mission statements are broad, authentic, and capture the essence of

what drives you. Your mission statement should include a strong action verb such as "build" versus "try to develop;" it serves as an overarching description of what is purposeful for you.

Examples of Effective Personal Mission Statements

- To create beautiful environments for myself and others.
- To make people laugh and have fun so they can reduce stress.
- To serve others and live my spiritual beliefs every day.

Mary Key, Ph.D.
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<https://keyassociatesinc.com>
<https://keyassociatesinc.com/seizing-success/>

CAREER REBOUND REMEMBERS



**Ronald
L. Weaver,
Esquire**
Chairman Emeritus
and Founder of
Career Rebound

The 14 years of missions to lift up those in career transition could not have served the thousands it has without the tireless sharing of time, support, funds, and ongoing love of many

volunteers. They help where they can and that help has included leading or lending ideas for programming, advice or a kind ear at meetings, introductions to colleagues, providing job leads, industry information or pointing to social service supports, organizing social outlets and providing counseling where Rebounders could talk through challenges they face and dreams to come.

formerly Real Estate Lives) leaders who have passed on. Mary Anne Boyd, Jim Ruyle, Jeff Feeley, Sara Sleen, Jack Brubaker, Jr., and Jim Shapiro: we love and miss you all!

Ronald L. Weaver, Esquire
*Stearns Weaver Miller Weissler
Alhadeff & Sitterson, P.A.*

[linkedin.com/in/ron-weaver-68b73614](https://www.linkedin.com/in/ron-weaver-68b73614)



Mary Anne Boyd (July 30, 1960 - July 4, 2022)

Mary Anne led the planning and organizing of many of our social events. From inviting to organizing great food, to table decorations, and prizes, like Rays Baseball and Tampa Bay Lighting hockey game tickets, she made sure all the pieces were in place for many, many well-organized programs to raise funds and enrich our Rebounders' lives.



Jim Ruyle (December 20, 1943 - March 27, 2020)

Jim was a prominent architect in our area, and his firm was responsible for designing many Hillsborough County schools, post offices, commercial buildings, and residences. He and his wife, Elaine, actively contributed to many of our missions. Elaine remains an active Career Rebound Board member and serves as Board Treasurer.



Jeff Feeley (April 18, 1947 - January 31, 2020)

Jeff loved to write, edit, and communicate. So quite naturally, he gracefully took on the Newsletter Editor role; then titled the "Real Estate Lives Newsletter." Jeff tirelessly led our Newsletter Committee to produce nearly 30 newsletter editions, which have been read by thousands of Career Rebounders and supporters. Through his effort, the Newsletter delivered ongoing support and key information to help guide our readers' career transition.



Sara Sleen (February 16, 1965 - November 3, 2019)

Sara, a successful commercial real estate property manager, had a heart for her community and the Lord. She started new emotional support missions through several venues, including her church, community, and Career Rebound! Sara also managed hundreds of meetings and socials for nearly a decade, tending to the administrative details and tasks with grace and calm reassurance.



Jack Brubaker, Jr. (January 24, 1946 - October 31, 2019)

Jack was an industrial broker who helped more than a thousand folks in and out of our organization, through breakfast meetings, often two a morning, lunches, and dinners over our first 9 years. Jack's unwavering dedication inspired the **Jack Brubaker Award**, an annual award given to someone whose contributions go above and beyond. Jack was the very first recipient of this award, and it's been highly coveted since it was first introduced almost a decade ago. The Annual Jack Brubaker, Jr. Memorial Golf Classic, our premier fundraiser, honors Jack's heart for service and his contributions to Career Rebound.



Jim Shapiro (April 21, 1938 - October 18, 2019)

Jim was a national real estate development star, national NAIOP leader, and Editor of the National Magazine of Industrial and Office Real Estate. He volunteered often, for a dozen activities over 6 years, and enlisted dozens of trainers to help him train many of our amazing transitioning stars, who were in need of emotional support and technical training. He provided stars from his perfect professional network, and no one knew how to tell Jim NO. Lucky for us!



