Dr. Yost is Chair and the Director of Applied Learning for the Industrial-Organizational Psychology program at Seattle Pacific University. He specializes in talent management, leadership development, change management, and continuous learning.

In 2019, Dr. Yost was awarded the inaugural "Graduate Faculty of the Year" teaching award across all graduate programs at SPU.

Dr. Yost’s research program focuses on strategic talent management, change management, storytelling, employee wellbeing, and church innovation.

Strategic talent management is the practice that companies use to develop talent at all levels in the organization and increase employee wellbeing to support the business and society.

The deliverables of this work will include research articles on U.S Presidents as societal multipliers or diminishers, how to development leaders through experience, and how companies can use talent management to systematically drive organization-wide development.

Storytelling is also a key focus of for the next two years; specifically focusing on how leaders and organizations strategically use stories to drive change.

Finally, his research supports a five-year grant to study how churches can innovate in ways that engage young adults in faith communities.

Across all of these projects, the skills developed in this RVT will include literature reviews, research methodology, statistical analysis, training program design, and personal leadership development.

"I TEACH AT SPU BECAUSE IT IS A COMMUNITY THAT CARES DEEPLY ABOUT EACH OTHER, IS COMMITTED TO EXCELLENT SCHOLARSHIP AND TEACHING, IS OPEN TO HAVING REAL CONVERSATIONS IN CLASS, AND DOES IT ALL BECAUSE GOD CARES SO MUCH FOR US."

- DR. PAUL YOST
CURRENT RESEARCH AGENDA

• Leadership Development
  We have conducted qualitative research to identify the characteristics of catalytic leadership; specifically, how people throughout an organization can release the potential in the people around them. We are currently analyzing presidential speeches to see if presidents who used catalytic leadership language and images were more likely to see increases in economic, social, creative, and societal outcomes.

• Change Management
  We continue to study the individual and organizational factors that drive change in organizations. We have recently been exploring strategic storytelling in driving change.

• Environmental Sustainability
  We are exploring the organizational practices, climate and culture that can increase proenvironmental behaviors in employees.

• Faith Innovation
  We are studying why 20-somethings are less likely to be part of faith communities than previous generations. We are working with 12 churches to test innovative ways that churches can stretch to partner with this new generation.

* Student co-presenters.

RECENT PUBLICATIONS


RECENT DISSERTATIONS

- Lu, Fei. (2021). Can Gender Pronouns in Interview Questions Work as Nudges?

RECENT PRESENTATIONS

Dr. Joey Collins is an Assistant Professor of Industrial and Organizational Psychology at Seattle Pacific University.

Joey is Founder of Collins Alliance: Employee engagement and leadership development delivered through consulting and content, informed by ongoing research. The Collins Alliance’s strength lies in the combined areas of content consulting and leadership research. This allows us to quickly deploy standard programs, customized solutions and/or consulting services to meet our client’s needs.

JOEY COLLINS, PSYD
ASSISTANT PROFESSOR
I-O PSYCHOLOGY

DR. COLLINS ALSO SERVES ON A PANEL IN WASHINGTON D.C. FOR THE NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE.

“TEACHING AT SPU IS A WAY FOR ME TO CHANGE THE WORLD. OUR STUDENTS LEAVE SPU AS ROLE MODELS EMPOWERED TO LEAD MORE EFFECTIVELY AND IMPACT LEADERS AND ORGANIZATIONS AROUND THE WORLD IN POSITIVE WAYS.”
- DR. JOEY COLLINS

LEADERSHIP & COACHING RESEARCH

The Collins RVT is a team of scholar-practitioners who value connections between people. Focusing on coaching relationships, the team works to build tools for effective interactions by exploring the meaningful conversations that impact effectiveness in the workplace through careful measurement and evaluation. The team relies on their strength in holistic development to maintain a balance of research and practice, utilize a multidisciplinary approach, and incorporate a broad range of relevant research in leadership.

An ongoing project for the team is developing a coaching training for managers called CoachMotivation. Grounded in the evidenced-based style of counseling called Motivational Interviewing, the Collins RVT is developing a curriculum for workshops, assessment for coaching skills, and protocol for coding coaching sessions. Through use of Noldus FaceReader™ and Observer®XT technology, the team will be researching the effectiveness and processes of CoachMotivation through measuring facial affect and behavior of coaches and clients.
Our research primarily focuses on coaching relationships. The team works to build tools for effective interactions by exploring the meaningful conversations that impact effectiveness in the workplace through careful measurement and evaluation. The team relies on their strength in holistic development to maintain a balance of research and practice, utilize a multidisciplinary approach, and incorporate a broad range of relevant research in leadership.

We recently published "Executive Coaching for Results," an 85-page international industry report in partnership with CoachSource, an international executive coaching organization.

http://coachsource.com/drupal7/2018-research-study-about-researchers

We just completed the 2020 Trends in Coaching study and presented it at the Society of Consulting Psychology in February. Through our research, we further increased insight into the effectiveness of executive coaching, while providing learning opportunities for the team.

