
Patricia Ewa Grabarek, PhD

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SUMMARY

Dr. Grabarek is an Industrial/Organizational Psychologist with expertise in workplace wellness, culture, employee engagement, leadership, and people analytics. Grabarek has spent her career as a practitioner, mostly working in consulting but, recently, moved internally, leading a people analytics research team at Intuitive. Throughout her career, Grabarek has worked with over sixty different client organizations from various industries, implementing solutions and research to improve wellness, diversity, retention, performance, and engagement. Recently, she was featured on Culture Amp's list of Top 25 Emerging Culture Creators for 2024. In addition, Grabarek has been featured in various media outlets, including The L.A. Times, CBS News, and CBC Radio. Grabarek is a co-founder of Workr Beeing, a workplace wellness organization providing engaging solutions and accessible content to create positive work environments.

BOOKS

- *Wiley*. (March 2025). [Leading for Wellness: How to Create a Team Culture Where Everyone Thrives.](#)

SELECT MEDIA APPEARANCES & MENTIONS

- *Fox 13 Seattle*. (June 2025). [Questions to ask potential employers during interviews.](#)
- *Fast Company*. (April 2025). [How Leaders Can Build a Culture of Wellness That Actually Works.](#)
- *Forbes*. (April 2025). [A Workplace Worth Living For: Why The Future Of Business Depends On Human-Centered Design.](#)
- *TIME Magazine*. (March 2025). [No, Your Email Doesn't Find Me Well. Why Everyone Is So Tired of Work.](#)
- *Forbes*. (March 2025). [4 Rules Of Work-Life Balance—You've Been Thinking About It Wrong.](#)
- *Fast Company*. (March 2025). [Forget icebreakers—this 5-step process builds real team trust.](#)
- *Mashable*. (March 2025). [The end of remote work doesn't work for women.](#)

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- *Fortune*. (March 2025). [Board burnout is a major risk to all companies—Here’s how they can protect their top directors.](#)
 - *Fast Company*. (February 2025). [4 leadership red flags you should never ignore.](#)
 - *Reworked*. (February 2025). [Does Your Organization Encourage Toxic Productivity? How to Break the Habit.](#)
 - *HR Digest*. (February 2025). [4 Rules of Work-Life Balance, And Why You’ve Been Getting It Wrong.](#)
 - *Culture Amp*. (November 2023). [Top 25 emerging culture creators.](#)
 - *Axios*. (June 10, 2023). [Co-working spaces aren’t going anywhere.](#)
 - *CBC News*. (January 30, 2022). [Leaders facing pandemic burnout must adapt, practise self-compassion: CEO, workplace expert](#)
 - *CBC Manitoba Radio Interview*. (January 21, 2022) Leaders and pandemic burnout.
 - *CBS News*. (September 23, 2021). [2 On Your Side: Workers Seek More Flexibility In Post-Pandemic World.](#)
 - *Los Angeles Times*. (March 25, 2021). [Workers look to their bosses for mental health support. Many aren’t getting it.](#)

SELECT PODCASTS

- *Psychologists Off The Clock*. [Episode: 406. Leading for Wellness with Patricia Grabarek and Katina Sawyer.](#)
- *Working Forward*. [Episode: Leading for Wellness in a Burned-Out World with Patricia Grabarek and Katina Sawyer](#)
- *This is Woman’s Work with Nicole Kalil*. [Episode 296: The Wellness Disconnect with Patricia Grabarek, PhD & Katina Sawyer, PhD.](#)
- *WebMD: The HR Scoop*. [Episode: Dr. Patricia Grabarek and Dr. Katina Sawyer from Workr Beeing | Practical Steps for Workplace Wellness Success.](#)
- *Eat Sleep Work Repeat*. [Episode: Great culture starts with teams.](#)

SELECT PRESENTATIONS

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- *SIOF Conference (2025)*. Wellness Interventions: Making Sense of Mixed Results. Panel Discussion.
 - *SIOF Conference (2025)*. So You Want to Write a Book? Panel Discussion.
 - *SIOF Conference (2025)*. SIOF Invited Session: Marketing I-O Psychology. Panel Discussion.
 - *SIOF Conference (2025)*. A Life Well Lived. Panel Discussion.
 - *DisruptHR Los Angeles (2024)*. [A Practical Guide to Help Leaders Drive Healthy Work Environments](#). Speaker.
 - *Evanta Southern California CHRO Executive Summit (2023)*. Creating a Safe Space for Wellbeing panelist.
 - *SIOF Conference (2023)*. Wellness Initiatives in Organizations – Follow the Science, Not the Fad. Panel Discussion.
 - *The Atlantic Progress Summit. (2022)*. The Atlantic Roundtable on The Future of Work panelist.
 - *SIOF Conference (2022)*. Choose your own adventure consulting: Common challenges, different approaches. Panel Discussion.
 - *Millennial Summit (2019)*. #SpurlImpact: How We Can Create Purposeful Impact Locally and Beyond. Closing Plenary Panel.
 - *TEDx Talk (2017)*. [Are Millennials ruining the workplace?](#)

