



Dr. Elizabeth Joy

ORGANIZATIONAL PSYCHOLOGIST • RESEARCHER
EXECUTIVE COACH • CONSULTANT • SPEAKER
CAPABILITIES STATEMENT

New Age Solutions For New Age Challenges

There is no shortage of challenges present in the corporate environment. So much so that many employees and leaders feel uneasy and unequipped to manage and survive what can feel like unending *change*. Uncertainty has been looming since the COVID-19 pandemic began in 2020. To make matters worse, artificial intelligence has similarly taken the world by storm, fully disrupting everything we know about work.

While AI is replacing humans in many ways, collectively, *people* will always be what makes an organization, and there will never be a replacement for humans and human connection. Informed by primary research, our corporate solutions focus on strengthening skillsets and mindsets that enhance individuals' abilities to navigate change and ensure effective performance AND holistic well-being for employees and leaders.

Dr. Joy leverages her unique combination of business and human behavior expertise to improve executive and organizational performance using research-based solutions that...



account for individual needs...

- Stress, anxiety & isolation threatening holistic well-being
- Work-life conflict/imbalance
- Burnout

...while solving organizational problems.

- Turnover, retention, & low productivity
- Organizational culture
- Lack of cultural diversity, inclusivity, & responsiveness

Core Capabilities

- Half- and full-day workshops, retreats, and keynotes w/ former NFL star Raymont Harris
- Clinically-informed executive coaching
- Executive & leadership development via trainings, workshops, & self-paced modules
- Emotional intelligence workplace, leadership, & 360° assessments with training & coaching

Differentiators

- Proven, quality services with real results without Big Three prices
- Content & approaches that are fresh and relatable, not predictable and redundant
- Solutions developed using primary research conducted by Dr. Joy (see p.2)

Licenses/Credentials

- Change Management Certified, Prosci
- Board Certified Coach, Center for Credentialing & Education
- Emotional Quotient-Inventory (EQ-i) 2.0/360 Certified Administrator, Multi-Health Systems Inc. (MHS)
- Licensed Independent Social Worker, Ohio Counselor, Social Worker, and Marriage and Family Therapist Board - I.1901797
- Licensed Chemical Dependency Counselor III, State of Ohio Chemical Dependency Professionals Board - LCDCI.141122
- Myers-Briggs Type Indicator (MBTI) Administrator, The Myers & Briggs Foundation

Education

- Ph. D. Industrial & Organizational Psychology
- Master of Social Work
- Master of Business Administration
- Bachelor of Science in Social Work

NAICS Codes

- NAICS 541611 - Business Management Consulting Services
- NAICS 541611 - Administrative Management & General Management Consulting Services
- NAICS 541612 - Human Resources Consulting Services
- NAICS 541618 - Other Management Consulting Services
- NAICS 611430 - Professional and Management Development Training

Limited Client Listing

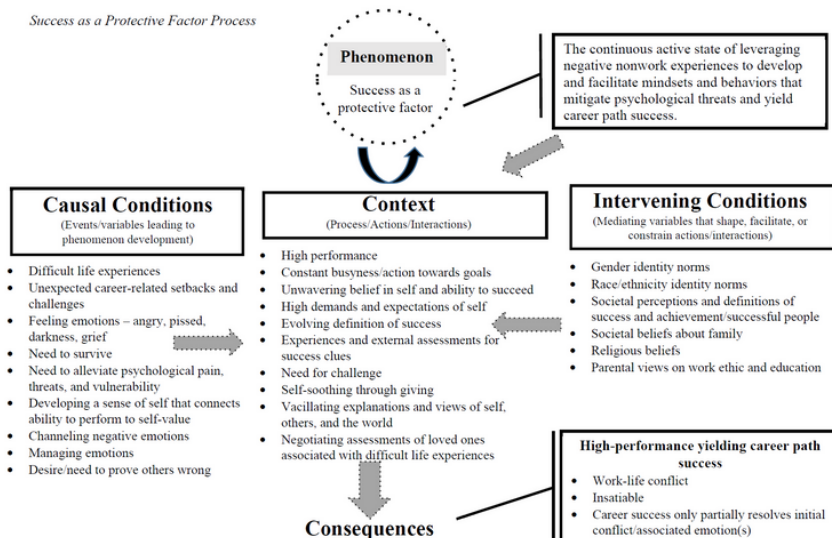


PRIMARY RESEARCH

Success as a Protective Factor: Humanizing Elite Athletes, Leaders, and Business Owners

