

Career Counselling Coaching Assessment



Resources Catalogue 2010



www.brightandassociates.com.au

New Products for 2010!

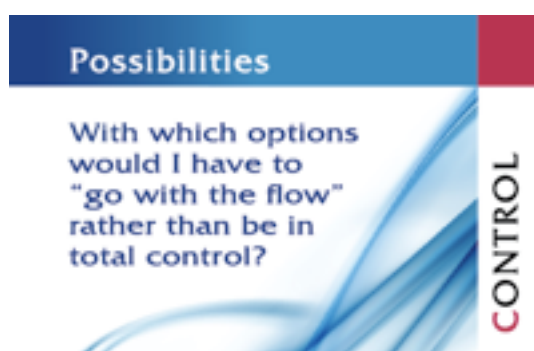
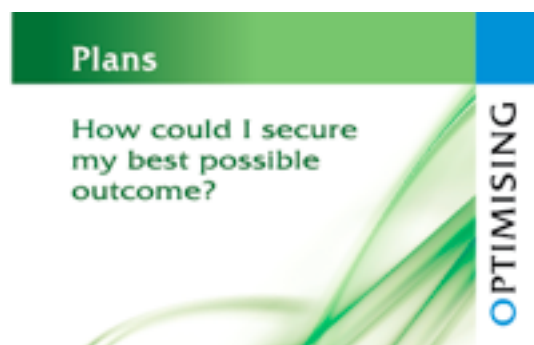
Creative Thinking Strategies Card Sort

Creative Thinking Strategies is a 92 card set that helps clients become more creative in their thinking when developing personal plans, transition plans, group, board or corporate plans. The cards are designed to be used in a range of different settings from schools to board rooms. The cards address 22 challenges that are commonly faced by people or groups that may benefit from some assistance in making decisions or constructing plans. Challenges include "overcoming fear", "dealing with uncertainty", "avoiding failure", "defeating limitations" etc. There are three other categories of cards, "Probability" cards that invite people to consider the likely course of action, "Possibility" cards that encourage more expansive or lateral thinking, and Plans cards that encourage a solution-focussed resolution of the issue.

The cards have a sound theoretical basis and are based upon the Pryor, Amundson and Bright (2008). Probability and Possibility Thinking framework published in the Career Development Quarterly.

The applications are endless - use them in brain-storming, in training, in career or personal counselling, coaching, board meetings, and many other places.

92 card-set, professionally designed and presented in an attractive presentation box. Comes with comprehensive manual with many different suggested ways of using them. Normally \$154



Luck Readiness Index Online

The popular Luck Readiness Index is now available as an online test. The test measures opportunity awareness, such as Optimism, Strategy, Efficacy and Risk. It is a very useful instrument in gaining an insight into how a client reacts to and thinks about opportunities. It is being used regularly in schools, universities, career counselling practices, employment agencies and medico-legal rehabilitation practices around the world.

The online test takes about 10 minutes and comes with an instant report. The test can be taken as a one-off with immediate payment - the cost is \$25.

One off test \$25 Australian

All multiple administrations are valid for a 12 month period, when any unused administrations expire and apply to per individual test (i.e. CPI OR LRI)

NOT FOR PROFITS

- 10 administrations - \$100
- 20 administrations - \$150
- 30 administrations - \$200
- 40 administrations \$250
- 100 administrations \$500
- Unlimited administrations for 1 year - \$1500

OTHERS

- 10 administrations - \$180
- 20 administrations - \$320
- 30 administrations - \$420
- 40 administrations \$520
- 100 administrations \$1200
- Unlimited administrations for 1 year - \$4000

Excerpts from online report that is available immediately and also emailed to client or administrator.



BRIGHT AND ASSOCIATES LUCK READINESS PROFILE

Dear Admin User You recently completed the LUCK READINESS INDEX ADMINISTRATORS ONLY on April 11, 2010 04:26:40 AM. The following is some information and feedback about the test and your results.

If you require further feedback or assistance, contact the professional who asked you to take the test, or alternatively if you completed this test on your own initiative and want further assistance, contact Bright and Associates for either email, phone or face to face coaching in <mailto:info@coaching@jnbright.com>.

