

Curriculum Vitae  
Of  
**Kamal Subhi Said Nazzal**

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**Personal:**

1960  
Jordan  
Married

Date of Birth:  
Nationality:  
Marital Status:

**Education:**

- Ph.D. in Counseling, University of Jordan, 2006
- MA in Counseling and Guidance, Yarmouk University, 1989
- BA in Psychology/Sociology, University of Jordan, 1982

**Experience Record:**

- Associate Professor, Jadara University, Educational Sciences College, 1/10/2016 to date.
- Associate Professor, Irbid National University, Educational Sciences College, 2009-31/5/2016
- Assistant Professor, Irbid National University, Educational Sciences College, 30/9/2009-30/9/2014
- Part-time lecturer, Al-Balqaa Applied University, Toledo College, 2008, Irbid
- Assessor, Queen Rania Education Distinguish Prize, 1<sup>st</sup> and 2<sup>nd</sup> terms, 2006, 2007
- Designer and evaluator of training programs and modules in various fields, 2003
- Expert specialized in career interest scales: development, application, result analysis, and use in Human Resources and career counseling.
- Trainer in different fields at *IRADA*, Productive Boasting Centers/Ministry for Planning since 2006 aiming at preparing youth for the employment market.
- Part-time lecturer and trainer, Development Institute, Vocational Training Center, in various behavioral, managerial and training issues since 1988.
- Founder and proprietor of "Najihoon Center" for Guidance and Counseling, 2006
- Career and educational counselor, 1984-2008
- Chair of Guidance and Career Counseling Dept., Vocational Training Directorate, North Region, since 2009.

**College Level-Courses Lectured:**

- Expressive activities in counseling
- Managing stressors
- Counseling methods and techniques
- Rehabilitative Counseling
- Student problems and solutions
- Behavior modification
- Career guidance
- General Psychology

- School Counseling
- Group Counseling

**Training Courses and Programs Implemented:**

- Educational and career guidance to trainees
- Training of trainers (training methods, supervising styles, preparation of trainers, classroom and individual behavior modification, counseling skills)
- Training counselors on the counseling methods and techniques (conceptualization, problem identification, goal-setting, choosing a counseling strategy, and case diagnosis), therapeutic drama, supervisory counseling, effective communication skills, using career interests, counseling interview techniques, case study, group counseling, crisis counseling, problem solving methods, angry management, negotiation skills, relaxation methods.
- Rehabilitative counseling (special groups counseling, abnormal cases like heart patients, addict counseling, cancer counseling, aged people, battered woman, etc.)
- Counseling students (counseling needs, problem identification, best methods used with their problems)
- Thinking skills (career and self-thinking skills, treating skills using six hats strategy, and success in work using six shoes strategy)
- Teamwork skills
- Skills of performance assessment and goal-setting
- Stress management (theoretical approaches to stress, sources of stress, signals of stress, dealing with stress)
- Effective communication skills
- Resume writing and interviewing skills
- Strategy of preparing youth to future
- Career and personal success skills (communication skills, problem solving, positive attitudes at work, goal-setting, dealing with stressors)
- Training on requirements for Queen Rania Prize for Educational Distinguish
- Human Resources (analysis of training needs, job description, risk management)
- Skills needed for start-up new small businesses, and income-generating businesses, and marketing management.
- Building, implementing and evaluation of training portfolios based on needs
- Assigning trainees by their career interests
- Matrimonial concordance skills
- Dealing with difficult personalities
- Body language
- Career selection skills
- Researching skills
- Willingness to design, prepare, and implement programs based on training needs

**Training Courses Attended:**

Period		Organizer	Course	No.
To	From			
10/09/1986	06/09	Administration	Public Relations PR's	1.

