

Strength Centered Counseling Integrating Postmodern Approaches And Skills With Practice

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Integrating the Expressive Arts Into Counseling Practice, Second Edition Wadsworth Publishing Company

Volumul de fata imbina si sintetizeaza, intr-o constructie noua, originala si unitara, cunostintele, atitudinile si experienta profesionala a autorului referitoare la teoria si practica asistentei sociale cu ideile, teoriile, textele promovate intr-o serie de publicatii nationale si locale in ultimii ani (2007 - 2010), in principal in unele articole aparute in Revista de Asistenta Sociala a Facultatii de Sociologie si Asistenta Sociala din cadrul Universitatii din Bucuresti, care apare la Editura Polirom, precum "Perspectiva umanista asupra clientului in asistenta sociala" (Nr.1-2/2009), "Tulburari de dezvoltare socio-afectiva a copilului institutionalizat" (Nr.1-2/2008), si "Specificul managementului (eficient) in domeniul asistentei sociale" (Nr.3/2007), si in volumul "Teoria Fericii in Asistenta Sociala. De la managementul ingrijirii la managementul fericii", publicat in anul 2009 la Editura Lumen din Iasi. Toate aceste preocupari si lucrari avand un numitor comun: incercarea autorului de a contribui la promovarea unei viziuni, teorii si metodologii accentuat/ asumat umaniste asupra asistentei sociale, sistemului asistentei sociale, problemei sociale, clientului, profesionistului, procesului de interventie etc. - ansamblu epistemologic-axiologic si metodologic-praxiologic caruia autorul ii spune ASISTENTA SOCIALA UMANISTA, promovat prin "Proiectul Asistenta Sociala Umanista". In viziunea autorului asistenta sociala umanista urmareste cu predilectie interesele clientului, reprezentat si abordat, ca fiinta UMANA, ca personalitate, recuperarea si reabilitarea prin valorificarea resurselor personalitatii si relatiilor UMANE contextuale, integrarea sociala prin valorificarea resurselor inepuizabile ale situatiei socio-UMANE de dificultate, fiind in acest sens, pe langa o asistenta sociala a clientului, o asistenta sociala a micro-comunitatii si relatiilor UMANE inter-personale. In cazul practicii comunitare, de la obiectivul minimalist-materialist al subzistentei persoanelor aflate in dificultate, reprezentate inuman ca simple fiinte biologice cu atributul supravietuirii, asistenta sociala umanista propune obiectivul si solutia REABILITARII UMANE a clientului, reabilitarii/ abilitarii/ dezvoltarii socio-UMANE a comunitatii (familiei), iar in cazul practicii din institutiile speciale asistenta sociala umanista sustine necesitatea deplasarii accentului de pe obiectivul si practica simplei ocrotiri si ingrijiri pe obiective si practici umanist-pozitive precum FERICIREA beneficiarilor, dezvoltarea umana si spirituala, dezvoltarea personala si educatia/ formarea pentru viata sociala autonoma. ***** The HUMANISTIC SOCIAL WORK Project is an initiative with the assumed aim to enhance the effective presence of the humanistic values, theories and practices in social work, which usually are stated as fundamental and essential in different programs, strategies and policies but less present, in fact, in the specialized literature, in the faculties' curricula, or in the practice of the professionals and services. To this end, the project is designed as a theoretical, axiological and methodological framework, a heuristical laboratory, a philosophical, scientific and professional forum where can be set what might be called the theory, axiology and methodology of humanistic social work. The project's concept starts from the idea that humanistic social work is not, however, a distinctive form of social work/ welfare but rather an ontology/ epistemology, that generates a reaffirmation/ restatement of the fundamental/ constitutional humanistic values of social work, incorporating, in the same time, in a (relative) new coherent and unitary theory, all what penetrated in social work in the last decades from humanistic psychology and psychotherapy, microsociology and humanistic sociology, human rights philosophy/ movement, and, especially, what was established as humanistic method in the

contemporary social work practice and literature.