The Index you completed is designed to assess your thinking about change in your career and the workplace. For most people change presents special challenges. Understanding your current thinking about change will provide important insights into how you can best deal with change in the future. It may also help to identify specific career development needs.

The way in which people address these modern career realities can influence the way they think about their careers and the way they subsequently behave. The Luck Readiness Index works from a model of career development that characterises recognition of uncertainty and change as positive indicators of career success.

Style 1: Contingent vs Task-Focused

The first style relates to the degree to which leaders are prepared to alter plans, instructions, or strategies in the face of change. Contingent leaders tend to change and adapt, whereas Task-focused leaders tend to stick to the original approach as far as possible. Neither style is automatically superior, and each has strengths and weaknesses. For instance the Task-Focused leader may be resolute where the Contingent leader bends too readily, whereas the Contingent leader may be more flexible where the Task-Focused leader is slow to adapt.

Style 2: Durable vs Cautious

The second style relates to the degree to which leaders are pugnacious and follow through with a plan in the face of opposition, or the likelihood that they are more cautious and easily deflected from a course of action when confronted with barriers. Again neither style is necessarily superior, and circumstances and occupations will lend themselves to different styles.

Style 3: Builder vs Maintainer

The last style relates to the degree to which a leader continually strives for improvement, advantage and advancement, or the degree to which they are more accepting of things as they are. The Builder type is likely to enjoy the challenge of new projects and the uncertainty that often goes with them, whereas the Maintainer is less likely to gamble or to strive to make dramatic advances, and is more comfortable with the status quo.

LRI PROFILE

		Below Average	Average	Above Average
FLEXIBILITY	Just Above Average			
OPTIMISM	AVERAGE			
RISK	AVERAGE			
CURIOSITY	AVERAGE			
PERSISTENCE	AVERAGE			
STRATEGY	AVERAGE			
EFFICACY	AVERAGE			
LUCKINESS	AVERAGE			

How do these results relate to jobs?

Occupational Search Suggestions

You scored highly on Luck Readiness indicating a person who is good at recognising, creating utilising, and adapting to opportunities and outcomes occasioned by chance. From a psychological perspective people with high scores are generally best able to recognise, create, utilise and adapt to opportunities relevant to their working lives and life transitions. They are open to change positive about outcomes, prepared to risk failure, seeking new data, able to plan creatively, assume responsibility for their actions and expect to be fortunate. They are likely to be able to run their own businesses and/or become creative and productive leaders within organisations.

Here are some occupations that are illustrative of the type that people with high luck readiness may find satisfying. The list should be considered along with other personal and situational information such as interests and abilities. The occupations below are NOT a reflection of whether you would be interested in them, nor do they take account of your ability level, rather they are a guide as to jobs that may require above average levels of Luck Readiness to succeed or even enjoy them. They should be used alongside other information about interests, values and abilities in forming a list of possible recommendations.

Change Perception Index

Similarly the Change Perception Index which measures clients reactions to change and uncertainty is now available online and in a shorter version than it's pencil and paper cousin the Complexity Perception Index (see below). Suitable for school age upward, the test has proved useful in a range of settings. Costs \$25 for a one-off administration with instant report (see excerpts from the report in the next column), or significant discounts for multiple administrations, and very significant discounts for schools and non profits. Take it now! www.jimbright.com/tests

One off test \$25 Australian

All multiple administrations are valid for a 12 month period, when any unused administrations expire and apply to per individual test (i.e. CPI OR LRI)


NOT FOR PROFITS

10 administrations - \$100
20 administrations - \$150
30 administrations - \$200
40 administrations \$250
100 administrations \$500
Unlimited administrations for 1 year - \$1500

OTHERS

10 administrations - \$180
20 administrations - \$320
30 administrations - \$420
40 administrations \$520
100 administrations \$1200
Unlimited administrations for 1 year - \$4000

Excerpts from online report that is available immediately and also emailed to client or administrator.



BRIGHT AND ASSOCIATES CHANGE PERCEPTION PROFILE

Dear Admin User You recently completed the Change Perception Index for ADMINISTRATORS ONLY on March 18, 2019 05:59:15 PM. The following is some information and feedback about the test and your results.

