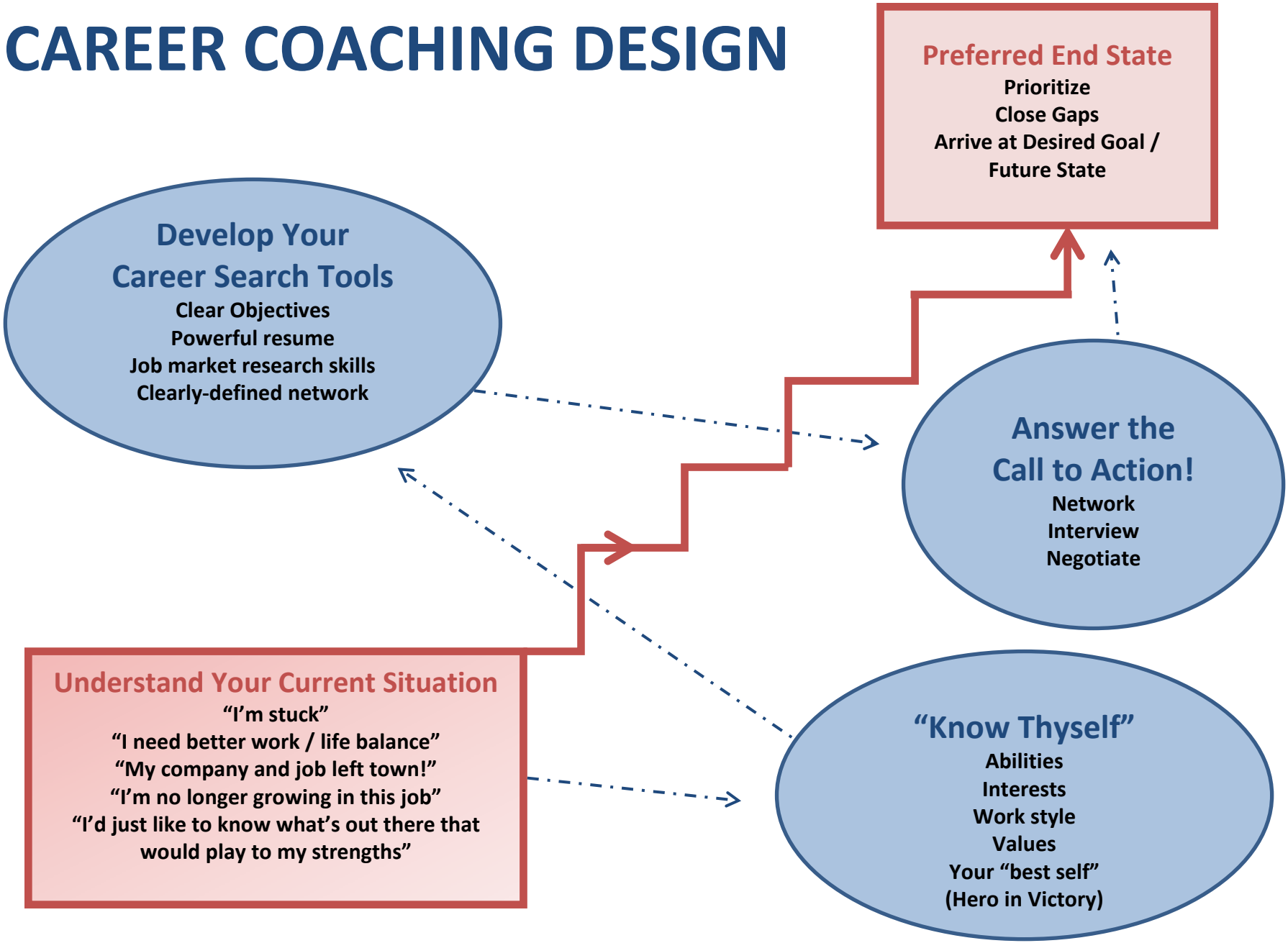CAREER COACHING DESIGN