Dr. Joy studied the impact of personal life experiences on the career path success of elite performers making \$500,000 or more in annual income across industries, including Fortune 500 CEOs, producers (entertainment), entrepreneurs, and former NBA & NFL athletes, and found a direct connection between career success and traumatic/difficult life experiences. Findings revealed that adaptive responses to early-life threats, including channeling negative emotions and the development of unwavering belief in self, yielded above-average career outcomes. Success is used as a form of protection. Unfortunately, career success is achieved with unintended consequences in personal life. The extent to which they are mitigated depends upon how views of self, others, and the world change and the extent to which the definition of success evolves.

Success as a Protective Factor Process



While their career outcomes are admirable, elite performers' ability to continuously be their own solution essentially positions them as superhuman in the minds of others. They are not, however, exempt from the difficulties that every human experiences. Further, they are responsible for successfully leading organizations, teams, and communities while privately maneuvering personal challenges.

Implications For Your Organization And Its' Leaders

A leader's ability to rise among the ranks does not negate the fact that they are still human. The skill sets and mindsets needed to achieve elite levels of career success don't translate to a superpower that provides immunity to stress and burnout or the ability to be without the need for space and support to identify areas of needed improvement and an opportunity to define a version of success that expands beyond career.

The tendency to view leaders as superhuman and to limit the definition of success to high production and top-tier career outcomes denies the very leaders we rely on to guide us through the toughest of times the opportunity to be fully authentic personally and professionally. It also signals a lack of appreciation for individuals as people who are more than what they do for a living. This creates toxic workplaces that leave the best talent, including leaders, burned out and submitting resignations.

Put Some Human In It

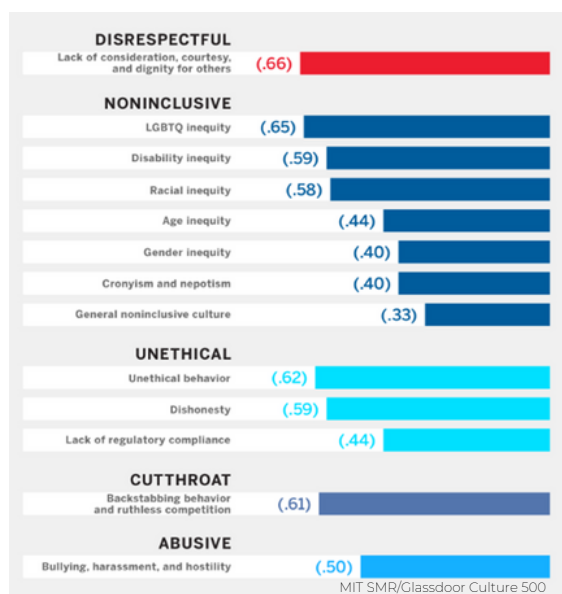
Now more than ever, success in corporate America demands that leaders be equipped to effectively relate and engage with direct reports, peers, and stakeholders. Resignation numbers continue to rise even after the height of the pandemic. Research shows that the primary reason employees are leaving is toxic workplace culture. 10.4 times more important than compensation, employees are no longer willing to tolerate what they perceive as disrespectful, non-inclusive, nonethical, cutthroat, and abusive environments and leaders. Leaders must have the ability to go beyond transactional approaches and mindsets and be collaborative, empowering, transparent, and authentic. In addition to technical skills, leaders must be emotionally intelligent.

Leaders Are Human Too

We can't continue to overlook that leaders are humans too. Beyond their duties as leaders, they are maneuvering their reality as human beings... as parents, spouses, caregivers to their aging parents, friends, and loved ones. Employees and leaders alike are demanding a workplace that honors this and provides them with the tools and support they need to be effective in work AND life.

It's Time To Do It Different

Your organization can ill afford to keep hiring the same big brand consultants, trainers, and coaches who provide "solutions" that don't account for the human experience of employees and leaders. Leveraging her research and experience coaching elite performers, Dr. Joy designed the GPS for TRU Success framework to support executives, leaders, and emerging leaders in developing skill sets and mindsets for personal AND professional success in today's world. We support leadership development through a broad and curated curriculum that includes executive coaching programs, live workshops, keynotes, and self-paced learning modules priced and customized for your organization.



Learn more and see the full report at elizabethjoy.com