If you require further feedback or assistance, contact the professional who asked you to take the test, or alternatively if you completed this test on your own initiative and want further assistance, contact Bright and Associates for either email, phone or face to face coaching mailto:coaching@jimbright.com.

The Index you completed is designed to assess your thinking about change in your career and the workplace. For most people change presents special challenges. Understanding your current thinking about change will provide important insights into how you can best deal with change in the future. It may also help to identify specific career development needs.

The way in which people address these modern career realities can influence the way they think about their careers and the way they subsequently behave. The Change Perception Index works from a model of career development that characterises recognition of uncertainty and change as positive indicators of career success.

CPI PROFILE

Category	Score	Visual Representation
CONTINUOUS CHANGE	AVERAGE	Red to Yellow gradient bar
NEED FOR CONTROL	AVERAGE	Red to Yellow gradient bar
SMALL STEPS	AVERAGE	Red to Yellow gradient bar
RADICAL CHANGE	ABOVE AVERAGE	Dark red to Yellow gradient bar
SEEKING PATTERNS	ABOVE AVERAGE	Dark red to Yellow gradient bar
GOAL DRIVER	ABOVE AVERAGE	Dark red to Yellow gradient bar
ROLE DRIVER	ABOVE AVERAGE	Dark red to Yellow gradient bar
ROUTINE DRIVER	AVERAGE	Red to Yellow gradient bar
CHANGE DRIVER	AVERAGE	Red to Yellow gradient bar
BIGGER PICTURE	AVERAGE	Red to Yellow gradient bar

Leadership Potential

For the purposes of this test, there are three relevant styles of leadership that are consistent with major published models of leadership. It draws on Fleckers Contingency Leadership Model, Situational Model, the Chaos Theory of Careers and Happenstance Learning theory This section is not designed to provide an in-depth or authoritative insight into leadership potential, rather it provides some pointers as to how a person's Change Perception may impact on how they approach leadership.

The three styles comprise two possible types and they are:

Style 1: Contingent vs Task-Focussed

The first style relates to the degree to which leaders are prepared to alter plans, instructions, or strategies in the face of change. Contingent leaders tend to change and adapt, whereas Task-focussed leaders tend to stick to the original approach as far as possible. Neither style is automatically superior, and each has strengths and weaknesses. For instance the Task-Focussed leader may be resolute where the Contingent leader bends too readily, whereas the Contingent leader may be more flexible where the Task-Focussed leader is slow to adapt.

Style 2: Durable vs Cautious

The second style relates to the degree to which leaders are pugnacious and follow through with a plan in the face of opposition, or the likelihood that they are more cautious and easily deflected from a course of action when confronted with barriers. Again neither style is necessarily superior, and circumstances and occupations will lend themselves to different styles.

Style 3: Builder vs Maintainer

The last style relates to the degree to which a leader continually strives for improvement, advantage and advancement, or the degree to which they are more accepting of things as they are. The Builder type is likely to enjoy the challenge of new projects and the uncertainty that often goes with them, whereas the Maintainer is less likely to gamble or to strive to make dramatic advances, and is more comfortable with the status quo.

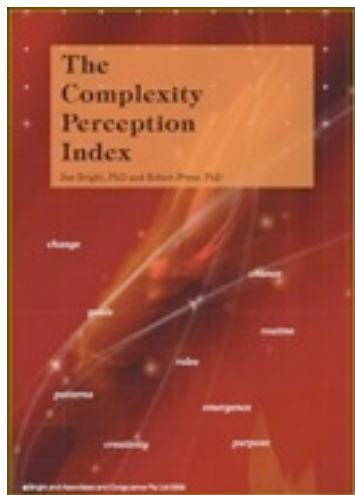
How do these results relate to jobs?

Occupational Search Suggestions

You scored highly on Change Perception indicating a person who is good at recognising, creating utilising, and adapting to opportunities and outcomes occasioned by change. From a psychological perspective people with high scores are generally best able to recognise, create, utilise and adapt to opportunities relevant to their working lives and life transitions. They are open to change positive about outcomes, prepared to risk failure, seeking new data, able to plan creatively, assume responsibility for their actions and expect to be fortunate. They are likely to be able to run their own businesses and/or become creative and productive leaders within organisations.

