

Consulting Psychology Careers



Society of Consulting Psychology
The Catalyst Division

DIVISION 13
AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Program Facilitator



FELINA CARTER, PhD, PMP, SSBB

Project Management Consultant, Imprivata
APAGS/PSLN Student Representative



FelinaCarter@FelinaCarter.com



<https://www.linkedin.com/in/felinacarter/>

GET TO KNOW FELINA

| | |
|-------------------------------|--|
| Educational Background | PhD (ABD), Industrial-Organizational Psychology, University of Phoenix |
| Time In Consulting | 15 Years in Project Management Consulting; First full-time consulting role with Charter Communications as a project management consultant in 2002 |
| Years with SCP | Less than a year; 2017 Seattle was my first conference |
| What Drew You to SCP? | A desire to be active in a knowledge sharing community and to be engaged with like learners |
| Involvement in SCP | Currently 2016-2018 APAG/PSLN Student Representative, 2018 CPC Programming Committee, 2018 APA SCP Programming Co-Chair |
| Benefits of SCP | Shared learning with peers and students, balance of emphasis on science and practice, opportunity for engagement that directly impacts the Society |

What is the Society of Consulting Psychology (SCP)?

The members of the Society of Consulting Psychology share a commitment to apply psychological insights for the success and fulfillment of individuals, groups, and organizations. The Society strives to be a strong intellectual and collegial community that is a source of valuable insights and useful resources, as we continuously expand the knowledge base of our profession.



Stimulating the exchange of knowledge, ideas, and consulting experience among psychologists

Encouraging high standards of consultation

Promoting psychological research and professional development in the area of consulting

Fostering cooperative relations with allied associations and with all APA divisions

Supporting the advancement of consulting psychology as a science and profession

Advancing multiculturalism, internationalism and diversity (e.g., ethnicity, race, disability status, age, sexual orientation, students, career stage, gender and international affiliates) in all matters within the Society, particularly as they relate to practice, training, and research in consulting psychology



Series Overview

| WHEN 5:30P EST | SEPTEMBER 20 2017 | OCTOBER 18 2017 | NOVEMBER 15 2017 | DECEMBER 13 2017 | JANUARY 17 2018 |
|-------------------|--|---|--|---|---|
| TOPICS | What is Consulting Psychology | Consulting Psychology Careers | Research Involvement | Career Path: External Consulting | Career Path: Internal Consulting |
| SPEAKERS | Greg Pennington, PhD | Jamie Lewis Smith, PhD | Dale Thompson, PhD | Anjali Fox, PhD | Matthew Del Giudice, PsyD, MBA |
| CURRENT ROLE | Managing Partner, PennPoint Consulting | Founder & President, Lewis Smith Consulting & Pixel Leadership Group, LLC | Founder & CEO Leadership Worth Following | Consultant Leadership Development Worldwide | Director, Global Talent Management and Organization Development Pepsico |
| SCP INVOLVEMENT | 2008, 2016 President | 2017, 2018 Conference Programming; 2019 Conference Co-Chair | 2018 President | 2017 Conference Co-Chair | 2017, 2018 Conference Programing Review Committee |

