



# Minnesota Women in Psychology

Spring  
2010

*Networking and support for all women in the mental health professions.*

## *New on the Calendar: Networking Brown Bag Lunches*

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*. . . and much more*

The MWP event that makes its way around town. . . .

Take a break from your busy workday and join fellow MWP colleagues for lunch with an informal networking focus. Here's the starting line-up:

April 8                      Hosted by: Susan Broadwell  
12:30 - 2:00 PM            Location: 4500 Park Glen Rd. in St. Louis Park  
Topic: Open – Bring business cards, flyers  
RSVP: [susanebroadwell@yahoo.com](mailto:susanebroadwell@yahoo.com) or 952.922.1848

May ?                      Hosted by: **Could be you!**

Sign up to host—It's easy! Pick a date, time and topic (if you choose) and contact Laura at [Laura@LauraTripetDodge.com](mailto:Laura@LauraTripetDodge.com) or 952.933.3121 with your information and any details. Your Brown Bag event will go out on the EBlast, RSVPs will come to you.

Sign up to attend—You need to eat lunch, right? Just RSVP to the host and bring your lunch.



MWP is all about fostering connections, collaboration and support for doing this work that we do. For many of us it can be a challenge to find opportunities to connect with others outside of our own settings. We hope that Brown Bag Lunches will be a convenient and enjoyable way to help grow our professional communities and get to know others close to our location.

Submitted by Laura Tripet Dodge

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**Web Site**  
[www.mnwomeninpsychology.org](http://www.mnwomeninpsychology.org)

The MWP Newsletter is published four times a year by Minnesota Women in Psychology for its members. Deadlines are: September 1, December 1, March 1, and June 1. All articles and announcements may be edited to conform to space limitations or to improve clarity, without permission of writers. Contributors are given credit via byline. Email articles and items of interest to jacquelinebgrnwd@yahoo.com, or mail to Jacqueline Greenwood Julien, 16 E. 9<sup>th</sup> Street, Morris, MN 56267

All articles and announcements may be edited to conform to space limitations or to improve clarity, without permission of writers.

**Advertising Guidelines:** Ads must be of interest to women psychologists, and MWP reserves the right to reject or edit advertising. Publication of any advertising does not constitute endorsement; advertising by psychologists must follow APA guidelines. Cost: Ads will be accepted in increments of business card size (2" x 3 1/2"); cost of one business-card-size ad is \$20, two—\$35, three—\$50, four—\$60, etc., up to \$100 for 8-card-size, equivalent of a full-page ad. All advertising must be prepaid. Procedures: Ads must be camera ready and fit the requirement of increments of business card size. Submit by the newsletter deadline to: WmPsychlgy@aol.com or MWP, 5244 114th Ave, Clear Lake, MN 55319 or fax: 320-743-5694.

#### **2009-2010 Executive Committee**

Jennifer Nash Wright, Chair  
Dawn Brennan  
Susan Broadwell  
Rebecca Chesin  
Laura Tripet Dodge  
Jacqueline Greenwood, Newsletter  
Laura Nielsen  
Fran Zimmerman

Membership in MWP is available to those who hold either a Master's or doctoral degree in psychology from a regionally accredited institution or have been licensed as psychologists in Minnesota, and others who support its mission. Membership applications are available by calling the MWP office, 320-743-5694 or email at WmPsychlgy@aol.com or on the website at [www.mnwomeninpsychology.org](http://www.mnwomeninpsychology.org).

## *Notes From The Chair*

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Greetings to all.

It is again that time of year when winter gives way to the energy and warmth of Spring. The highlight of my winter was the thrill of catching a 35 inch, 9 pound Northern Pike ice fishing. Now, I am looking forward to the warmer weather and digging in the garden. With spring comes the planning of our Annual Celebration of Women/Annual Meeting. Announcements with dates and details will be coming soon. Please read further in the newsletter to find out about other current and upcoming events. The Professional Development committee with the EC is planning a Professional Education Workshop for the upcoming year. The Workshop will provide CEU's for license renewal. I also encourage you to continue to get familiar with our website and to keep your directory profile updated.

As announced in the email blast, there will be some turnover in the Executive Committee this spring with three members stepping down. In addition, I will be stepping down from role as Chair of the Executive Committee this spring. The past two years as Chair have been full of wonderful experiences for me. I have met many wonderful people, made new friends, and learned much. The Executive Committee has worked hard on behalf of MWP. I want to acknowledge all the time and work they have given to MWP as well as the many other volunteers. I encourage others to consider taking a leadership role within MWP by joining the Executive Committee. A one to two year commitment is requested, with the term beginning in May when membership votes to approve the EC at the annual meeting.