Additionally, through our collaboration with CoachSource, we have an ongoing dissertation projects concerning the effectiveness of various coaching methods while accounting for gender. We are conducting research with data from CoachSource in the hopes of understanding how coaching effectiveness can further be enhanced through efficient and modern coaching mechanisms for coaches and clients alike.

**CoachMotivation**

An ongoing project for the team is developing a coaching training for managers called CoachMotivation. Grounded in the evidenced-based style of counseling called Motivational Interviewing, Collins RVT is developing a curriculum for workshops, assessment for coaching skills, and protocol for coding coaching sessions. Through use of Noldus FaceReader™ and Observer®XT technology, the team will be researching the effectiveness and processes of CoachMotivation through measuring facial affect and behavior of coaches and clients.

2020 SIOP Presentation


**Recent Dissertations**


Dr. Helen Chung is Assistant Professor of Industrial-Organizational Psychology. She teaches organizational behavior, diversity and globalization, meaning and professional foundations, and organizational theory. She is also co-founder and principal of Pathways Coaching and Consulting. Dr. Chung is committed to teaching and mentoring students toward reaching their professional goals.

Our research team is learning and goal oriented, we value inclusion and strive to practice it in all of our work, and we explore wicked organizational problems at macro and micro levels. We collaborate on research that contributes to human flourishing and addresses inequities experienced by marginalized groups.

**SCHOLARLY INTERESTS**

Dr. Chung completed her PhD from Seattle Pacific University in Industrial and Organizational Psychology and her MTS from Harvard Divinity School. Her scholarship examines inclusive leadership, narrative and temporality in organizational life, and values in the workplace. Her research/teaching praxis is interdisciplinary, exploring workplace phenomena from the lens of psychology, critical theory, literature, and theology.

Current research projects include an examination of servant leadership through the lens of underrepresented or minority leaders, religious diversity in the workplace (faith-based ERGs), and the role of time in managers’ support for their employees.
Inclusive Leadership:
Our team seeks to apply a critical lens to leadership theory and practice, examining implicit leader prototypes and power dynamics. Further, we explore leadership frameworks and practices that foster equitable and inclusive organizations, evidenced by outcomes such as employee well-being and belonging. Current projects include an examination of servant leadership and its relationship to race-ethnicity and gender. While servant leadership appears to yield many positive outcomes, the framework itself is potentially problematic for minority leaders.

Narrative and Temporality:
Organizational life is constitutive of the micro and macro stories that we tell. We are interested in exploring hidden, marginalized, and contested stories for the purpose of rendering a broader narrative that reflects the polyvocal nature of work. Additionally, we explore the role of time as a motivating force for individuals and collectives. Our current project examines the relationship between time and supervisory support.

Values, Faith, and Spirituality:
Values, beliefs, and worldviews shape the ethics and spirituality of organizations. This research area is particularly energized by the question – what is the role of organizations in cultivating ecosystems that enable individual and community flourishing? Currently, we are designing a mixed methods study of religious ERGs to extend previous work done on the phenomenology of faith-based groups. We seek to better understand the multi-level outcomes of ERGs in the workplace.

Recent Publications & Presentations


Jorge Lumbreras is an industrial-organizational psychologist with interests in diversity & inclusion as well as the broad topic of the changing nature of work. He is enthusiastic about projects which examine and enhance the experiences of underrepresented populations within the American workforce, especially with an intersectional lens in mind. Dr. Lumbreras’ RVT focuses on research related to social identity theory and DEI broadly. His team highlights inclusivity when it comes to welcoming new members and discussions.

Possible projects and collaborations include topics related to code-switching, racial/ethnic identity in the workplace, and meta-analyses.
INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY
MA & PHD ALUMNI COMMUNITY

BIOMEDICINE
Amgen
Seattle Genetics

CONSULTING
Accenture Consulting
APTMetrics Consulting
Best Christian Workplaces Institute
Deloitte Consulting
Ergometrics Consulting
Slalom Consulting

EDUCATION
Asbury University
Brigham Young University
California Baptist University

NONPROFIT
Bill & Melinda Gates Foundation
Seattle Children’s Hospital

ENTERTAINMENT
Comcast
Disney
ESPN

HEALTHCARE
Premera Blue Cross

INDUSTRY
Paccar
Weyerhaeuser

RETAIL
Amazon
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Costco
Ghirardelli Chocolate Co.
Home Depot
Nike
Nordstrom
Starbucks
Zulily

98% EMPLOYED WITHIN 6 MONTHS

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DocuSign
Expedia
Facebook
Google
IBM
Microsoft
Nintendo of America Inc.
T-Mobile
Tableau Software
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Wells Fargo
Zillow Group

JOB TITLES OF ALUMNI

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- Recruiter
- Organizational Development Consultant
- IT Project Manager
- HR Director
- Sr. Data Scientist
- Professor
- Health & Effectiveness Lead
- Organizational Development Manager
- Assessment & Evaluation Program Manager
- Program Manager
- Talent Management
- Sr. Instructional Designer
- Executive Coach
- Data Analytics
- Evaluation Specialist
- Marketing Manager
- People Analytics
- Leadership Development Manager
- Global Talent Solutions Director
- Consultant
- Implementation Manager
- Training & Development Specialist
- Selection Specialist