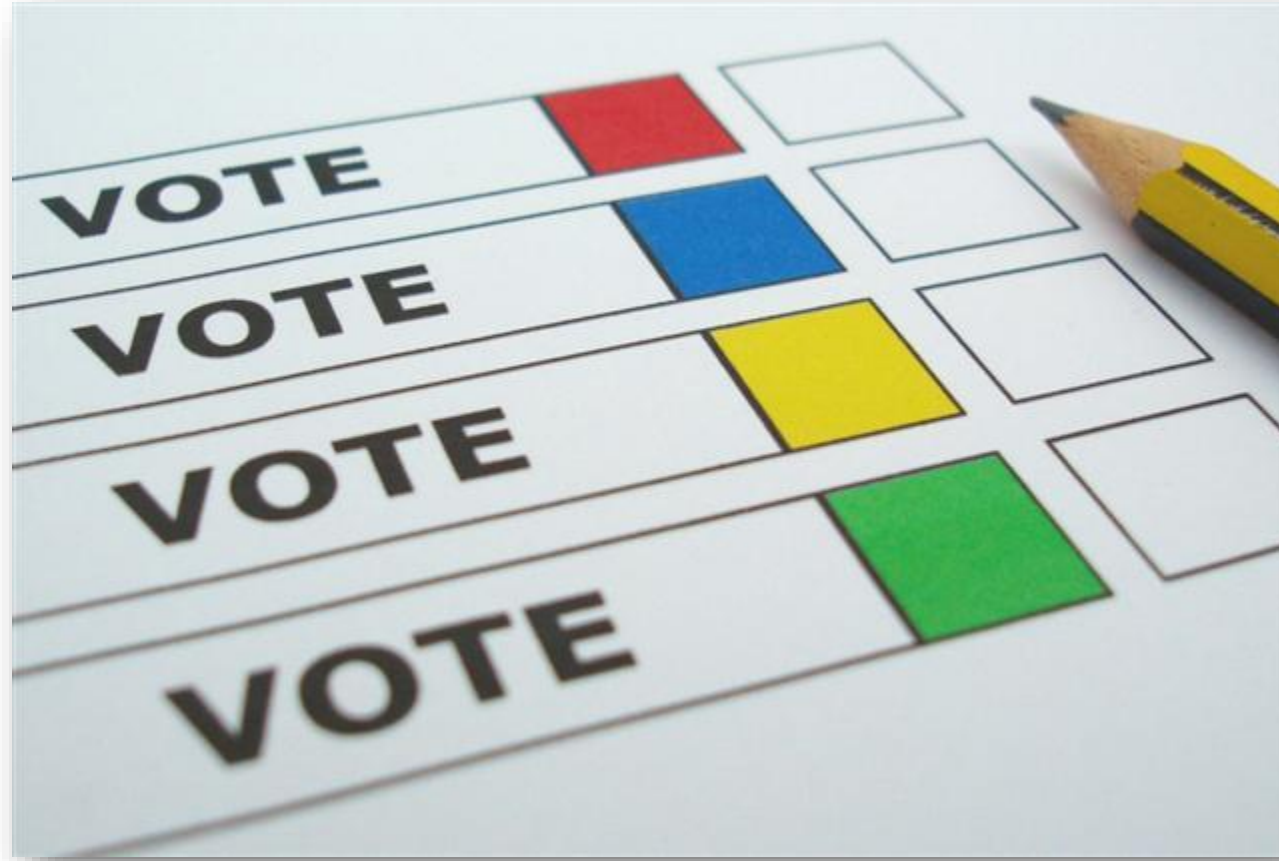
- Free Webinar Series for Students, Early Career, Transitioning Psychologists
- To Provide Insights and Education about Careers in Consulting Psychology
- Discuss with Attendees the Types of Careers and How to Pursue these Paths