Integrative Counselling & Psychotherapy SAGE

Introduction to Counseling by Michael Scott Nystul provides an overview of counseling and the helping professions from the perspective of art and science—the science of counseling that generates a knowledge base proven to promote competency and efficacy in the practitioner, and the art of using this knowledge base to build skills that can be applied sensitively to clients in a multicultural society. The Fifth Edition has been organized into three sections: (1) an overview of counseling and the counseling process, (2) multicultural counseling and counseling theories, and (3) special approaches and settings. It continues to address key topics and issues, including gender, culture, and sexual orientation, and offers ways to integrate multiculturalism into all aspects of counseling, rather than view it as a separate entity. Highlighting emerging trends and changes in ethical codes, as well as reflecting the latest updates to the Diagnostic Statistical Manual (DSM-5), the book successfully illustrates the importance of art and science to modern-day counseling.

Asistenta Sociala Umanista: De la subzistenta si ingrijire la reabilitare umana (Humanistic Social Work Project) Cengage Learning

Completely up-to-date, this engaging and practice-oriented text is your complete resource to help students master the many facets of family therapy. In this ninth edition, the authors provide practice-oriented content in a more concise format that will help students become empathic and effective family therapists. New material focuses on how students can practice systemic thinking and on how to develop core competencies in family therapy. There is also increased attention to LGBTQ families and alternative forms of family life, and to gender, culture, and ethnic considerations. Color-coded boxes highlight key aspects of family therapy, such as family diversity, evidence-based practice research, Thinking Like a Clinician student exercises, case studies, clinical notes, and therapeutic encounters. Examples illustrate family therapists from many professions, including social work, MFT, psychology, and counseling. Learning objectives focus students' attention on key concepts. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Postmodern Perspectives on Contemporary Counseling Issues Strength-Centered Counseling

Recipient of the 2017 Textbook Excellence Award from the Textbook & Academic Authors Association (TAA) Up to date with current DSM-5 coverage throughout, the comprehensive, highly-readable Fourth Edition of *Clinical Psychology: Science, Practice, and Culture* provides students vital exposure to the real-world practice of clinical psychology balanced with the latest research in the field. Throughout the book, author Andrew M. Pomerantz explores clinical assessment, psychotherapy, ethical and professional issues, current controversies, and specialized topics in a scholarly, yet fascinating, easy-to-read style. Value-priced and packed with clinical examples, the Fourth Edition offers more coverage of cultural/diversity issues in clinical psychology than any other text for the course, as well as thorough coverage of recent, prominent developments in psychotherapy and clinical assessment. New topics, new pedagogy, expanded discussions of ethics, and hundreds of new references published since 2014 make this a resource students will keep and refer to throughout their professional lives.

Introduction to Counseling SAGE Publications

This practiced-based handbook describes postmodern career counseling models and methods designed to meet clients' diverse needs in today's challenging work environment. Readers will gain a solid understanding of the theoretical underpinnings of postmodern career counseling and learn practical approaches to counseling clients of various ages and backgrounds on occupational choice and other issues, such as coping with developmental tasks, career transitions, and work traumas. Drawing directly from their experiences with clients, career counseling experts link theory to practice in 17 application chapters that demonstrate the process of postmodern career assessment and intervention embedded in culture and context. Multicultural case vignettes and a "Practical Application Guide" in each of these chapters facilitate classroom learning and discussion. *Requests for digital versions from the ACA can be found on wiley.com. *To request print copies, please visit the ACA website here. *Reproduction requests

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Overcoming Resistance Petru Stefanoi

The most current trends in solution-focused counseling are explored in the latest edition of this updated and expanded text. Dr. Guterman provides a comprehensive and straightforward discussion of solution-focused theory and describes how the model can be used throughout the therapeutic process. Clinical techniques and detailed case studies illustrate counseling with clients experiencing a range of problems, including depression, substance abuse, grief, morbid jealousy, and trichotillomania. New chapters and sections in this edition address anxiety, eating disorders, migraine headache, psychosis, spiritual and religious problems, self-injurious behavior, and suicide. Additional features include excerpts of dialogue from actual counseling sessions, sample forms and supplementary materials, and troubleshooting tips for getting unstuck in difficult cases. *Requests for digital versions from ACA can be found on www.wiley.com. *To purchase print copies, please visit the ACA website *Reproduction requests for material from books published by ACA should be directed to permissions@counseling.org.