Please contact for additional presentations and publications

EXPERIENCE

Workr Beeing

Co-Founder & President

JUNE 2017 - PRESENT

- Currently writing a book (contract with Wiley) on leading for wellness, based on Workr Beeing's independent research
- Conducts speaking engagements at organizations and conferences on topics related to workplace thriving and inclusion
- Creates written content on employee and organizational well-being research for public consumption and co-hosts the "Thriving at Work" Podcast
- Conducts workshops and training to educate executives and various client groups on research-based strategies of how to build positive, healthy, and inclusive work cultures

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- Manages day-to-day business operations, including budgets and contracts

Procept BioRobotics

Director, Talent Vitality

SEPTEMBER 2024 - PRESENT

- Leads talent strategy for employee experience and development
- Owns employee onboarding process and programs
- Serves as an internal leadership coach for executives and senior leaders across the organization
- Facilitates team building and development programs
- Leads leadership and talent development programs and strategy
- Along with the People Leadership team, sets strategy and conducts long-term planning for all people programs and processes
- Conducts continuous improvement sessions with various cross-functional teams across the organization

Intuitive

Manager, People Analytics Research

MAY 2022 - AUGUST 2024

- Leads and manages team of data scientists and I/O psychologists
- Owns, develops, and executes a 5-year people analytics research strategy, including a comprehensive employee listening strategy
- Works closely with stakeholders (CEO, executive leadership team, CHRO, etc.) to ensure all research questions are answered and needs are met
- Translates research findings into key actionable insights
- Develops and presents stories based on key insights to various stakeholders, adapting style based on the audience's needs and level
- Writes thought leadership pieces to support people leaders in understanding research findings and developing action plans
- Partners closely with Global Talent Management to ensure research findings are translated into organizational actions
- Leverages expertise and external research in developing research priorities, building best practices, and developing actions and recommendations

Symend

Sr. Manager, Behavioral Science (2022)

Manager, Behavioral Science (2021-2022)

MARCH 2021 - APRIL 2022

- Managed a team of analysts and scientists, providing mentorship and coaching for employees at various levels (*team included 12 direct reports prior to promoting a junior management layer of direct reports*)
- Developed and executed strategy and direction for client-facing Behavioral Science team
- Created team structure and standardized processes to stand-up this new team within a young start-up

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- Partnered with the People & Culture team to support building HR functionality, including employee listening, leadership development, performance management, and selection
 - Managed multiple client relationships to support team members' client activities

Infor Talent Science

Sr. Behavioral Scientist and Team Lead (2019-2021)

Sr. Behavioral Scientist (2017-2019)

Behavioral Scientist (2014-2017)

MAY 2014 - FEBRUARY 2021

- Managed a team of analysts, providing oversight and coaching
- Drove strategy and direction of the Behavioral Science and Analysis teams
- Developed and implemented new products and processes to streamline work and improve clients' strategies for hiring, onboarding, and employee and leadership development
- Consulted with over 35 clients in the implementation and analysis of talent assessment, selection, development, and predictive analytic solutions
- Advised clients on various human capital strategies including talent acquisition, talent management, people analytics, development, and diversity, equity, and inclusion
- Worked on assessment development and validation in partnership with our analyst team

Molina Healthcare, Inc.

Talent Development Analyst

APRIL 2013 - APRIL 2014

- Led an organization-wide effort to develop leadership, core, and technical competency models
- Analyzed data and presented recommendations to executives based on survey, focus group, and interview data for various programs, including the employee engagement survey

Self-Employed

Human Capital Consultant (mostly sub-contractor for FMP Consulting)

FEBRUARY 2012 - JULY 2013

- Developed offsite strategic leadership retreats, management trainings, and career pathing strategies for various government agencies

FMP Consulting

Human Capital Consultant II (2011-2012)

Human Capital Consultant I (2010--2011)

Intern (2010)

AUGUST 2010 - FEBRUARY 2012

- Worked with several government agencies to create recruitment strategies, selection systems, and competency models
- Developed soft skills training, executive leadership workshops, and coaching programs
- Conducted organizational and training needs assessments

EDUCATION

The Pennsylvania State University - *Ph.D., I/O Psychology, Minor: Data Analysis*

DECEMBER 2011

The Pennsylvania State University - *M.S., I/O Psychology*

DECEMBER 2009

University of California, Los Angeles - *B.A., Psychology*

JUNE 2007

TEACHING EXPERIENCE

University of Southern California - *Adjunct Professor, Masters of Applied Psychology*

2017-2021

The Pennsylvania State University - *Adjunct Professor, Psychology Department*

2014