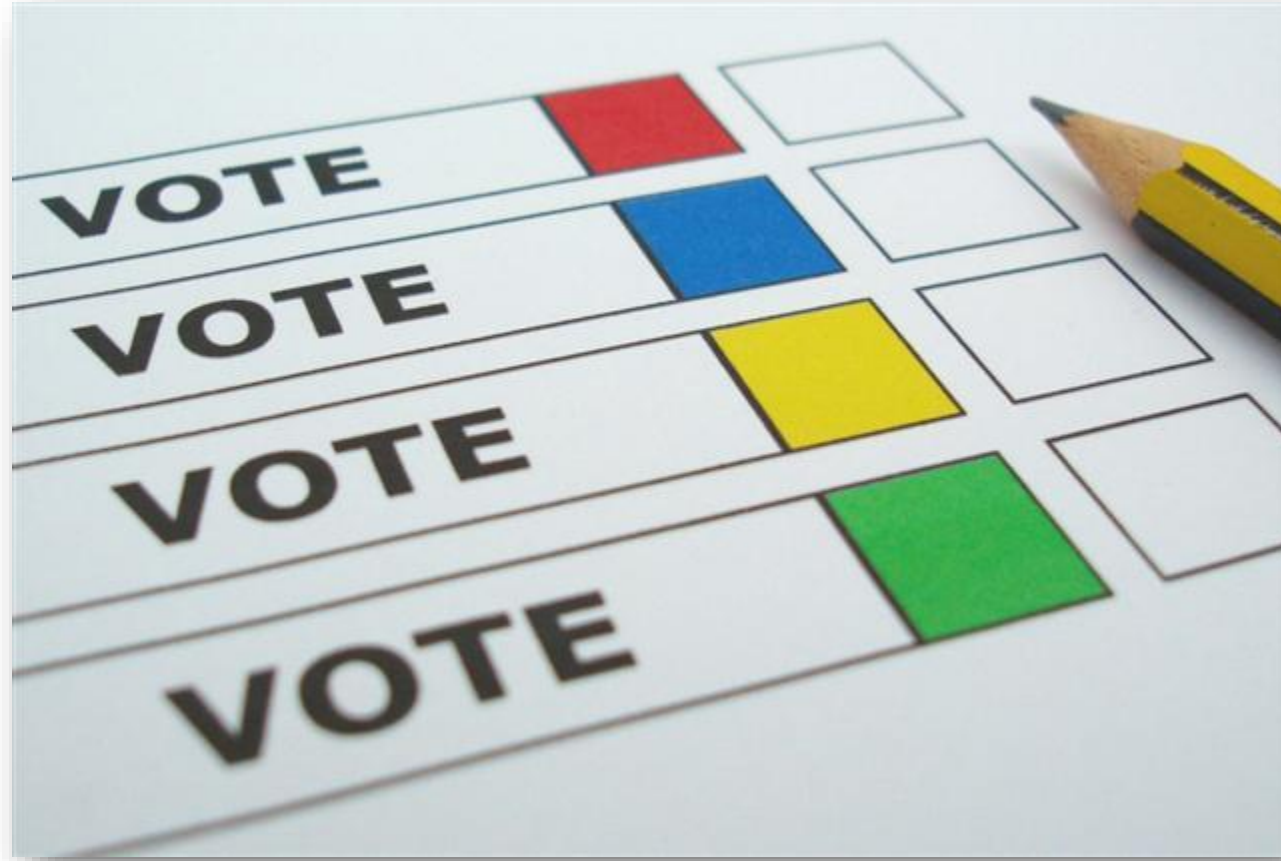
Use the Chat Feature to Ask Questions



Poll: Your Career Status



Poll: What You Hope for From This Series



Featured Speaker



JAMIE LEWIS SMITH, PhD

Founder & President, Lewis Smith Consulting/Pixel Leadership Group
SCP Conference Co-Chair (2019); SCP Programming Committee (2017, 2018)