		Institute/Irbid		
08/12/1987	05/12	Administration Institute/Irbid	Customer Care Skills	2.
28/03/1987	21/03	Institute of Trainers	Basics in Career Counseling & Guidance	3.
09/06/1988	28/05	Institute of Trainers	Advanced course in Career Counseling & Guidance	4.
24/05/1989	20/05	Institute of Trainers	Supervising Methods	5.
13/03/1990	04/03	Institute of Trainers	Methods of Training & Teaching	6.
25/3/1992	23/03	Consultancy Center/University of Jordan	Educational & Psychological Diagnosis	7.
25/06/1992	20/06	Institute of Trainers	Instructional Film Production	8.
20/08/1992	15/08	Institute of Trainers	Using the Closed TV Circuit in Training	9.
01/09/1994	27/08	Institute of Trainers	Preparation & Use of Instructional Aids in Training	10.
25/01/1995	23/01	Institute of Trainers	Basics of Safety	11.
27/07/1995	22/07	Institute of Trainers	Effective Communication Skills in Career Counseling	12.
01/07/1997	28/06	Consultancy Center/University of Jordan	Behavior Modification	13.
01/10/1997	01/09	Alnajjar Center/Irbid	DOS 622	14.
01/11/1997	15/09	Alnajjar Center	Windows	15.
18/11/1997	15/11	Princess Tharwat College	Learning Difficulties	16.
17/06/1998	06/06	Consultancy Center/University of Jordan	Measurement & Diagnosis in Counseling	17.
03/11/1998	03/10	Alnajjar Center/Irbid	WinWord 6.5	18.
03/12/1998	03/10	Alnajjar Center/Irbid	Excel 5.0	19.
26/06/2000	26/06	Institute of Training & Development	Participatory Training Method	20.
26/07/2000	26/07	Institute of Training & Development	Conscious Raising among employees to Vocational Jobs Regulation Act	21.
21/06/2001	17/06	Institute of Training & Development	Differential Skills & Career Interests	22.
28/05/2002	26/05	Institute of Training & Development	Participatory Training and using training portfolio "Me & My Space"	23.
24/12/2002	22/12	Institute of Training & Development	Easiness Skills & Success Skills Portfolio	24.
08/05/2003	04/05	Institute of Training & Development	Stress Management	25.
08/04/2004	06/04	Institute of Training &	"Life-long" Project	26.

Development				
30/09/2004	30/09	IRADA/Ministry of Planning	Self and Time Management	27.
07/10/2004	07/10	IRADA/Ministry of Planning	Dealing with Customers	28.
08/03/2005	06/03	Institute of Training & Development	Career Counseling	29.

#### Research & Studies:

- Career Interests and Career Choice among 1<sup>st</sup> Secondary Students in Jordan (2006), Unpublished Ph.D. Dissertation, University of Jordan.
- Reasons why Primary Level Graduates Refrain from Joining Vocational Training programs in Jordan (1989), Unpublished Master Thesis, Yarmouk University.
- Effect of Counseling Program on Improving Career Decision making and Increasing Career Information among Secondary Students in Jordan, 2003
- Positive Attitudes and Norms at Work, 1989
- Study of the Counseling Needs of Vocational Students, 1992
- Behavior Modification of the Vocational Training Corporation's Trainees, 1992
- Reasons why Vocational Training Corporation's Graduates Refrain from start their own vocational businesses
- Attitudes of Jordanian Youth "Hair-styling" career

#### Training programs Implemented:

Headed the following teams for building training programs and portfolios:

- Basics of Career Counseling, 1988
- Advanced course on Career Counseling, 1989
- Effective Communication Skills, 1995
- Individual and Classroom Behavior Modification, 1998
- Evaluation of different training programs.
- Built a career counseling portfolio for the Vocational Training Corporation's Trainees, 2006

#### Local Community Contributions:

- Member of Habool Academy and Jordan Institute's Committee for Barbering and Hair-Styling, Amman 1990-1993
- Active member of Childhood and Family Protection Society, 1993-present

#### Conferences:

- 1<sup>st</sup> Conference on Career Counseling and Guidance, Counseling Services provided by the Vocational training Corporation in Jordan, 2006, Aal Al Byte University.
- 2<sup>nd</sup> Conference on Career Counseling & Guidance, Difficulties and Challenges facing programs offered by the Vocational Training Corporation, 2007, Aal Al Byte University.
- 1<sup>st</sup> Conference on Creativity and Distinguish, Jordan Engineers Association and Excellence Co., 2007, Dead Sea, Jordan

#### Referees:

- Eng. Saleh Khalaf, (Directo of Institute of Training & Development), Mob. 0795449601
- Dr. Wafaa Al Ashqar, Dean of Educational Sciences College, Irbid National University,

Mob. 0795833880

- Omar Qtaishat, Vocational Training Corporation GM's Consultant for Training, Development and HR, Mob. 0799058715
- Mohammad Rasem, Training Coordinator, Employment & Training Project, Mob. 0795745111
- Hussein Hasaneen, Training Director, (INJAZ Co., Church Council), 0796433711