Strengths-Based Therapy Oxford University Press

In this book is realized a brief presentation of the main orientations and features of the Humanistic Theory and Method in the major socio-human sciences, domains and practices. As construction, structure and content this book cumulates, incorporates, synthesizes and develops in a new, original and unitary work a number of the author's previous works consecrated to the humanistic approach and method in some socio-human sciences and practices, especially in Psychology and Psychotherapy, Sociology, Social Work, Education and Management, published up to the end of 2012, both in print and electronic format. In the process of realization of this works, including of this book, was taken into consideration and was consulted the universal "social" and "therapeutic" literature of humanistic orientation, with the two main directions – existential/positive and spiritual/ontological/humanitarian, or the one that describes it or refers to it. Essentially, the Existential/Positive Orientations represent and approach, in theory or practice (therapy, education, social work etc.), the Person and Personality through traits (objectives) like high level of personal and social autonomy, free will and high capacity/ ability for self-determination, high level of personal development, high resilience, high capacity to control the emotions, high degree of awareness, self-knowledge, high self-esteem, high level of interpersonal development, adaptability, mature personality, activism and initiative, assertiveness, etc., while the Socio-Human (Micro-)Community is represented through features such as high autonomy, strong organizational culture, high socio-human functionality, high cohesion, unity, solidity, adaptability, resilience, resistance to crisis and challenges, good management, etc. The Ontological/Spiritual Approaches/Theories promote core concepts (and objectives of the intervention) such as spiritual-humane personality and humane/good community, spiritual-humane development of the person and humane-cultural development of the community. These paradigms highlight and promote Personality traits and qualities such as spirituality, virtue, humanness, altruism, empathy, love, faith, etc. Regarding the theoretical representation of the Community these approaches/theories highlight ideas and features as people-centered community, the dominance of the inter-personal relationships of attachment, love, respect, the dominance of the practices and customs of mutual helps, social/group/community solidarity, harmony, unity, inter-personal congruency, socio-human, inter-personal, community functionality, socio-human, moral and cultural integration/ cohesion. *** Regarding the destination of this paper, its design, content and bibliography are made in such a way to be useful both to the academic community, to students and teachers, and also to the professional community, to psychotherapists, educators, managers, social workers, artists, etc.

Postmodern Career Counseling SAGE Publications

"I am impressed with the layout, the writing, and the integrative nature of this volume. It should have a long shelf life, for it is extremely comprehensive and will be relevant for years to come." -Samuel T. Gladding, PhD, LPMHC, CCMHC, NCC Professor of Counseling Wake Forest University Fellow in the American Counseling Association Past President of the American Counseling Association This the first text to fully integrate the developmental, systemic, multicultural, and relational elements of child and adolescent counseling. This unique approach emphasizes the powerful interconnections supporting effective child and adolescent counseling with creative and time-efficient methods. Supported by CACREP standards, competencies, and outcomes, this book features best practice strategies and techniques to aid counselors-in-training who will be assisting children, adolescents, and their families in developing transformative coping methods while navigating contemporary issues. This textbook is distinguished by its broad and holistic focus as a means of increasing counseling efficacy and applies to a range of therapeutic modalities. The text advocates for a multisensory approach, using creative props, expressive arts, and interactive activities that helps to foster

change by harnessing the learning styles best suited to individual children and adolescents. Based in theory yet highly practical, time-efficient, real-world counseling methods are illustrated through case studies, vignettes, and verbatim counseling sessions that are tailored to the needs of today's child and adolescent counselor. The book presents a comprehensive toolkit to foster engagement and assist the future counselor in grasping key concepts.

Pedagogical aids include learning objectives, key terms, learning activities, case studies, points to remember, chapter summaries, and questions for further study. Abundant instructor resources include sample syllabi, an instructor's manual with experiential activities and assessment rubrics, additional chapter discussion questions and resources, a test bank, and PowerPoint slides.

Purchase includes digital access for use on most mobile devices or computers.