 JamieLewisSmith@gmail.com

 <https://www.linkedin.com/in/jamielewissmith/>

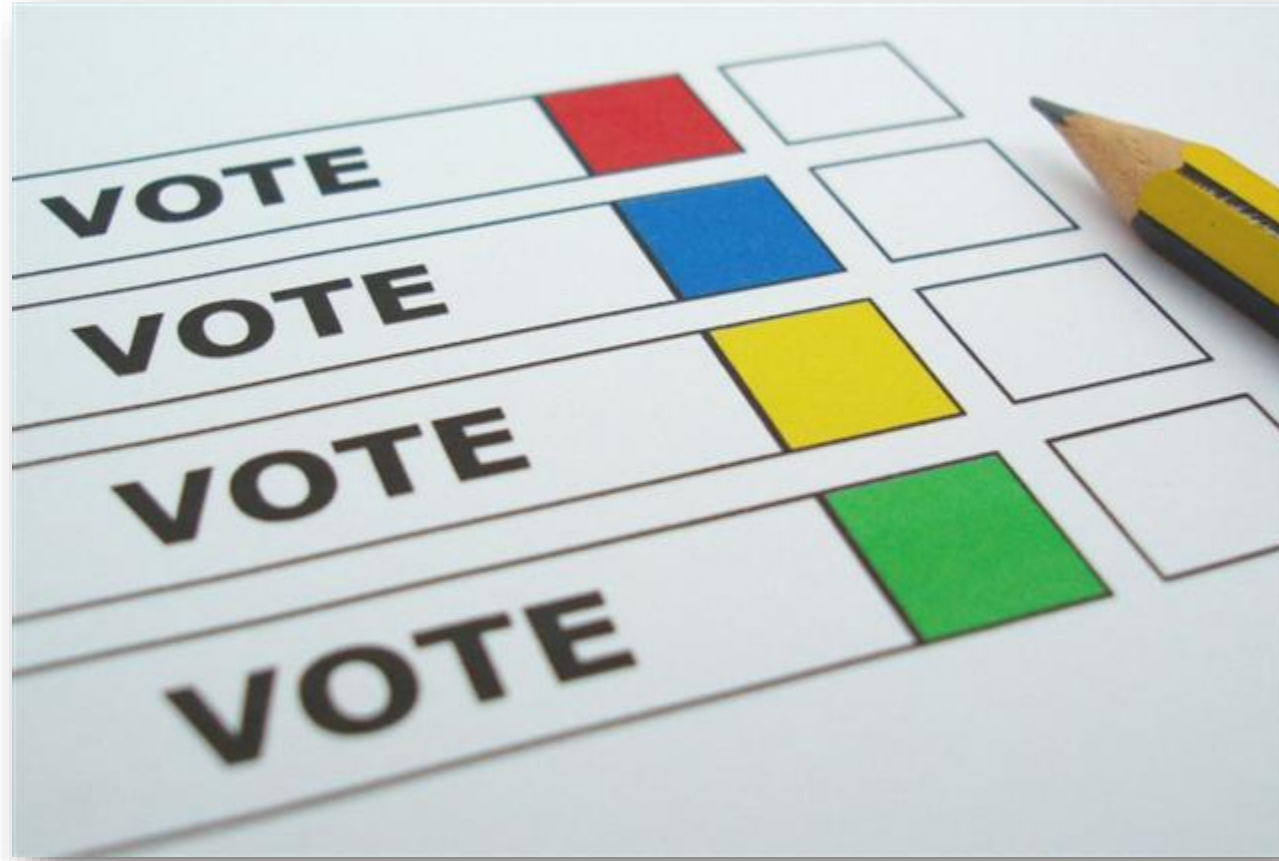
GET TO KNOW JAMIE

| | |
|-------------------------------|---|
| Educational Background | PhD Clinical Psychology from University of Miami 2007, Licensed in Ohio |
| Time In Consulting | 10 Years; OD Consultant for VHA National Center for Organization Development; OD Manager for Nemours Health System; Director of Talent Development for MedExpress |
| Years with SCP | About 14 Years; but first conference was Orlando in 2016 |
| What Drew You to SCP? | Connection and networking with like-minded practitioners |
| Involvement in SCP | Programming Committee 2017; Programming Chair 2018; Conference Co-Chair 2019 |
| Benefits of SCP | I have built wonderful relationships – professional and personal; obtained valued mentoring and advice from seasoned professionals; stay current in the field. |

CONSULTING PSYCHOLOGY CAREERS



Poll: How familiar are you with consulting psychology careers?



Key Questions

- **WHERE CONSULTING PSYCHOLOGISTS WORK?**
- **WHAT DO CONSULTING PSYCHOLOGISTS DO?**
- **WHAT ARE THE POSSIBLE CAREER PATHS IN CONSULTING PSYCHOLOGY?**
- **HOW DO YOU “BREAK INTO” CONSULTING?**
- **WHAT ARE KEY CONSIDERATIONS WHEN DECIDING WHAT PATH IS RIGHT FOR YOU?**



A REFRESHER...

- **What is Consulting Psychology?**

- Application... “of psychological knowledge to issues about which they advise others- or the group or organization as a whole-to work more effectively, to create conditions of high satisfaction and motivation, and to help people get along better with one another.” p.3 An Introduction to Consulting Psychology, R. Lowman
- Applying *psychological knowledge and skills* within a business context to improve *business outcomes*
 - In contrast to Forensic Psychology, School Psychology, etc.



WHAT DO CONSULTING PSYCHOLOGISTS DO?

Consulting
Psychologists apply
*psychological
knowledge and skills*
within a business
context to improve
business outcomes.



Individuals



Groups/Teams



Organizations



WHAT DO CONSULTING PSYCHOLOGISTS DO?



Individuals

- Assessments
 - Career Assessment
 - Selection
 - Development
- Coaching
 - Career Coaching
 - Fixing Deficits/ Problem Behaviors
 - Maximizing Leadership Impact
 - Career Transitions



WHAT DO CONSULTING PSYCHOLOGISTS DO?



Groups/Teams

- Assessments
- Facilitation the Formation of a Team
 - Establishing Norms, Roles
 - Increasing Familiarity
 - Building Trust
- Role Analysis
- Interventions
 - Group conflict/dysfunction
- Leadership Development Programs/Management Skills



WHAT DO CONSULTING PSYCHOLOGISTS DO?



Organizations

- Assessments
 - Culture Assessment
 - Employee Engagement
- Consulting at the Org Level
 - Talent Management
 - Change Management
 - Strategic Planning



WHAT ARE THE POSSIBLE CAREER PATHS?

- Internal vs. External
 - Descriptions
 - Similarities
 - Key Differences



WHERE DO CONSULTING PSYCHOLOGISTS WORK?

INTERNAL

- Mid-sized and Large Organizations
- All Industries
- Part of HR or “Corporate” Services

EXTERNAL

- Independent Practice
- Small Boutique Firms
- Large Firms
- Specialized Services
 - Assessment Companies



WHAT ARE THE POSSIBLE CAREER PATHS?

INTERNAL

- Within the Organization's Hierarchy
- Typically with HR Function
- Often Removed from Sr. Leaders
- Takes Longer to Earn Respect/Build Advisory Relationship
- Long-term, Deeper Relationships
- *Might be* Less Demanding
- Travel Expectations Less, But Vary

EXTERNAL

- Independent, Objective
- "Advisor Status" Coming in the Door
- Can Leverage Expertise/Degree
- Direct Line to Senior Leaders
- Shorter Relationships
- Fast Paced, High Demands
- High Travel Demands
- Business Generation



WHAT ARE THE POSSIBLE CAREER PATHS?

INTERNAL CONSULTING

- **COMMON INTERNAL ROLES**

- Organization Development
- Learning & Development
- Training
- Leadership Development
- Talent Development
- Talent Management
- Employee Engagement
- Culture
- Workforce Development/Planning
- Change Manager
- Diversity & Inclusion
- Performance or Process Improvement
- Human Resources

- **INTERNAL JOB TITLES**

- Coordinator
- Specialist
- Consultant
- Manager
- Sr. Manager
- Director
- Sr. Director
- Vice President



WHAT ARE THE POSSIBLE CAREER PATHS?