Thanks to all who have made my term as Chair a great experience!

Jennifer Nash-Wright, PsyD, LP



## *Contributors to this Issue*

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Molly DePrekel

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*Photos used in this issue are from the on-line MWP Directory at*

*[www.mnwomeninpsychology.org](http://www.mnwomeninpsychology.org)*

## *A New Fireside Chat / Self Care Event*

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Our next Fireside Chat/Self Care workshop will be April 10<sup>th</sup> from 9:00 AM-12 Noon. This will be an expanded, more in depth workshop on Spiritual Practice For A More Meaningful Life that Fran Zimmerman presented previously. Among the topics we will discuss: daily practices to cultivate qualities such as



humility, patience, generosity, compassion, equanimity, moderation cultivating personal growth and spiritual realization in the midst of day-to-day life. Gather some of the teachings and wisdom Fran has learned in her own practice and share the different ways that this manifests in your life.

FFI: Fran Zimmerman at  
franzimmerman@presenter.com or 952.545.9310



“It's spring fever. That is what the name of it is. And when you've got it, you want - oh, you don't quite know what it is you do want, but it just fairly makes your heart ache, you want it so!”

~Mark Twain

## *Why Barry Duncan's Seminar on “Putting Clients First” was Like Going to the Dentist.*

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A dentist visit involves poking, drilling, buffing, unpleasantness and sometimes pain—right in your face. I don't like going but I do it anyway. Dental visits make me a better and healthier person. I make myself go because it's the right thing to do.

I had a similar attitude about Barry Duncan's day-long seminar on evidence-based practices, client-based outcome feedback, Empirically Supported Treatments (EST) and Client Directed, Outcome Informed (CDOI) practices. Makes your eyes glaze over, doesn't it. I went because it (like the dentist), seemed like the right thing to do. In these days of reduced caseloads due to the Great Recession, I thought I should learn new ways to make sure I keep the clients I have—and that I become more effective. (I took my knitting along—just in case.)

I was very surprised and delighted to find that Barry Duncan's seminar was not only on research statistics about what makes therapy work, but also about how to integrate this information into clinical practice (my clinical practice) in a meaningful way.

As we know, the quality of the therapeutic relationship is influential in predicting not only how successful your therapy is but also ensuring that the client stays in therapy. Barry gave specific methods to quickly increase my effectiveness with my clients. He gave specific and relatively easy methods for collecting my own outcome data. Imagine putting a statistic like this on your website for potential clients to read: “88% of my clients report significant improvement after 4 sessions.”

So, now I'm sold—very sold. I've joined the Yahoo TwinCities\_CDOI

group so I can keep up with what other clinicians are doing [http://health.groups.yahoo.com/group/twincities\\_cdoi/](http://health.groups.yahoo.com/group/twincities_cdoi/). I've signed up for Barry's listserv. I've registered with his website so I can learn more. <http://heartandsoulofchange.com>. And, I'm going to the Post-Workshop Discussion/Practice on Friday, March 12, noon-2:00 PM at Common Roots Cafe, community room; 2558 Lyndale Avenue S, Minneapolis. You can give Rebecca Chesin an RSVP call if you would like more information (763.458.6896).

My apologies to Barry Duncan—he's not like a dentist at all.



Pamela Lipe,  
M.S., L.P.

# Another Kind of Psychologist

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In the 1980's, when I became a licensed psychologist, I also proudly became a member of MWP. I attended a few meetings, joined the Private Practice group when it first was formed, and even found myself at a party once. I really enjoyed being with other women psychologists, but I realized that pretty much everything discussed had to do with therapy. Interesting? Yes. Pertinent? On occasion, maybe. I started to feel like a member who did not belong in the club I joined. This especially came to light recently when I was filling out the MWP online member profile. None of the choices under "specialties" and "services" described what I do.

The purpose of this article is twofold: to let you, the therapists of this world, know more about my profession; and to reach out to others, like me, who are members of MWP and may feel a bit disenfranchised. I am an industrial psychologist, interchangeable with the term organizational psychologist. In fact, the name of my APA division, SIOP (Society for Industrial and Organizational Psychology), might be permanently changed to TSOP (The Society for Organizational Psychology) soon. So, there you go. My division isn't sure about our name either!