Proceeds benefit:



3rd Annual Jack Brubaker Jr. Memorial Golf Classic

The 3rd Annual Jack Brubaker Jr. Memorial Golf Classic was held at the Club at Cheval on October 17, 2022, and was a **HUGE success!** A committee of 19 volunteers did an outstanding job of planning and execution for the big day. The weather was picture perfect for the field of 82 players. Play included live and silent auctions contests, and prizes. The Tournament Committee was very excited to surpass last year's contributions and expects final proceeds to be approximately **\$32,000!**

"The committee did an outstanding job organizing and generating donations for the benefit of Career Rebound and Neuro Shifts. You know it's a success when participants thank you for putting it together and can't wait for next year. 'Here's to you, Jack!'" – Marilyn Burrows, Committee Chair





THANKS TO ALL OUR GOLF CLASSIC SPONSORS!

The Brubaker Family Bryan & Jan Chaffee Vicky Westra



To see more photos go to: www.brubakergolfclassic.com



FEELING LIKE A FRAUD?



**Michael
Parise**

"Loving-on-Purpose"
Life Coach, Speaker
and Author

There's a fairly new concept called "Imposter Syndrome." Psychologists have been studying this phenomenon in many of their clients.

A true imposter, or fraud, is someone who claims knowledge, credentials, education, skills, or even material wealth that is meant to fool others and to "puff up" their image with lies. The aim is personal gain, either in relationships, business, finance, or politics.

The Imposter Syndrome is far different.

The term originated in a 1978 article "[The Impostor Phenomenon in High Achieving Women: Dynamics and Therapeutic Intervention](#)" by Dr. Pauline R. Clance and Dr. Suzanne A. Imes. Clance and Imes wrote that it is a pattern in which a person doubts their skills, talents or accomplishments and has a persistent internalized fear of being exposed as a "fraud." To summarize the Clance/Imes theory:

- Despite external evidence of their competence, those experiencing this phenomenon remain convinced that they are frauds.

- They feel they don't deserve all they have achieved.
- They incorrectly attribute their success to luck or interpret it as a result of deceiving others into thinking they are more intelligent than they perceive themselves to be.
- They live in constant fear that someone is going to find that out.
- This psychological pattern affects men and women across all racial and social groups.
- Interestingly if a person is a minority, he/she is more likely to feel like an imposter.

There's no cure to getting rid of the feeling, but generally, they say, it will wane with age. [Here are some tools they suggest to deal with it:](#)

Name it. Be curious about how you're feeling about your legitimate accomplishments.

Instead of judging yourself when you feel like a fraud, ask yourself: "What am I really feeling right now?"

Take stock of your true talents.

A technique that Imes uses with her clients (and even for herself) involves making a list with three columns: the first, of things they're not so good at, the second, of things they're okay at, and the third with things they're very good at. "And you write all the things you can think of," she says.

Acknowledge the roles of racism and oppression.

Andrea Salazar-Nuñez, Ph.D. says that it's important to "understand the full context of... racial trauma and systems of oppression." [In predominantly white spaces, people of color](#) can battle to feel a sense of "belonging," (Jeremy Bauer-Wolf) and this challenge is only exacerbated by racism.

Ask for help.

"It's incredibly important to connect with community," says Salazar-Nuñez. With a support system comes validation. Look to people you are hoping to learn from and accept that you don't have to be an expert – it won't make you look weak.

Take a break when the pressure is high.

There are going to be good days and bad days, and your worth is not tied to the lies in your head. Take some deep breaths, get a good night's sleep, or take a nap, if that helps. If exercise is your thing, do that too. Yoga, going for a run, or even taking a walk around your neighborhood can help transform your mindset.

I hope this opens up a discussion regarding Imposter Syndrome. What are your experiences, either in yourself or others, where this seems to be evident and is holding people back from exploring promotions and challenging career opportunities? I'd love to hear your feedback.