Here are some occupations that are illustrative of the type that people with high Change Perception may find satisfying. The list should be considered along with other personal and situational information such as interests and abilities. The occupations below are NOT a reflection of whether you would be interested in them, nor do they take account of your ability level, rather they are a guide as to jobs that may require above average levels of Change Perception to succeed or even enjoy them. They should be used alongside other information about interests, values and abilities in forming a list of possible recommendations.

The Complexity Perception Index By Jim Bright and Robert Pryor



Applications

Career counseling, coaching and development, training, organisational culture, change management

Age

Adults

Administration

Pencil and Paper (see also online version)

Content

The CPI measures how people react to continuous change and ambiguity which are common features of the modern Australian workplace and careers scene. The CPI measures 10 dimensions of reaction to change that includes coverage of attitudes towards continual change, goals, roles, routine, certainty, complexity and purpose. The CPI is based on a five year Australian research program. It has been used successfully with a wide range of clients from young adults to executives and as part of change management processes. It will assist in highlighting behavioural barriers to change and provides a basis for targeted change interventions to increase the effectiveness of change programs.

Help your clients embrace change, chance and uncertainty positively and productively with the CPI.

The CPI has scale reliabilities ranging from 0.74 to 0.84 to provide accurate diagnostic information. The CPI has been extensively used with a broad range of clients and integrates well with personality, values and interests tools.

The 97 item scale is presented in an attractive answer booklet and takes

approximately 20 minutes to complete. It is easily scored and feedback is provided graphically on a normed scale providing low, high and average categories.

Price

Complete set including manual, 20 answer books and 20 summary sheets .

\$154

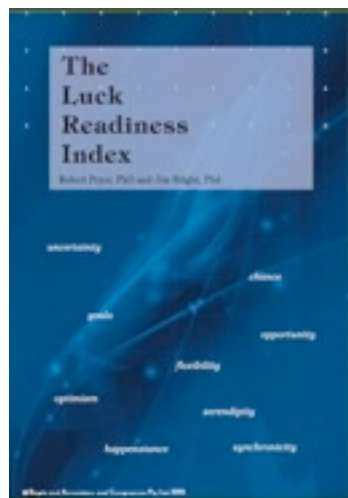
CPI Question booklets & Score/Profile Sheets (pack of 20)

\$121

Manual

\$50

The Luck Readiness Index By Robert Pryor and Jim Bright



Applications

Career counseling, coaching and development, training, organisational culture, change management, medico-legal.

Age

Adults

Administration

Pencil and paper (see also online version)

Content

The LRI helps identify potential strengths and limitations in individuals' ability to use luck, to stimulate creative responses to career development of those who feel "stuck" in a particular job, to encourage a positive response to change among those who feel threatened or "victimised" by unplanned events often beyond their control and to guide those who want to improve their "luck readiness" as part of the development of an entrepreneurial strategy for their future. The potential for the LRI to be used for career development research, team building, staff development and organisational change adaptation, all also appear promising.

Identifying those high on all the luck readiness is useful for confirming individuals' capacities for management and entrepreneurial activity as well as to cope positively with life transition changes. However, what happens if individuals obtain scores which are the opposite of the luck readiness model profile outlined above? That is, if individuals score below average on one or more of the LRI dimensions (or above average on Efficacy) how can they use this information constructively? Since change represents both a challenge and opportunity, such a situation represents the chance for such individuals to change by taking action to redress whatever limitations are identified. The LRI Manual outlines a series of techniques and resources for developing skills in all eight areas of the LRI dimensions.

Price

Complete set including manual, 20 answer books and 20 summary sheets . \$132

CPI Question booklets & Score/Profile Sheets (pack of 20) \$88

Manual \$50

Sometimes Magic Cards



Applications

Career Counselling, Coaching, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

This set of 32 cards help in developing opportunity awareness in individual career development and also in groups of staff in organisations. By reflecting on the past, or events at work, individuals learn and develop more effective approaches to manage change in their careers and organisations. These magical cards have proved successful in motivating staff and individuals, and encourage people to reflect on positives and

Career Counselling, Coaching and Assessment (3 days) Training Dates 2010

12-14 July Adelaide
15-17 Sept Sydney

These cards are used routinely by Bright and Associates in Government change management programs, in DET projects, with our clients and in our published research.