As an I/O psychologist (I will retain both monikers for now), my work revolves around the world of work. According to Wikipedia, we "contribute to the success of an organization by helping to improve performance and the well being of its people." We "research and identify how behaviors and attitudes can be improved through hiring practices,

training programs, and feedback systems." The organizations for which we work can be for non-profit, public or private, small or large. We can provide a myriad of services: job analysis, psychometrics, training and evaluation, job design, ethics, employment law, performance appraisal, to name few. The list of services I recently saw had 25 items. Most of us tend to focus on a few of those areas, with some overlap.

Much of my work entails helping an organization make smart hiring decisions. This service is sometimes referred to selection assessment or pre-hire assessment. Thousands of dollars are lost if the wrong hire is made, including salary and compensation, new advertising, time taken to interview and lack of productivity. A company will call me to conduct a selection assessment of someone of interest to them. When I meet with the potential employee, I conduct a work-style interview, give abilities tests and have them take any number of personality measurements, all customized to the needs of the company. Most of the instruments are now available online and potential employees complete them before our meeting. This means I have some conception of the person I am going to meet (if they've completed their tests on time!). After our interview, I spend 3-4 hours evaluating and integrating the data and writing a report. Characteristics of interest to employers can include leadership abilities, motivations, desire to achieve, dominance, communication style, problem-solving techniques, and social interaction. Once I submit the

report, the hiring manager can call with further questions if needed. In the end, the decision of hiring or not is the company's, not mine.

Executive coaching is another aspect of I/O psychology in which I work. Some of you may be involved in this type of work, but the coaching I do is generated (and paid) by the employer. The focus is to help the person being coached become a more effective employee. First, I assess the person, much like a selection assessment, and usually add a 360, a powerful tool. The 360 provides anonymous feedback from the person's colleagues and customers. I interweave that information into other data collected. The report I generate can be utilized in a variety of ways, depending on the needs of the individual and the company. Sometimes the report goes no further than the assessed individual. Other times, with the individual's consent, the supervisor, the individual and I, will review the report and agree on specific development areas. Those areas become our goals for coaching. After six months to a year of coaching, I conduct another 360 to measure progress. Of course, there are many variations of the entire process. Coaching is very personal and can sometimes border on therapy. Obviously, a person cannot perform well at work while having problems outside of work. This is where information on therapy comes into play. I encounter a situation that is beyond the scope of coaching, for example depression, abuse or chemical dependency, I will make a referral

*continued on page 5*

# Have You Ever Considered Interactive Therapy?

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Do you have clients who move along in their therapy and then become stuck or unclear with their next steps?

By working with the healing power of animals and nature, clients can benefit in therapy and gain skills in interpersonal relationships. I am a licensed psychologist and owner at Phoenix Process Consultants. I am writing to let you know about some of our services and possibilities of how these might benefit you and your clients.

Adjunct Work ~ I am especially excited about potential adjunct and time limited sessions with you and/or your clients. With this opportunity, I can work on specific goals with both you as a clinician and your client together or with the client alone. I practice in a natural setting at a farm in Medina (25 minutes west of Minneapolis) and incorporate horses, dogs, and nature in my sessions. By

practicing Animal Assisted Therapy (AAT), clients can often move through stuck periods of personal growth and healing allowing them to make significant progress.

AAT Groups ~ I facilitate an equine assisted therapy group for teen girls who are survivors of trauma. It runs three times per year and focuses on self awareness, empowerment, and healthy choices. There are openings in this group if you have any clients that would be appropriate. My most recent training has been in sensorimotor psychotherapy for the treatment of trauma and developmental wounds.

Individual & Family ~ In addition, I have a private practice in Minnetonka where I co-partner with my therapy dog, Mariah. These 1:1 sessions are for adults and adolescents with mental health concerns. I also offer family counseling and provide some collaborative systemic family therapy,

again incorporating Mariah.

I look forward to talking with you further regarding the needs of your clients. Please call or email at your earliest convenience. Thank you in advance for your time and consideration.