Key Features: Grounded in a unique integrated approach encompassing developmental, systemic, multicultural, and relational elements and innovative and time-efficient practices Applies to a range of therapeutic modalities including school, marriage, couples and family, clinical mental health, clinical rehabilitation counseling, and more Illustrates time-efficient counseling methods through case studies, vignettes, and examples from actual client and counselors-in-training sessions Highlights contemporary issues including incarcerated parents, sexual minorities, military influences and same-sex parents. Infused with CACREP standards, competencies and outcomes to help with accreditation and prepare students for exams Edited and authored by educators and authors with a wealth of professional expertise Includes learning objectives, key terms, charts, tables and figure, questions for further study and chapter summaries

Strengths-Based Supervision in Clinical Practice John Wiley & Sons
This book, "Psycho-Spiritual/Soulful Qualities of the Professional in Humanistic Social Work", is part of the HUMANISTIC SOCIAL WORK Project, which promote Humanistic Social Work as THE THIRD WAY in theory and practice. At a first glance, social work, as theory, is dominated by two, relatively opposed, major ways, forces, orientations, paradigms, namely Traditional/Conventional Social Work and Critical/Radical Social Work. But, major social, political and economic events have heavily impacted the ontological and ideological foundation of Traditional Social Work (economic crisis), and of Critical Social Work (anti-communist revolutions). Such, has been greatly affected the policies /practices of helping the vulnerable groups, individuals and people in need through welfare state mechanisms and social solidarity, within the capitalist society, promoted by Traditional Social Work, and the projects of some radical structural changes, the aspirations to build a better society, without oppression, social injustice, inequality, discrimination and poverty, especially through social and political reforms and progress, promoted by Critical Social Work. In this context, another orientation, in a subtle manner, gradually, seems to advance, with increasing force. It's about the Humanistic Orientation and its logical expression: Humanistic Social Work - syntagma, philosophy, theory and methodology that are in process of establishing, and remains to be seen whether it will get to sit alongside Traditional Social Work and Radical Social Work, alongside their theories and methods, and especially if it will impose, in a coherent way, in the current practice of the professionals and agencies. * (English-language readers may find in the book a sufficiently elaborated presentation of the humanistic social work theory and methodology, in the section - from Appendix - with the title: HUMANISTIC SOCIAL WORK: THE THIRD WAY IN SOCIAL WORK THEORY AND PRACTICE - pp. 338-361) * Primul capitol al lucrării - Asistentă socială umanista - a treia cale în teoria și practica asistenței sociale - este consacrat prezentării conceptului și specificului asistenței sociale umaniste, cu accent pe principalele sale surse, valori, teorii, practici și metode. Capitolul al doilea - Personalitatea umană - sfera/dimensiunea ontologic-spirituală - prezintă ceea ce s-ar putea numi sursele psihologic-ontologice ale calitatilor sufletești ale profesionistului, în principal sufletul afectiv/social și sufletul spiritual (mistic, ludic, estetic, moral, intelectual). În capitolul al treilea - Personalitatea umană și calitățile psihologic-sufletești ale profesionistului în asistența socială umanistă - se ajunge efectiv la conținutul tematicii propusă de titlul cartii, abordându-se tema calitatilor psihologic-sufletești ale profesionistului pornindu-se de la categoria de personalitate umană a profesionistului, și insistându-se pe necesitatea definirii acesteia în raport de modul umanist-spiritual de reprezentare a clientului. În capitolul al patrulea - Calități psihologic-sufletești și conduite ale profesionistilor în "sistemul" asistenței sociale umaniste - se încearcă o prezentare a calitatilor psihologic-sufletești ale asistentului social, psihologului/psihopedagogului, profesionistului din cadrul personalului de îngrijire, educație, terapii de recuperare, ale asistentului maternal profesionist, angajatului din aparatul de conducere, functionarului și de deservire, ale voluntarului, lucrătorului din organizații neguvernamentale, umanitare. Capitolul al cincilea - Asistentă socială umanistă a copilului și familiei. Calități psihologic-sufletești și conduite ale profesionistilor - are rolul de a operaționaliza majoritatea tezelor teoriei și metodologiei asistenței sociale umaniste, afirmate în lucrare, cu focalizare pe calitățile psihologic-sufletești ale profesionistului necesare cu precădere practicienilor care se află în contact direct prelungit cu copilul și/sau familia.