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure. \$50

Optimism Boosters Cards



Applications

Career Counselling, Coaching, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

Confronting that personal, organisational and economic change is daunting for many people. Develop a set of positive expectations about the future that will create an environment where flexibility, cooperation, creativity and personal and organisational renewal can occur. This set of 30 cards provide provocative prompts that can be used to develop strategies, possibilities and goals.

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure. \$30

Strengths Cards



Applications

Career Counselling, Coaching, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

For many of us, we do not spend much time thinking about our own strengths and achievements, and when it comes to communicating these to recruiters, or understanding how we can transfer our own strengths to new work ventures we tend to do so poorly. These popular cards have proven useful in "corkscrewing" achievements and strengths out of clients in an amusing and pleasant way

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure.

\$50

Change by design cards



Applications

Career Counselling, Coaching Career Development, Leadership, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

Change by Design uses questions to challenge us to think about how we can enact shared leadership in our groups, teams, organisations and companies. It is a great tool for keeping fairness alive in the way we participate and include others in any process of change. It recognises that change happens best when those who are affected are given the opportunity to let their leadership qualities shine. It also recognises that leadership does not come automatically with a particular position, but rather, leadership is a shared responsibility and can be brought to the change process by anyone, at any time

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure.

\$60

Strength in Teams Cards



Applications

Career Counselling, Team Work, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

Developed in conjunction with leading sports psychologists, this set of 28 laminated cards can be used to explore the qualities of effective teamwork and leadership. Identify the strengths that individuals bring to any team or workgroup, or the strengths of the team as a whole. Identify future directions or the qualities the team wants to focus on. Organisations, managers, community groups, and families will find powerful messages for developing group cohesiveness and positive relationships. Which cards does your team already do well? Which strengths do you want to practice more? Write team goals and develop 'pictures of the future' using the cards selected by your group. Look at the mice on each card. How does what they are doing relate to the word on the card? Which ones make you laugh the most? Why?

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure.

STOCK

OUT OF

Signposts Cards



Applications

Career Counselling, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

Signposts is a set of 48 cards based on original photographs for building conversations about meaning, spirituality, connectedness and transformation. This tool is not based on a particular theology or philosophy. It explores ways to reflect on the mystery of our life's purpose and action belief in our everyday lives.

Have
you checked out:

Our FREE Podcast called the Factory -
www.brightandassociates.com.au/wordpress

The CDAA Annual Conference in April
www.cdaa.org.au

The National Career Development Association
Conference, San Francisco, USA
www.ncda.org

Follow us on Twitter
[@TheFactoryPodcast](https://twitter.com/TheFactoryPodcast)

Each card combines a powerfully evocative full-color photo with a few simple words. Signposts can revitalize our contemplation and create dynamic conversations about matters we hold closest to our hearts.

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure.

\$50

Shadows Cards



Applications

Career Counselling, School to Work Transition, Change Management, Motivation

Age

School to Adult

Administration

One to one, small groups or large groups

Content

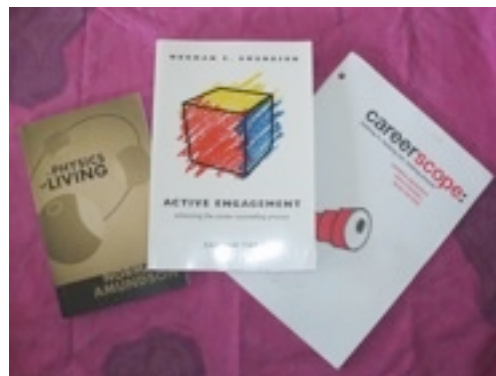
Shadows is an emotionally charged set of 48 watercolour images. This resource acknowledges that pain and suffering (such as grief, loneliness, depression, loss and violence) often need to be 'storied' before resolution is possible. These iconic images (including a boat on a stormy sea, a person asleep on a park bench) invite the viewer to reflect on their experiences and explore the meaning of the 'shadows' in their lives. Contained in the images are subtle suggestions for hope and light.

