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a life through work," Lord stressed. Citing Peter Drucker, Lord emphasized that "To make a living is no longer enough; work also has to make a life." Clients at Training, Inc. focus on what they want out of their work as well as what they bring to it, Lord said, as well as on developing a definition of what it is to be professional at their work.

After their presentations the panelists took questions from the audience. Moderator for the meeting was Renee Horlock.

Nancy Ebaugh: Empowering the Job Seeker

William Terrell

Nancy Ebaugh greeted me with a strong handshake, immediately offered me coffee, and invited me to sit down in the comfortable chair next to her desk.

Nancy is assistant director of Career Planning and Placement at DePaul University, and membership chairman of the Professional Career Counselors' Network.

"It's my belief that we don't exist primarily to find people jobs," Nancy said. "I don't think we serve our clients as well by finding them jobs as by teaching them how to look for employment."

Initially from Wheaton, Maryland, just outside Washington D.C., Nancy received her bachelor's degree in Psychology from DePaul in 1973. After graduation, however, she discovered she had no well defined career goals.

"I felt an emptiness," she said. "I was really lost. And of course I blamed DePaul for my lack of goals. But schools can't provide goals for you, although they can help you discover what your own goals are."

After four years' work as a secretary and at other "support positions," Nancy began to find her own direction. "I began to see career counseling as my field," she said. "Probably my own earlier experience of finding myself without goals had something to do with it. Anyway, I returned to DePaul in 1977 and was given the opportunity to design my own master's program."

To create her program, Nancy put together

courses from the Department of Human Services and the Department of Public Service. She pursued her studies while working a busy schedule in DePaul's admissions office, and after four years, in 1981, she received her degree.

Just a few months before, in August, she'd been appointed to her present position. Kenneth Conway, Director at that time, asked her to apply for the position after her predecessor left for a job in industry. She applied, and became assistant director of Career Planning and Placement in August, 1981.

At first her clients were mostly evening students, some working on bachelor's or master's degrees, others just taking courses. Others were returning DePaul alumni. More recently, Nancy has worked with people in the computer science program, as well as created workshops for various client groups needing information on what their chosen careers involve.

"One of the craziest aspects of my job," said Nancy, "is that I see clients everywhere I go. I can be in a store, I can be in church, I can be in the neighborhood bar, and I'll meet clients or would-be clients. I'm a communic minister at my church, and once when I was serving Communion I saw a student of mine at the rail. That was quite a jolt, to get switched that way from one environment to another."

As for her work as membership chairman of the network, Nancy says she hopes to "bring together members of the network for activities, increase membership, and to promote the activities of the network." Her philosophy of career counseling remains one of helping people to help themselves. "Philosophically, I'm in favor of empowerment, helping people to look for jobs themselves. Of course, I do get great pleasure out of placing people, because that's more concrete. But in the long run it's more important to teach someone how to look for a job." +

Motivating Clients

Jack Chapman

A carrot in front and a stick behind. That combination is crucial to client motivation in a career campaign. When a client is in only minor discomfort,

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