Marriage and Family Therapy, Second Edition Petru Stefaroi
The Routledge Companion to Migration, Communication and Politics brings together academics from numerous disciplines to show the legal, political, communicative, theoretical, methodological, and media implications of migration. The collection makes the compelling case that migration does not occur in a vacuum; rather, it is driven by and reacts to various factors, including the political, economic, and cultural worlds in which individuals live. The 25 chapters reveal the complex nature of migration from various angles, not only looking at how policy affects migrants but also how individuals and marginalized groups are impacted by such acts. In Part I contributors examine migration law, debating the role of the state in managing migration flows and investigating existing migration policy. Part II offers theories and methods that integrate communication studies,

political science, and law into the study of migration, including cultural fusion theory and Gebserian theory. Part III looks at how contemporary perceptions of migration and migrants intersect with media representations across media outlets worldwide. Finally, Part IV offers case studies that present the intricacies of migration within different cultural, national, and political groups. Migration is the key political, economic, and cultural issue of our time and this companion takes the next step in the debate; namely, the effects of the how, in addition to the how and why. Researchers and students of communication, politics, media, and law will find this an invaluable intervention.

Case Documentation in Counseling and Psychotherapy: A Theory-Informed, Competency-Based Approach SAGE

This text provides students of family therapy with a unique opportunity to understand and compare the inner workings of 14 traditional and non-traditional family therapy models. The book demonstrates, through innovative "guiding templates," how the different therapeutic models are applied in an actual family therapy situation. The second edition features a new chapter on neuroscience, new interviews with master therapists on topics such as LGBT families, EMDR and research, and coverage of ethical issues concerning electronic safety and telephonic therapy. Overviews of every model include history, views of change, views of the family, and the role of the therapist. Chapters on every model also provide responses to one, realistic case study with commentary and analysis by master therapists to illustrate how each one addresses the same scenario. Interviews with master therapists illustrate how each mode of therapy actually "works" and how therapists "do it." Print version of the book includes free, searchable, digital access to the entire contents! New to the Second Edition: Examines neuroscience and its role in family therapy New chapter on solution focused narrative therapy with families Includes enhanced coverage of self-care and mindfulness for the therapist Contains educator resources including instructor's manual, PowerPoint slides, and a test bank Updated references provide current developments in the field of marriage and family therapy Provides insight on submitting research articles for publication through an interview with a current journal editor Reports on current, revised ethical guidelines from the AAMFT **Key Features:** Provides a guiding template for each family therapy model from assessment through termination Describes a practice-oriented approach to family therapy Uses a single case study throughout the book where different approaches to therapy are applied by master therapists Introduces the theory, history, theoretical assumptions, techniques, and components of each model Includes numerous interviews, case study commentary, and analyses by master therapists

Culturally Diverse Counseling SAGE Publications

This is an accessible and user friendly guide to the theory and practice of relational counselling and psychotherapy. It offers a meta-theoretical framework for the integration of the three most popular counselling and psychotherapy modalities: humanistic, psychodynamic and Cognitive-behavioural including mindfulness and compassion based approaches This exciting new text: - outlines the history of integration in the field of psychotherapy and counselling - clarifies the nature of psychotherapeutic integration - defines different models of integration - provides a clear and rich discussion of what it means to work relationally - outlines a coherent and flexible framework for practice, in terms of theory as well as technique - demonstrates how this framework can be successfully utilised both in brief and long term therapy for a wide range of client issues and problems - provides a detailed guide to working with the Relational-Integrative Model (RIM) for a range of professional issues, including ethics, research, supervision, therapist self-care and personal development Brimming with vivid case examples, mind-maps and therapeutic dialogue, this invaluable book will help develop the theoretical knowledge and skills base of students, trainers and practitioners alike.

Child and Adolescent Counseling SAGE

Combining both the theory and practice of strengths-based therapy, Elsie Jones-Smith introduces current and future practitioners to the modern approach of practice—presenting a model for treatment as well as demonstrations in clinical practice across a variety of settings. This highly effective form of therapy supports the idea that clients know best about what has worked and has not worked in their lives, helps them discover positive and effective solutions through their own experiences, and allows therapists to engage their clients in their own therapy. Drawing from cutting-edge research in neuroscience, positive emotions, empowerment, and change, Strengths-Based Therapy helps readers understand how to get their clients engaged as active participants in treatment.

華人生涯理論與實踐-本土化與多元性視野 SAGE Publications

This book offers a clear, easily adaptable model for understanding and working with cultural differences in therapy.

