

**Patricia Ewa Grabarek, PhD**

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***SUMMARY***

I am an Industrial/Organizational Psychologist with a passion and expertise in building positive, effective, and inclusive work environments. With extensive mentorship and leadership experience, I leverage my relationships to drive strategy and process forward. My expertise and specialties include: workplace wellness, diversity, equity, and inclusion, employee assessments and selection, predictive workforce analytics, behavioral nudges, learning and development, employee engagement, performance management, and competency modeling. I tackle problems analytically, using my strong statistical and research background.

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***WORK EXPERIENCE*****Workr Beeing**, June 2017 – Present*President*

- ***Manages Business Operations***

Manages budgets, contracts, and sales of the business. Develops and implements the business strategy and direction.

- ***Diversity, Equity, and Inclusion***

Leverages current research and best practices to develop training, workshops, and coaching programs and recommend and implement strategy for clients.

- ***Workplace Wellness***

Consults with clients to educate and implement strategies for building positive and inclusive work cultures.

- ***Research Communication and Translation***

Conducts speaking engagements at organizations and conferences on topics related to workplace wellness and inclusion. Creates written content on employee and organizational well-being research for public consumption. Additionally, co-hosts “The Workr Beeing Podcast” focused on research translation.

**Symend**, March 2021 - present*Manager, Behavioral Science*

- ***Mentorship and Leadership***

Manages a team of analysts and scientists, providing oversight, coaching, and performance management. Onboards new team members, providing support, ensuring quick ramp up, and facilitating effective performance. Delegates work

effectively and provides support and guidance as needed. Empowers team members to take ownership of their work and projects, facilitating trust and decision autonomy.

- ***Team Structure and Strategy***

Develops and executes strategy and direction for the client-facing Behavioral Science team. Creates standardization and processes to drive successful client collaborations in a start-up environment.

- ***Driving Talent Strategy***

Creates job descriptions and career paths for the team, conducts interviews, and ensures effective hires are made. Additionally, leverages expertise in I/O psychology with the People & Culture team, serving as a consultant on organizational culture and employee experience initiatives.

- ***Client Relationship Management***

Leverages expertise in developing and managing client relationships to support team members' client activities. Provides guidance in client escalation situations and serves as a leadership point of contact for clients.

- ***Behavioral Science Expertise***

Educates internal and external stakeholders in behavioral science tactics and research. Guides and supports team members in experimentation and drawing insights from client research.

**Infor Talent Science**, May 2014 – February 2021

*Senior Behavioral Scientist and Team Lead (2019 - 2021); Senior Behavioral Scientist (2017-2019); Behavioral Scientist (2014-2017)*

- ***Mentorship and Leadership***

Managed a team of analysts, providing oversight, coaching, and performance management. Drove strategy and direction of the Behavioral Science and Analysis team. Onboarded and mentored new team members, providing support and ensuring quick ramp up, and effective performance.

- ***Innovation***

Developed and implemented new products (including a leadership assessment report) and processes to help streamline work and improve clients' strategies and procedures. Continually assessed processes, procedures, and strategy to ensure alignment with research, best practices, and current trends.

- ***Consulting on Talent Strategy***

Consulted with over 35 clients in the implementation and analysis of human capital management and predictive analytic solutions. Works with clients to identify their assessment needs and strategies to inform implementation and approach. Advises clients on various human capital strategies including talent acquisition, talent management, learning and development, and diversity, equity, and inclusion.

- ***Assessment Expertise***

Demonstrated expertise in assessment development, implementation, and results. Drove client implementation of the Talent Science assessment product. Conducted and communicated validation and adverse impact analyses. Advised clients on diversity, equity, and inclusion in assessment strategy.

**Molina Healthcare, Inc.**, April 2013 – April 2014

*Talent Development Analyst*

- ***Competency Modeling***

Led an organization-wide effort to develop leadership, core, and technical competency models to be integrated into various talent management programs.

- ***Research and Data Analysis***

Evaluated, analyzed data, and presented recommendations to executives based on survey, focus group, and interview data for various programs, including a new performance coaching practice and the employee engagement survey.

**Self-Employed**, February 2012 – July 2013

*Human Capital Consultant*

- ***Manages Business Operations***

Managed invoicing, budgets, and contracts with various clients.

- ***Consulting on Talent Strategy***

Developed offsite strategic leadership retreats, management trainings, and career pathing strategies and tools for a variety of government clients. Developed career pathing strategies and tools. Conducted organizational and HR assessments, identifying areas of strength and recommendations for improvement in areas such as selection, onboarding, training, organizational culture, succession planning, and competency modeling.

**Federal Management Partners**, August 2010 – February 2012

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

- ***Consulting on Talent Strategy***

Worked with several government agencies and Amtrak to create recruitment strategies, selection systems, and competency models. Developed soft skills training, executive leadership training, and coaching programs.

- ***Research and Data Analysis***

Analyzed survey data and created program evaluation surveys for various government clients. Conducted organizational and training needs assessments.

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**TEACHING EXPERIENCE**

**Adjunct Professor**, Masters in Applied Psychology, University of Southern California  
(2017 - present)

**Adjunct Professor**, Psychology Department, The Pennsylvania State University (2014)

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**SELECT PUBLICATIONS AND PRESENTATIONS**

Grabarek, P.E. (2020). Choose your own adventure consulting III: Common challenges, different approaches. *Panel Discussion, SIOP Conference, Virtual.*

Grabarek, P.E., Clark, P., Sawyer, K., & 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. (2019). #SpurImpact: How We Can Create Purposeful Impact Locally and Beyond. *Closing Plenary Panel, Millennial Summit: Wilmington, DE..*

Grabarek, P.E. (2019). Aligning your passion with your career. *Panel Discussion, Millennial Summit: Wilmington, DE..*

Grabarek, P.E. (2017). Are Millennials ruining the workplace? *TEDx Talk, 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. (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., & Larsson, 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*.
- 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*.

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## ***EDUCATION***

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