Comes with additional guidance brochure on using these cards in career development applications written by Jim Bright. Exclusive to Bright and Associates.

Price

Complete set of cards, manual, and additional career development brochure. \$60

Books by Norman Amundson (Australian Distributor)



Active Engagement 3rd Ed



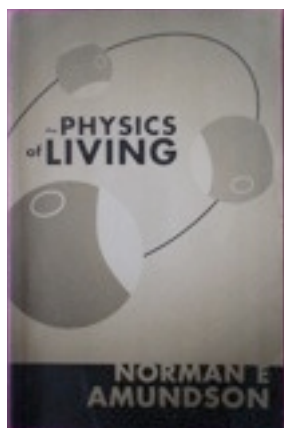
The essential career counseling guide for professionals working clients at any age or stage. This book contains a thorough coverage of career counselling and is full of brilliant tips, techniques and ideas that will inspire and enhance your counselling. Ergon Publications, distributed by Bright and Associates

3rd Edition

Price **REDUCED**
PRICE!

\$66

Physics of Living by Norman Amundson



A superb counselling resource that explores the power of metaphor in our lives. Ergon Publications, distributed by Bright and Associates

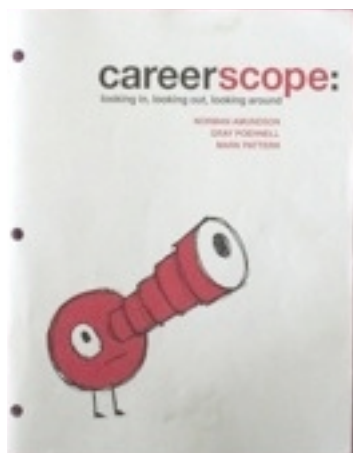
**REDUCED
Price**

\$30



Designed for counsellors interested in better utilizing metaphors in their practice, *Metaphor Making: Your Career, Your Life, Your Way* is Norman E. Amundson's newest book. From theoretical foundations and intervention exercises to a metaphoric case conceptualization process, *Metaphor Making* is perfect for people who enjoyed Dr. Amundson's *Active Engagement* series. In addition, forty metaphoric images that are presented in the book are included in card sort format, offering an in-depth practical and personal opportunity to experience the metaphoric process **\$68 REDUCED PRICE!**

Careerscope by Norman Amundson



An excellent career workbook for school age clients upwards - by Norm Amundson and colleagues. Covers career interests, planning, strengths, alternatives, information. Ergon Publications, distributed by Bright and Associates

Price

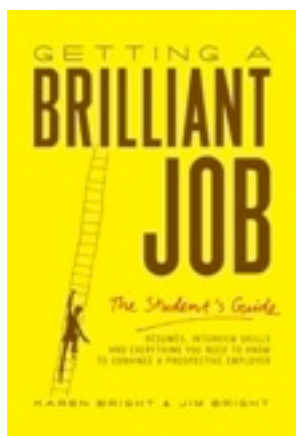
\$19

Class sets of 50 @\$9 each (\$450 for 50)

METAPHOR MAKING

Bestselling books by Karen and Jim Bright

Getting a brilliant job: the student's guide. By Karen Bright and Jim Bright



The Australian school leaver job hunt guide. Road tested on Aussie students and evidence-based! Reviewed (very positively) in the Careers News Journal of the Careers Education Association of Victoria. (ps. If you are going to work in India, look out for the forthcoming Indian version of this book!). Allen and Unwin.

Price \$19.50

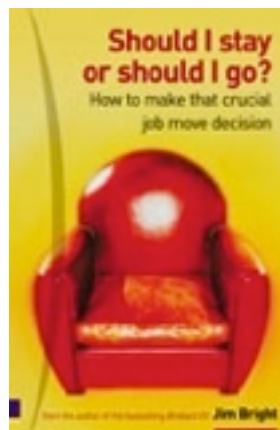
Résumés that get shortlisted By Jim Bright and Joanne Earl



A best seller in Australia, the No.1 best seller in the UK (as Brilliant CV, and now selling many thousands in the USA as Amazing Resumes). The Australian evidenced-based authority on resumes and selection criteria. Allen and Unwin 3rd Edition 2008.