Travail Social Humaniste ABC-CLIO

A common question at the initial meeting of a family therapist and a new client(s) is often whether or not to include a child or children in the counseling sessions. The inclusion of a child in the family therapy process often changes the dynamic between client and therapist -- and between the clients themselves -- within the context of the counseling sessions. And yet, although this is such a common experience, many counselors and family therapists are not adequately equipped to advise parents on whether to include a child in therapy sessions. Once the child does make an appearance in the counseling session, the therapist is faced with the challenges inherent in caring for a child, in addition to many concerns due to the unique circumstance of the structured therapy. Counseling a child in the context of a family therapy session is a specific skill that

has not received the attention that it deserves. This book is intended as a guide for both novice and experienced counselors and family therapists, covering a wide range of topics and offering a large body of information on how to effectively counsel children and their families. It includes recent research on a number of topics including working with children in a family context, the exclusion of children from counseling, and counselor training methods and approaches, the effectiveness of filial play therapy, the effects of divorce on children, and ADHD. Theoretical discussion is given to different family therapy approaches including family play therapy and filial play therapy. Central to the text are interviews with leaders in the field, including Salvador Minuchin, Eliana Gil, Rise VanFleet and Lee Shilts. A chapter devoted to ethical and legal issues in working with children in family counseling provides a much-needed overview of this often overlooked topic. Chapters include discussion of specific skills relevant to child counseling in the family context, case vignettes and examples, practical tips for the counselor, and handouts for parents.

Actualizing Oxford University Press

Print+CourseSmart

Strength-Centered Counseling iUniverse

Introduces a Powerful New Brief Therapy Approach This groundbreaking book is the first to provide a comprehensive model for effectively blending the two main postmodern brief therapy approaches: solution-focused and narrative therapies. It harnesses the power of both models—the strengths-based, problem-solving approach of SFT and the value-honoring and re-descriptive approach of Narrative Therapy--to offer brief, effective help to clients that builds on their strengths and abilities to envision and craft preferred outcomes. Authored by a leading trainer, teacher, and practitioner in the field, the book provides an overview of the history of both models and outlines their differences, similarities, limitations and strengths. It then demonstrates how to blend these two approaches in working with such issues as trauma, addictions, grief, relationship issues, family therapy and mood issues. Each concern is illustrated with a case study from practice with individual adults, adolescents, children, and families. Useful client dialogue and forms are included to help the clinician guide clients in practice. Each chapter concludes with a summary describing and reinforcing the principles of the topic and a personal exercise so the reader can experience the approach first hand. **Key Features:** Describes how two popular postmodern therapy models are combined to create a powerful new therapeutic approach—the first book to do so Includes case studies reflecting the model's use with individual adults, children, adolescents, and families Provides supporting dialogue and forms for practitioners Authored by a leading figure in SFT and its application in a variety of settings Presents an overview of the history of both models

Cultural Humility Petru Stefaroi

CASE DOCUMENTATION IN COUNSELING AND PSYCHOTHERAPY teaches counselors and psychotherapists how to apply counseling theories in real-world settings. Written in a clear, down-to-earth style, the text provides a comprehensive introduction to case documentation using four commonly used clinical forms: case conceptualization, clinical assessment, treatment plan, and progress note. These documents incorporate counseling theory and help new practitioners understand how to use theory in everyday practice. Case studies illustrate how to complete documentation using each of seven counseling models. Readers also learn about the evidence base for each theory as well as applications for specific populations. Designed to produce measurable results that have value beyond the classroom, the text employs learning-centered, outcome-based pedagogy to engage students in an active learning process. Its case documentation assignments-created using national standards-help students apply concepts and develop professional skills early on in their training. When students become practicing mental health professionals they can use this book-with its practical overviews of theories, conceptualization, treatment planning, and documentation-as a clinical reference manual. **Important Notice:** Media content referenced within the product description or the product text may not be available in the ebook version.

Theory and Practice of Counseling and Psychotherapy Springer

Publishing Company

Committed to constructivist and developmental teaching in counselor education, the authors contend that these practices are critical for preparing thoughtful, creative, mental health practitioners. They offer suggestions for transforming the specific courses in the counselor education curriculum.

Mastering the Art of Solution-Focused Counseling SAGE

This highly successful book has been called the most comprehensive book on the market, providing readers with needed career theory as well as practical techniques and examples. Through the author's clear writing style, case examples, tables, and exercises, readers develop a solid understanding of the theoretical models of career counseling and are thoroughly exposed to the practical information on how to effectively counsel clients about career issues.