Molly DePrekel, MA LP  
Owner Phoenix Process Consultant  
Phone: 952.922.8822  
[www.phoenixprocessconsultants.com/](http://www.phoenixprocessconsultants.com/)

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## Another Kind of Psychologist continued from page 4

Probably the most difficult thing I had to understand and accept as an I/O psychologist was that my client was the organization, not the person sitting in front of me. This went against everything I ever learned about client-centered therapy and confidentiality. I make sure to explain this to the person I assess or coach before they become involved in the process. I will never ask personal questions unless the individual brings a situation up him or herself. In selection assessment, the potential employee signs an agreement stating that the information gathered

can be released to the appropriate people in the organization. In the case of coaching, I do things a bit differently. Before I get involved, I tell the employer that the only information he/she will receive from me is if the individual and I had a meeting. Any other information has to come directly from the person assessed. This understanding ensures the trust of the person coached and solidifies our relationship. Each I/O psychologist has to work this out for themselves, but this is what I find works the best for me. In the end, what counts for the

client (the organization) are the positive results of the coaching. and research for me are work/life balance, glass ceiling issues, stress and coping, and career guidance

Granted, not much of what I have described has anything to do with therapy in the usual sense. But it is psychology. Now, about those referrals....it works both ways!

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[www.businesstalentservices.com/](http://www.businesstalentservices.com/)



## Executive Committee Openings

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The Executive Committee will have at least 3 positions to fill beginning in May 2010 including the Chairperson position. The EC provides the leadership and direction for MWP. The commitment involves attending a meeting every one - two months for two hours Sept-May and a retreat day during the summer. FFI: Jennifer Nash-Wright at [jnashwright@comcast.net](mailto:jnashwright@comcast.net) or 651.303.7474

Treasurer – this position is a member of the Executive Committee. FFI: Fran Zimmerman at [franzimmerman@presenter.com](mailto:franzimmerman@presenter.com)

The next EC meeting is Wed., Mar. 31<sup>st</sup> at the Caribou Coffee in Hopkins from 7:00-9:00 PM.

## Welcome

## New & Returning MWP Members

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*Roni Ahern, M.A., LP*

*Yvette Erasmus, M.Ed.*

*Faye Foote*

*Marcia Hamilton, M.S., RN, CNS, LP*

*Lisa Havelin, M.A., LAMFT*

*Tina Kallenbach*

*Kristen Lane*

*Marsha McDonald, MSW, LICSW*

*Jean Naymark, LICSW, LMFT*

*Barbara Nordstrom-Loeb, LAMFT, ADTR*

*Jodi Pendroy, M.A., MHP*

*Connie Studer, M.A.*

*Heather Svoboda, M.A., LP*

*Julie Williams, M.S.W., LP, LICSW, LMFT*

Check out their directory pages on the MWP web site at [www.mnwomeninpsychology.org](http://www.mnwomeninpsychology.org). Go to “find a therapist” and click on the “Member List”. Scroll down to find their name.

## Mark Your Calendar

**Wednesday, March 31**

**MWP Executive Committee**

7:00-9:00 PM

Caribou Coffee

4210 Winnetka, New Hope

FFI: Jennifer Nash-Wright

[jnashwright@comcast.net](mailto:jnashwright@comcast.net)

**Thursday, April 8**

**Brown Bag Lunch**

12:30-2:00 PM

Susan Broadwell

4500 Park Glen Rd

St Louis Park 55416

[susanebroadwell@yahoo.com](mailto:susanebroadwell@yahoo.com) or 952.922.1848

**Saturday, April 10**

**Fireside Chat**

9:00 AM-12:00 Noon

Spiritual Practice for a More Meaningful Life

with Fran Zimmerman

**Saturday, April 10**

**Private Practice Group**

9:00-11:00 am

Black Bear Coffee House,

1360 Lexington Pkwy N, St. Paul

FFI: Dawn Brennan

[dawnbrenn@gmail.com](mailto:dawnbrenn@gmail.com)

**Saturday, May 8**

**Private Practice Group**

9:00-11:00 am

Black Bear Coffee House,

1360 Lexington Pkwy N, St. Paul

FFI: Dawn Brennan

[dawnbrenn@gmail.com](mailto:dawnbrenn@gmail.com)

**Tuesday, June 1**

**Deadline for the MWP Summer Newsletter**

Email all articles to the

Newsletter Editor Jacqueline Greenwood Julien

[jacquelinebgrnwd@yahoo.com](mailto:jacquelinebgrnwd@yahoo.com)



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Clear Lake, MN 55319

ADDRESS SERVICE REQUESTED

*Dated Materials: April 1, 2010*