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# CPCC In The Spotlight - #6

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**Director, Student Support Services & Entrepreneur /  
Dr. Colleen Georges**

As I continue with a series of articles on CPCCs, this month I am introducing Dr. Colleen Georges, principal of Colleen's Career Creations, and Director of the Rutgers University TRIO Student Support Services (SSS) and Ronald E. McNair Post-baccalaureate Achievement programs.

## About Colleen

Colleen has a "day job" working at Rutgers, the State University of New Jersey. Over the past 16 years, Colleen has either been a student or staff member of Rutgers in some capacity. Colleen



considers Rutgers her home, having spent half of her life there. In her current role as Director of the Rutgers University TRIO Student Support Services (SSS) and Ronald E. McNair Post-baccalaureate Achievement programs, she works with low-income, first-generation college students helping them achieve academic success while in college, and preparing them for the world of work and graduate school following graduation. She supervises a staff of about five full-time employees supporting the two programs, and up to 40 including part-time employees and tutors during certain seasons. "I absolutely adore my students and kind of think of them as my kids," Colleen said.

## Colleen's Credentials

Colleen has a Doctorate in Counseling Psychology from Rutgers University, a Certificate in Leadership Development from Rutgers University; she is a New Jersey Licensed Professional Counselor, and a Certified Professional Career Coach.

## The Progression

All of Colleen's previous positions were in helping professions, dating back to her first job at age 15, as a Camp Counselor. During college, she worked part-time as a Therapeutic Assistant with emotionally disturbed teens in foster care. During graduate school at Rutgers, she held numerous positions including working as a Research Assistant for a variety of psychological research projects, a Career Counselor Intern at the University Career Center, a Psychotherapist at the College Counseling Center, an Academic Coach at the University Learning Center, and a Residence Counselor at the University Residence Hall. Following graduation, she took a position as a Counselor at the University Educational Opportunity Fund (EOF) program, where she had the opportunity to spearhead a résumé writing service for students that became so successful she became known as the "Résumé Guru". During this time, she also worked part-time as a freelance résumé writer with Resume Edge, and as a psychotherapist for two and a half years at a local, non-profit, women's counseling center.

Following her position with EOF, in 2006, she accepted the position as Director of TRIO Student Support Services (SSS) and the Ronald E. McNair Post-baccalaureate Achievement Programs. The programs offer an extensive tutoring program and provides academic, personal, and career counseling services; plus an eight-week summer research institute, and an academic year program where students learn to develop a research project from start to finish. College students are really career explorers, according to Colleen, and all of these services provide guidance. In the past two years, Colleen also held part-time positions teaching Psychology at her local county college and the University of Phoenix Online.

### **Coaching versus Counseling**

In 2007, Colleen decided to start her own career coaching/résumé writing business. Because she has been engaged in this type of work since 1997, it seemed like a natural path. Colleen has a true passion for career coaching, thus, she said, “For me, I enjoy it so much that it really does not feel like work at all.” Colleen also loves her full-time position with Rutgers (since 2006), and decided to remain at the University and open her career coaching practice as a part-time venture. “I am a self-confessed workaholic who always likes to have multiple things going, and I always hold part-time positions in addition to my full-time work. It seemed to me that it really didn’t get any better than being my own boss for my next part-time venture,” Colleen added.

### **Converting to Private Practice**

Colleen hung out her shingle in 2008 as a private practice career coach and résumé writer. Her clients range from business and technical professionals in a wide range of industries, to executives, college students, and everything in between. Her coaching spans life purpose/career path discovery, career transition coaching, interview coaching, and overall goal setting. Additionally, she offers résumé writing, cover letter writing, college and graduate school personal statement editing, small business coaching, and community education workshops. She sees about 60 clients a year. Currently, she is referring her potential clients to the PARW/CC Website, as she is on maternity leave after she and her husband Jose had their first child, Joshua, in April 2009. “I absolutely love it!” Colleen says about motherhood. She will resume her full-time position in July.

### **Colleen’s Hobbies**

As if Colleen is not busy enough, she is passionate about animals and loves her cats, Sweetie and Kittie. She also enjoys home improvement projects; she installed her kitchen floor, and sanded and refinished her kitchen cabinets. If that is not enough, she stays busy performing volunteer work and currently serves as a Career Expert Volunteer with AllExperts.com. She is an avid watcher of television programs focused on crime and forensic psychology.

### **More on the Differences Between Counseling and Coaching**

Colleen majored in Psychology at Rutgers University including her PhD. Yet, she feels that the coaching side of career assistance better suits her relational skills. As a coach, Colleen can offer encouragement to her clients beyond the appointed meetings. According to the Colleen, career coaching clients are ‘clients,’ and counseling clients are ‘patients.’ “As a coach, I work from a point of strength; as a counselor, I work from the past and through struggles.” Colleen encourages her career coaching and résumé writing clients; when she finishes a résumé and that person says, ‘I can’t believe that’s me!’ she is able to say, “You are the one that accomplished all of these great things. I just helped present it on paper. It felt so amazing to see how much confidence they gained and how much they were able to see their successes and their worth.”

### **Colleen’s Message to Career Seekers**

“I think my message to both my students and my business clients is the same. I believe that each of us has a calling (or callings) and innate gifts, and we are fully capable of incorporating all of the things we love into our work and our lives. I think that when we choose one passion and throw away another, we lose a part of ourselves, and will not be fully satisfied in our lives. While we generally must choose one “main” career to focus on, our additional passions must be given outlets, either through part-time work, volunteer work, or hobbies.”

### **Colleen’s Thought on the CPCC program**

In late 2005, Colleen began Google searches online to seek formal education on career counseling and résumé writing, as well as additional part-time practical experience in both. Through that process, she discovered PARW/CC. She had never

heard of career coaching before then, only career counseling. She began reading about the differences between the two and she grasped the concept. Colleen saved her pennies and signed up for the program.

“As an educator, I believe that one should never rely solely on instincts or innate talents before providing a service to others. I am a true believer in education. Had I not enrolled in the CPCC program, I would not have felt nearly as prepared to start my business. It gave me a binder of tools that I constantly refer back to like sample coaching questions, intake and coaching activity forms, contractual agreements, and so forth. But, I think most importantly, talking with Diane in our coaching session gave me the confidence to start my business. I was really nervous about jumping into a self-owned business. But, Diane made it seem possible. She was a real person, like me, who was running her own business, and she thought I could too. That was so critical for me. I have used career coaching tools with students as well, and it’s enhanced my full-time work,” Colleen said.

**Contact Information**

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