EXTERNAL CONSULTING

- **COMMON EXTERNAL WORK**

- Executive Assessment
- Executive Coaching
- Leadership Development
- Organization Development
- Training

- **EXTERNAL JOB TITLES**

- Leadership Consultant
- Management Consultant
- Executive Consultant
- Coach/Executive Coach
- Sr. Consultant
- Affiliate
- Partner
- Managing Partner
- Principal



MORE ABOUT MY CAREER JOURNEY

**Post-doc;
Organization Dev.
Consultant**



**Organization Dev.
Manager**



LEWIS SMITH CONSULTING



**President/
Consultant**



**Sr. Director, Assessment &
Clinical Programs**



**Director,
Talent Dev.**

PhD Clinical Psych



How Much Do Consulting Psychologists Make?



How Do You “BREAK INTO” CONSULTING?

- **GET EXPERIENCE AND CERTIFICATIONS**

- Volunteer, Internships (DRI), Rotations, Pro Bono, Post-Doc (NCOD)
- Certifications:
 - 360-degree Assessment (eg, VOICES, Leadership Circle, Zenger Folkman, etc)
 - ICF – International Coach Federation
 - Hogan Leadership Assessments
 - Style Assessments: MBTI, DiSC, CPI
 - Conflict Assessments: Thomas Kilmann
 - Emotional Intelligence: EQi
 - Burnout: Maslach Burnout Inventory
 - Learning Agility: TALENTx7
 - Workshops: Strengths Finder, TalentSmart Classes



How Do You “BREAK INTO” CONSULTING?

- **NETWORKING IS KEY**

- Professional Orgs: SCP, SIOP, OD Network, ATD, SHRM
- Find a Mentor
- Connect with Diane Lepley Recruiting (<http://www.lepleyconsultants.com/>)
- LinkedIn Profile
- Follow/Groups:
 - SCP, SIOP, Association for Talent Dev., Organization Dev. Network, SHRM
 - HBR, Forbes, Leadership Dev Groups, Talent Economy, HR groups
 - Companies: CCL, LDW, LWF, AIIR, RHR, DDI, SKS Consulting Psychologists, Vantage, Slalom, Berman Leadership, Green Peak, Deloitte

Job Sites: LinkedIn, Indeed, OD Network, TD.org



How Do You “BREAK INTO” CONSULTING?

- **SHIFT TO “BUSINESS” MINDSET**

- Executive Presence
- Professional Appearance
- Online Representation
 - Solid LinkedIn Profile
 - Don't let social media have a negative impact
- Read HBR, Forbes, Wall Street Journal, etc.



WHAT ARE KEY CONSIDERATIONS?



- Geographic Location
- Travel
- Isolation/ Group Connection
- Long vs Short Connections
- Risk Tolerance

