

CAREER EXPERTS GROUP



LET'S GET TO WORK ON YOUR CAREER!

YOUR CAREER > YOUR FUTURE

ASK THE EXPERTS

JULY 2022

CAREER

What is the difference between career counseling, career coaching, and career consulting?

You may see the terms “career coach,” “career consultant,” and “career counselor” used interchangeably... but there is a difference.

GUIDE – A Coach is a guide who focuses on the future through empowerment and long-term goals. They lead client discovery (where you are, to where you want to be). Professional coaching concentrates on setting goals, creating outcomes, and managing personal change. The primary focus is on creating actionable strategies for achieving specific goals in one’s work, with an emphasis on action, accountability, and follow through. You can read more about coaching services in the "Career Coaching or Therapy: What’s the Difference?" article on page 2 of the July newsletter.

ADVISE – A Consultant is an expert focused on advising on current issues based on their knowledge. They will diagnose problems and prescribe and, sometimes implement, solutions. This is different than coaching, which assumes that individuals are capable of generating their own solutions, with the coach supplying supportive, discovery-based approaches and frameworks.

SUPPORT - Counselors focus on the past (what got you here – the why and how). Counselors look at how past work experiences or professional barriers may be causing current career challenge(s). They provide career information resources, discuss career development, and help with decisions around choosing, changing, or leaving a career.

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