

Patricia Grabarek, Ph.D.Email: pegrabarek@gmail.com; Phone: 805-404-6572

SUMMARY

Dr. Grabarek is an Industrial/Organizational Psychologist specializing in workplace wellness, employee assessments, selection, predictive workforce analytics, learning and development, employee engagement, performance management, and competency modeling with a strong statistical and research background.

EDUCATION

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| Ph.D. I/O Psychology | The Pennsylvania State University, 2011 Minor: Data Analysis |
| M.S. I/O Psychology | The Pennsylvania State University, 2009 |
| B.A. Psychology | University of California, Los Angeles, 2007 |

WORK EXPERIENCE**Workr Beeing**, June 2017 – Present*Co-Founder*

- Creates weekly content on employee and organizational well-being for public consumption.
- Co-host, The Workr Beeing Podcast.
- Manages social media and online presence.
- Consults and conducts training on various workplace wellness topics including psychological safety and diversity and inclusion.
- Delivers public speaking engagements related to health and wellness at work.

Infor Talent Science, May 2014 – Present*Senior Behavioral Scientist (2017-present); Behavioral Scientist (2014-2017)*

- Consults with over 35 clients in the implementation and analysis of human capital management and predictive analytic solutions.
- Advises clients on human capital strategies including talent acquisition, assessment, talent management, and data analytics.
- Mentors and develops new team members.
- Works with clients to identify their assessment needs and strategies, develop and implement the appropriate assessment profiles by position, and study the chosen strategy to confirm effectiveness.

- Led an internal organization-wide project to create competency models for all positions across Infor.
- Develops new talent management products including, competency libraries, leadership assessment, and engagement surveys, to continually provide new value to clients.

Molina Healthcare, Inc., April 2013 – April 2014

Talent Development Analyst

- Led an organization-wide effort to develop leadership, core, and technical competencies models to be integrated into various talent management programs.
- Evaluated, analyzed data, and presented recommendations to executives based on survey, focus group, and interview data for various programs, including performance management.
- Designed and launched a new performance coaching practice.
- Developed and implemented a new employee engagement survey.

Independent Consultant, February 2012 – July 2013

- Developed career pathing strategies and tools for a variety of clients.
- Developed offsite strategic leadership retreats, performance management training, and management training for a variety of government clients.
- Conducted a number of organizational and HR assessments, identifying areas of strength and recommendations for improvement in areas such as selection, onboarding, training, organizational culture, succession planning, etc.
- Developed and validated multiple custom competency models.

Federal Management Partners, August 2010 – February 2012

Consultant II (2011-2012); Consultant I (2010-2011); Intern (2010)

- Worked with several government agencies and with Amtrak to create recruitment strategies, selection systems, and competency models.
- Conducted organizational and training needs assessments for a variety of government clients
- Managed a training coordination project, including the development of content, for the Consumer Financial Protection Bureau.
- Developed soft skills training suites, executive leadership trainings, and executive coaching programs.
- Analyzed survey data and created program evaluation surveys for various clients.

Schreyer Honors College Leadership Assessment Center, 2009-2010

Director

- Recruited participants and assessors, wrote exercises, developed feedback reports, created developmental opportunity recommendations for participants and ran the developmental assessment center.

Penn State University Practicum, 2008-2010*Consultant*

- Created a performance management system for the university.
- Created a selection tool and system for Aerosoles shoes.

PUBLICATIONS AND PRESENTATIONS

Grabarek, P.E. (2019). Psychology in the workplace. *Invited presentation*, Department of Psychology, Occidental College.

Grabarek, P.E. (2019). Closing plenary panel: How can we create purposeful impact locally and beyond. *Invited panelist*, Millennial Summit, Wilmington, DE.

Grabarek, P.E. (2019). Aligning passion with your career. *Invited panelist*, Millennial Summit, Wilmington, DE.

Grabarek, P.E. & Sawyer, K.B. (2019). Wellness in the workplace: research and practice. *Invited presentation*, Department of Psychology, Clemson University.

Grabarek, P.E., Clark, P., Sawyer, K.B., & Strange, J. (2019). Video killed the live interview? Selection in the age of video interviewing and artificial intelligence. *Poster Session*, SIOP Conference, National Harbor, MD.

Grabarek, P.E. (2018). Choose your own adventure consulting II: Common challenges, different approaches. *Panel Discussion*, SIOP Conference, Chicago, IL.

Grabarek, P.E. (2018). Psychology at work. *Invited presentation*, Department of Psychology, Occidental College.

Grabarek, P.E. (2017). Are millennials ruining the workplace? *Invited Speaker*, TEDxPershing Square, Los Angeles, CA.

Grabarek, P.E. (2017). Choose your own adventure consulting: Common challenges through different lenses. *Panel Discussion*, SIOP Conference, Orlando, FL.

Grabarek, P.E. (2016). *Negotiation*. In 'Ignite your career', *Ignite session*, SIOP Conference, Anaheim, CA.

Gilmore, P. & Grabarek, P.E. (2016). Natural language classifiers and sentiment analysis for open-ended survey responses. *Poster*, SIOP Conference, Anaheim, CA.

- Grabarek, P.E. (2015). The Art of Negotiation. In L. Lomeli (Chair), 'Blazing the job trail: How to ignite your career'. *Ignite session*, SIOP Conference, Philadelphia, PA.
- Porr, W., Ferro, G., Grabarek, P.E., & Larskon, C.K. (2015). Generational challenges and innovation in career and leadership development. *Roundtable*, SIOP Conference, Philadelphia, PA.
- Grabarek, P.E., Dutta, S., Johnson, J.E., Porr, W., & Ellis, R. (2014). Career pathing – best practices, challenges, and lessons learned. *Roundtable*, SIOP Conference, Honolulu, HI.
- Grandey, A.A., Grabarek, P.E., & Teague, S. (2012). Negative relational exchanges of customers and employees: Performance and well-being implications. Eby, L.T. & Allen, T.D. (Ed.) *Relationships at Work: Frontiers in IO Psychology Series*, San Francisco, CA: Jossey-Bass.
- Grabarek, P.G., Grandey, A.A., Lanza, S.T., & Barger, P. (2012). Personality typologies as predictors of effective interpersonal performance. *Symposium*, SIOP Conference, San Diego, CA.
- Jacobs, R.R., Cushenbery, L., & Grabarek, P.E., (2011). Assessments for selection and promotion of police officers. Kitaeff, J. (Ed.) *Handbook of Police Psychology*.
- Grabarek, P.E. & Grandey, A.A. (2010). Understanding smile school: Emotional labor training occurrence and consequences. *Symposium (co-chair)*, SIOP Conference, Atlanta, GA.
- Grabarek, P.E. (January 2010). Practicing science: The Penn State Assessment Center. *The Industrial-Organizational Psychologist* 47(3).
- Grandey, A.A., Diefendorff, J.M., Grabarek, P.E., & Diamond, J.A. (2009). Emotional display as job requirement: Differences across targets and performance. *Symposium*, SIOP Conference, New Orleans, LA.

TEACHING EXPERIENCE

Adjunct Professor, Masters in Applied Psychology, University of Southern California, 2017 - Present

Adjunct Professor, The Pennsylvania State University, 2014

Lab Instructor/Teaching Assistant, The Pennsylvania State University, 2007 - 2009

AWARDS

- “People Make the Place”: Organizational Citizenship Award for the I/O Psychology Program, 2008
- Member of Phi Kappa Phi Honors Society and Psi Chi Honors Society