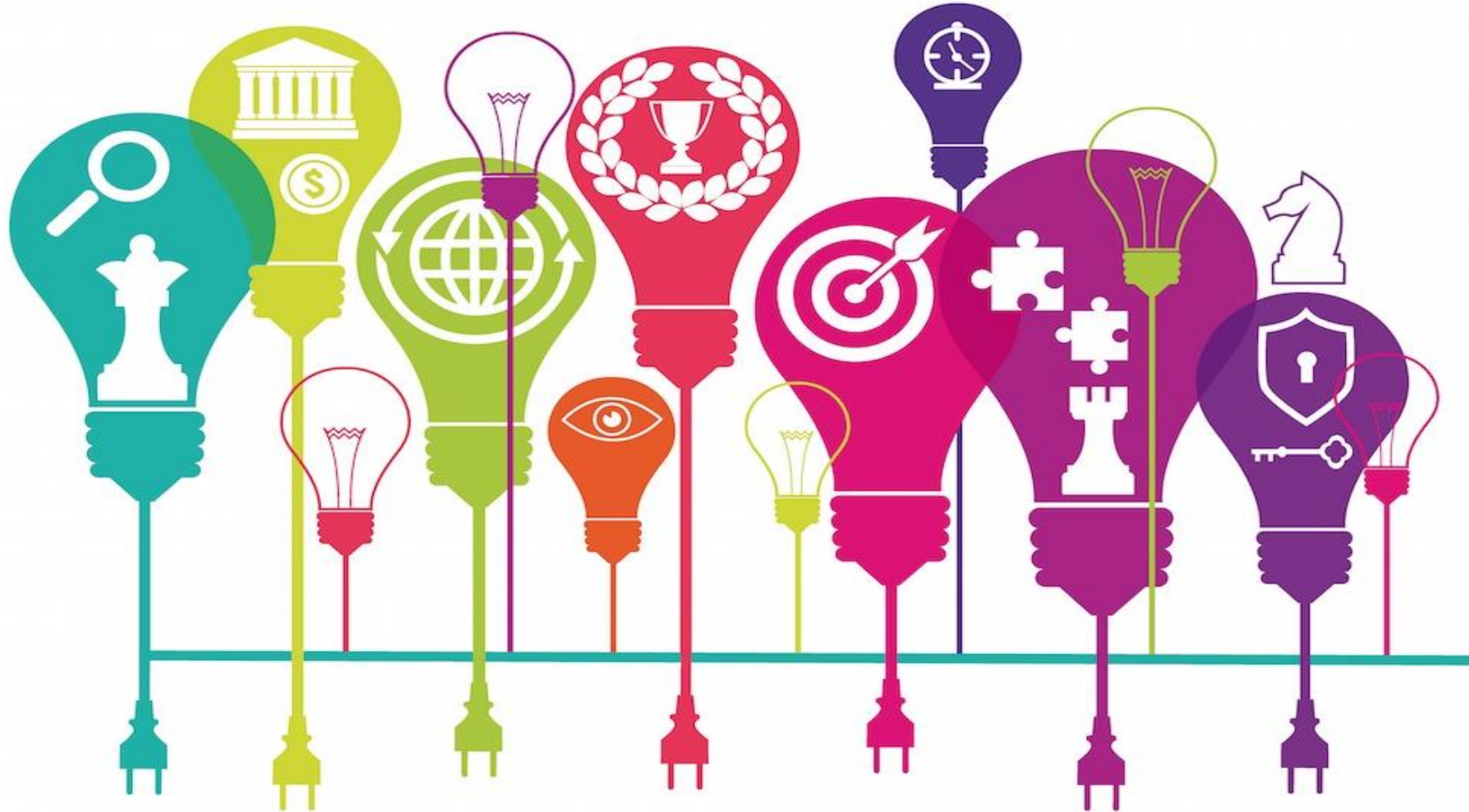


Your Questions

What other questions can we address that will help meet your expectations for this sessions on Careers in Consulting Psychology?