Price \$25

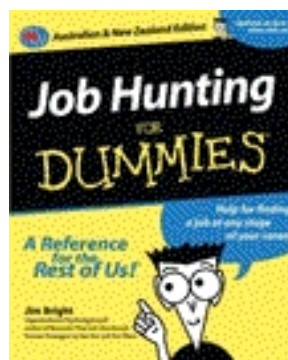
Should I Stay or should I go? How to make that crucial job move decision. By Jim Bright



A step by step guide. Don't change jobs without first reading this! Full of useful advice and checklists. Based on Australian research. This book has been translated into Norwegian, Danish, Italian, Chinese and Japanese. Pearson 2003.

Price **OUT OF STOCK**

Job Hunting for Dummies: Australia and New Zealand. By Jim Bright



Rotten title, but a great resource! Comprehensive title that contains evidenced-based advice on job search, written applications, interviews and negotiations. Special price to Bright and Associates customers. Wiley 2001.

Price \$30.00

StressSmart: 100+ essential tips for dealing with pressure in your life and career. By Jim Bright



A highly practical book containing nearly 100 stress busting ideas and techniques, used in Industry and Education. By Jim Bright. 2nd edition 2006. Published by Bright and Associates. Has been used for years in Counsellor training, and National Leadership programs for young Australians. Bright and Associates, 2nd Edition 2006.

Price \$25

TRAINING PROGRAMS FROM BRIGHT AND ASSOCIATES

In depth one-on-one vocational counselling and assessment

Bright and Associates offer a confidential and intensive vocational assessment for students requiring more in-depth analysis of strengths, weaknesses, interests, temperament and pre-occupation. Consists of a 3 hour assessment at our office plus a further 1 hour feedback and interview plus an extensive report detailing vocational recommendations (jobs, training) plus barriers.

Fee from \$1650.00 per person in Sydney

Career Counselling, Coaching and Assessment Course

NOW WORTH 25% of ACU Postgraduate Certificate of Career Education

This course sells out on reputation alone. Career Counsellor Feedback

"A terrific professional development opportunity without the constraints of a diploma or a degree", Launceston Dec 2003

"When I did this course, all the pieces suddenly came together. Yay!! At last- resources too!!!". Sydney 2006

"most beneficial and have been busy employing new questions and techniques into my counselling sessions since my return. AMAZINGLY many of these have been most helpful and, I feel have enhanced outcomes for clients". Sydney 2006.

Career Counselling, Coaching and Assessment Course...

This is a course for professionals looking:

To offer Career Counselling, Coaching and Assessment services to your clients, college, school or organisation

To develop new skills, or update your training with the latest developments

For an intensive course delivered by a subject matter authority

For a course that is based on evidence of best practise published in the leading international journals

Key Features

- Evidence-based - incorporating Jim's research and teaching in careers, jobs, stress, learning and training since 1990
- Bringing together over 20 years of professional experience in training, client management and careers.
- Intensive – includes pre-course and evening assignments,
- Practical, and fun
- Opportunities for one-to-one coaching on your own career issues.
- Extensive course materials including 4 books (Resumes that get shortlisted, Job Hunting for Dummies: Australia and New

Zealand, Getting a Brilliant Job and StressSmart®), Extensive Course notes, 2-complete sets of Test materials including professional manuals, answer sheets, client profile sheets and job finders books, Total value of these materials in excess of \$600, Includes morning & afternoon teas and luncheon each day

Outline

Insights into how career decisions are formulated*Enhance clients' self-efficacy and abilities to engage in career exploration
*Skills in providing practical job assistance advice*Determine clients' work rewards and vocational interests*Improve personal resilience working with difficult clients
*Instill clients' with a view of work and careers that reflects current realities*Develop processes to assess clients with career transition *Go beyond simple matching approaches to careers * Integrate client test data with interview data to produce insightful and practical reports,
*Challenge clients' career thoughts and develop effective strategies for career transition and job applications

Investment

\$1399 per person inclusive of GST for three days (9.00am – 4.00pm). Includes extensive pack of books, notes, resources and tests worth in excess of \$600. Numbers typically limited to 15 participants per workshop.

