Consulting Psychology Careers
# Program Facilitator

**Felina Carter, PhD, PMP, SSBB**

Project Management Consultant, Imprivata  
APAGS/PSLN Student Representative  
FelinaCarter@FelinaCarter.com  
https://www.linkedin.com/in/felinacarter/

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

<table>
<thead>
<tr>
<th>WHEN 5:30P EST</th>
<th><strong>SEPTEMBER 20</strong> 2017</th>
<th><strong>OCTOBER 18</strong> 2017</th>
<th><strong>NOVEMBER 15</strong> 2017</th>
<th><strong>DECEMBER 13</strong> 2017</th>
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<td><strong>TOPICS</strong></td>
<td>What is Consulting Psychology</td>
<td>Consulting Psychology Careers</td>
<td>Research Involvement</td>
<td>Career Path: External Consulting</td>
<td>Career Path: Internal Consulting</td>
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<td><strong>SPEAKERS</strong></td>
<td>Greg Pennington, PhD</td>
<td>Jamie Lewis Smith, PhD</td>
<td>Dale Thompson, PhD</td>
<td>Anjali Fox, PhD</td>
<td>Matthew Del Giudice, PsyD, MBA</td>
</tr>
<tr>
<td><strong>CURRENT ROLE</strong></td>
<td>Managing Partner, PennPoint Consulting</td>
<td>Founder &amp; President, Lewis Smith Consulting &amp; Pixel Leadership Group, LLC</td>
<td>Founder &amp; CEO Leadership Worth Following</td>
<td>Consultant Leadership Development Worldwide</td>
<td>Director, Global Talent Management and Organization Development PepsiCo</td>
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- 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

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

**WHAT DO CONSULTING PSYCHOLOGISTS DO?**

- **Individuals**
- **Groups/Teams**
- **Organizations**
WHAT DO CONSULTING PSYCHOLOGISTS DO?

• Assessments
  o Career Assessment
  o Selection
  o Development

• Coaching
  o Career Coaching
  o Fixing Deficits/ Problem Behaviors
  o Maximizing Leadership Impact
  o Career Transitions
WHAT DO CONSULTING PSYCHOLOGISTS DO?

- 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

Groups/Teams
WHAT DO CONSULTING PSYCHOLOGISTS DO?

• Assessments
  o Culture Assessment
  o Employee Engagement

• Consulting at the Org Level
  o Talent Management
  o Change Management
  o 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?

- **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

PhD Clinical Psych

Post-doc; Organization Dev. Consultant

Organization Dev. Manager

Sr. Director, Assessment & Clinical Programs

Organization Development

Nemours. Children's Health System

Education Dynamics™

MedExpress
Director, Talent Dev.

President/Consultant

LEWIS SMITH CONSULTING

VHA National Center for NCOD
Organization Development
HOW MUCH DO CONSULTING PSYCHOLOGISTS MAKE?
HOW DO YOU “BREAK INTO” CONSULTING?

• GET EXPERIENCE AND CERTIFICATIONS
  o Volunteer, Internships (DRI), Rotations, Pro Bono, Post-Doc (NCOD)
  o 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
  o Professional Orgs: SCP, SIOP, OD Network, ATD, SHRM
  o Find a Mentor
  o Connect with Diane Lepley Recruiting (http://www.lepleyconsultants.com/)
  o LinkedIn Profile
  o 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


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
SCP Webinar Series: Careers in Consulting Psychology

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

- Content for Students/Early Career Attendees:
  o Breaking into Consulting
  o Learning from the Gurus
  o New Attendee Welcome Lunch
  o Learning Agility Certification Workshop (volunteers excluded)

- Get Involved
  o Submit a Poster Proposal (deadline November 1)
  o Volunteer (reach out to Felina Carter)
  o 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.

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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

• 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