Michael Parise
MPariseLifeCoach.com
Michael@MPariseLifeCoach.com

A SPECIAL THANK YOU TO OUR RECENT SPEAKERS



**Meridith
Alexander**
CEO
G.R.I.T. Mindset Academy



**Larry
LaBelle**
Owner and CEO
Win A Job Fast, Inc.



**Devon
Brady**
CEO of Crab Devil, LLC
Founder/Owner of
LiveWork Studios, LLC

Be sure to check Career Rebound's [calendar](#) for a list of all upcoming meetings, trainings, job fairs and events!

FIVE STEPS TO ELIMINATE EMPLOYER GHOSTING



Trevor Houston
Executive Producer & Host
Who Ya Know Job Networking Show

We all know today's job search has been dehumanized. Job seekers spend most of their time applying online and, if they're lucky enough to get a response, it typically comes in the form of an automated rejection email.

There's got to be a better way... Well... There is!

You need to have frequent conversations with decision makers online, so they can override the applicant tracking system and bring you in for an interview.

So, what is your first line of defense to landing a conversation with a decision maker? The obvious choice is to **start with who you know**. If you can get an introduction to the recruiter or hiring manager by someone in your network, this can help build instant trust and credibility.

But what if you don't have anyone in your network willing to make an introduction? You can try sending a connection request and DM to the recruiter on LinkedIn and hope they reply... but chances are they won't, and here's why: LinkedIn is not only for job search. It has evolved over the

years into a professional business/sales platform and, frankly, has received a bad reputation of people trying to immediately connect, spam, and sell to everyone they see. This activity has caused LinkedIn to increase security and can even have your profile restricted.

So how do you get the attention of a cold target market?

1. Research

Use LinkedIn's search tool to locate decision makers and create a list of the people you want to speak with from your target companies.

2. Do NOT Immediately Connect or Send an InMail Message

They do not know you and you haven't built any trust, value, or credibility yet.

3. Look for the "All Activity" Section

This section on a person's profile tells you every time they like, comment, or create content. It is a great place to look for insight.

Note: If you don't see this section, it most likely means they're not active or have their profile set to private. Don't waste your time. Find somebody else.

4. Follow & Ring Notification

This will give you an alert when they post new content and an opportunity to spark a conversation in the comment section.

5. Engage in Their Content with A "Video Comment"

There are many ways to engage a person's content. You can send text, images, GIFs and with **BombBomb**, you can even send a personalized video. **This strategy has an 81% response rate and a 50% scheduling rate.**

Video Comment Best Practices:

- Personalize the video with the person's name written on a small whiteboard, which will grab attention and get them to press play.
- Break the ice by leaving a compliment or adding something in common.
- Keep your videos short like a voicemail.
- Add a clear call to action to schedule a conversation with your online calendar.

No more ghosting. No more black hole. You have taken control and put the human element back into the search! You can learn more about these strategies in our free [Career Transition Summit](#).

Trevor Houston
www.whoyaknow.show
linkedin.com/in/trevorhouston

"Success is stumbling from failure to failure with no loss of enthusiasm."

– Winston Churchill

VOLUNTEER OPPORTUNITIES!

**Would you like to be a part of our great organization?
Volunteer to serve on our Board of Directors or as a committee member.**

To learn more, contact Lisa Hyde Ferich
at Lhyde@osceolapartners.com or 813-532-8142.

THANK YOU TO OUR SPONSORS!

YOUR LOVE HONORS OUR MISSION!

Click on logos to go to website

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Shawn Ring

Wendy Leigh



Real Estate Investment Council, Inc.
Tampa Bay



DONATE TO CAREER REBOUND

Career Rebound is very thankful for any and all donations! It is the love and generosity of others that has helped our organization offer so many services to the Tampa Bay community free of charge since 2008. For questions or more information contact **Elaine Kennedy Ruyle** at elaineruyle@tampabay.rr.com.

BY CHECK

Please make check payable to Real Estate Lives, Inc. d/b/a Career Rebound, Inc. and mail to:

Career Rebound, Inc.
c/o Elaine Kennedy Ruyle
409 Brier Cliff Drive
Temple Terrace, FL 33617

DONATE ONLINE - CLICK BELOW



"However difficult life may seem, there is always something you can do and succeed at." - Stephen Hawking