**USE THE CHAT
FEATURE TO ASK YOUR
QUESTIONS.**

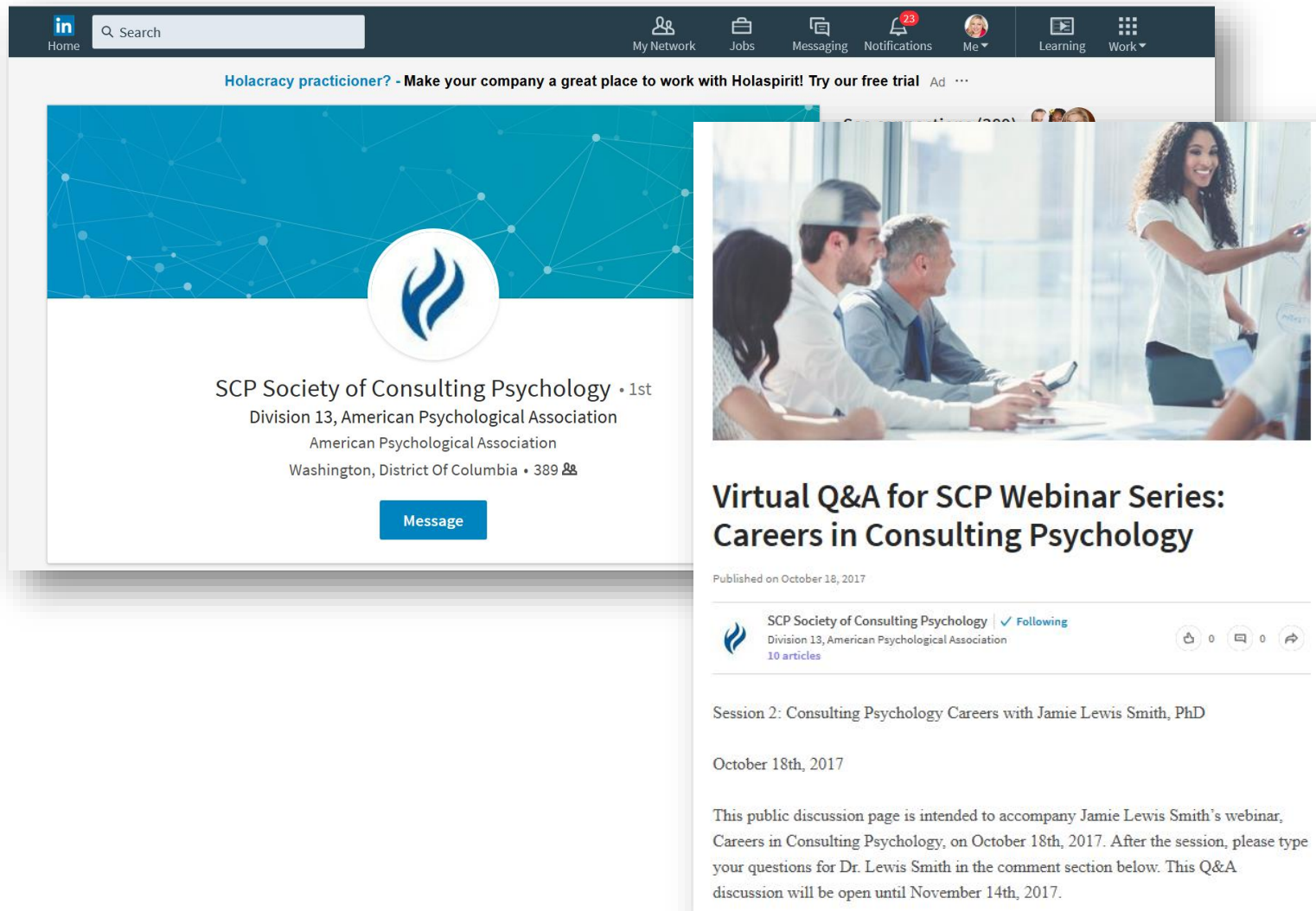




CONTINUE YOUR JOURNEY



Continue the Discussion



- Follow SCP Society of Consulting Psychology in LinkedIn
- Virtual Q & A there now
- Open until November 10th



Further Reading

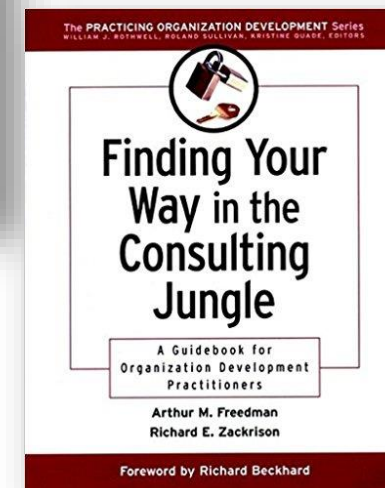
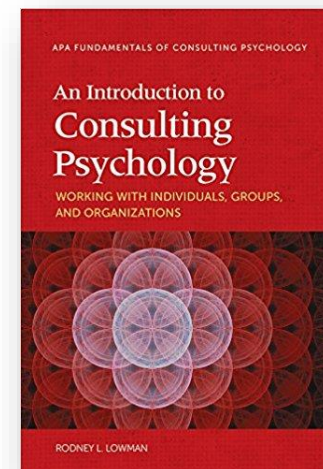
DeAngelis, T. (2006). Breaking into Business. *gradPSYCH Magazine*, 4 (1). Retrieved from: <http://www.apa.org/gradpsych/2006/01/business.aspx>

Freedman, A.M., Zackrison, R.E., & Freedman, R. (2001). *Finding Your Way in the Consulting Jungle: A Guidebook for Organization Development Practitioners*. San Francisco, CA: Jossey-Bass.

Leonard, H.S. (1999). Becoming a Consultant: The Real Stories. *Consulting Psychology Journal: Practice and Research*, 51 (1), 3 - 13.

Liebowitz, B. & Blattner, J. (2015). On Becoming a Consultant: The Transition for a Clinical Psychologist. *Consulting Psychology Journal: Practice and Research*, 67 (2), 144 – 161.

Lowman, R. L. (2016). *An Introduction to Consulting Psychology: Working with Individuals, Groups, and Organizations*. Washington, DC: American Psychological Association.



Become a Member of SCP



WHY WE LOVE BEING MEMBERS

- Very welcoming and nurturing environment
- Embedded in the community
- Making connections and networking
- *Consulting Psychology Journal*
- Real world conversations with real world consultants
- A better appreciation of and confidence in your value as a psychologist
- Fun social experiences

Professional Affiliate Membership Fee \$100.00

Student Affiliate Membership Fee \$25.00

<http://www.societyofconsultingpsychology.org/becoming-a-member>



2018 Conference – Savannah, GA (Feb 8 – 11)



- **Content for Students/Early Career Attendees:**

- Breaking into Consulting
- Learning from the Gurus
- New Attendee Welcome Lunch
- Learning Agility Certification Workshop (volunteers excluded)

- **Get Involved**

- Submit a Poster Proposal (deadline November 1)
- Volunteer (reach out to [Felina Carter](#))
- Participate on the Conference Planning Committee

Join the
FUN!



Join Us for Future Sessions!

To Register for Future Sessions:

- 1** SCP Webpage
www.societyofconsultingpsychology.com
- 2** Education Tab
- 3** Current Webinars
- 4** Webinar: Careers in Consulting Psychology

You will be asked to login or create a **free** account.

| WHEN 5:30P EST | NOVEMBER 15 2017 | DECEMBER 13 2017 | JANUARY 17 2018 |
|-------------------|----------------------|-------------------------------------|-------------------------------------|
| TOPICS | Research Involvement | Career Path: External Consulting | Career Path: Internal Consulting |
| SPEAKERS | Dale Thompson, PhD | Anjali Fox, PhD | Matthew Del Giudice, PsyD, MBA |



Next Month:

Research Involvement

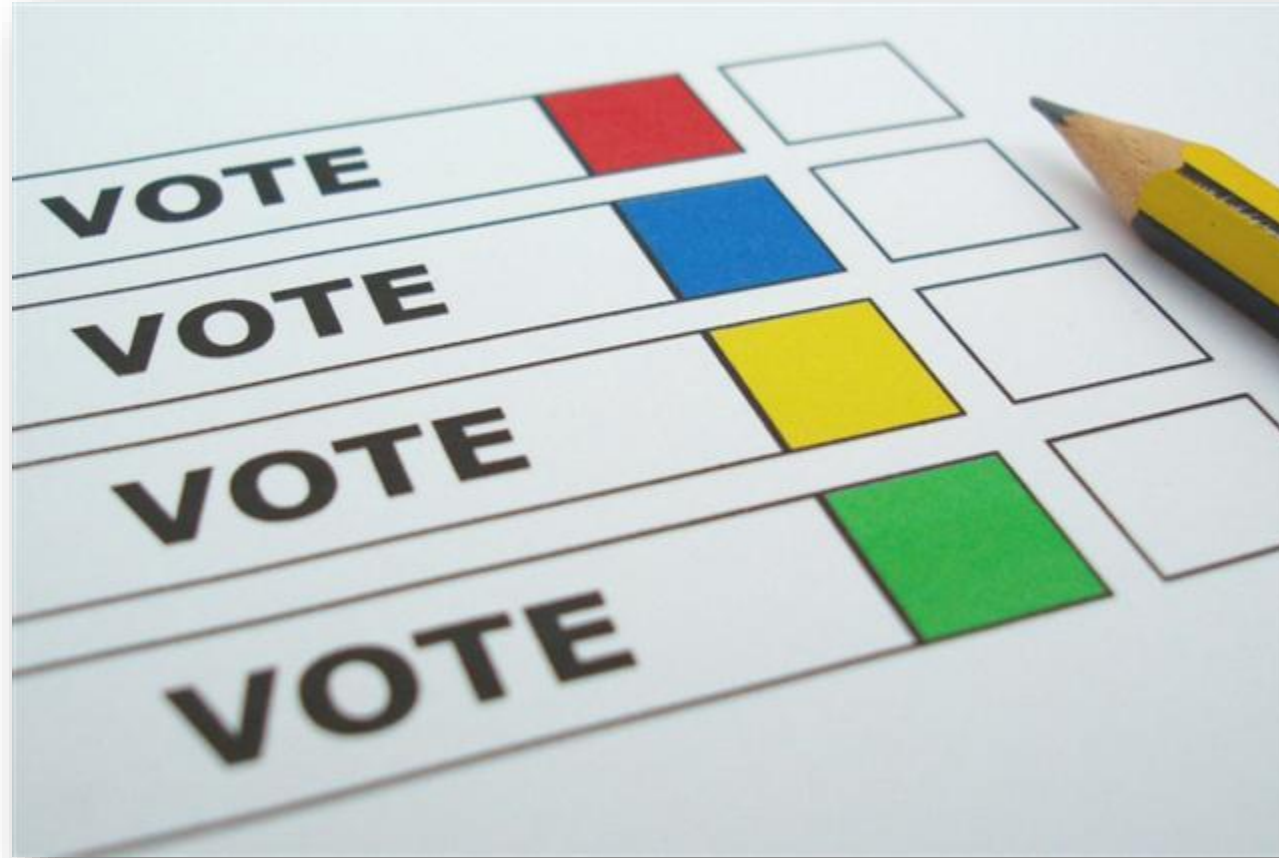
A. Dale Thompson, PhD

Founder & CEO

Leadership Worth Following
2018 SCP President



Poll: Will You Join Us Again?



We Value Your Feedback



FEEDBACK

- You will receive an email from **FELINA CARTER**
- It will include a link to the feedback survey
- It will also include links to helpful resources from this call



