

# THE CATALYST



**John Guerin, Ph.D**

Executive Consultant & Coach

## Expertise:

Executive Coaching

Organization Psychology

Negotiation & Mediation

Group Facilitation

Crisis Management



## Overview & Strengths

John has 35+ years of experience as a Clinical and Organizational Psychologist. Early in his career he worked in Employee Assistance, where he developed a strong interest in how life satisfaction and work-life are inextricably linked. As a result, he pursued his doctoral studies in Organizational Psychology and has since balanced his professional career in working with individuals, families, couples and organizations.

He has experience in a variety of industries and services, from small closely held family businesses to large corporations. He has worked on issues of organizational culture and transitions and has developed in-house mentoring programs for talent development. His understanding of the mentor relationship and its value to organizations prompted a move into executive coaching over twenty years ago.

Having a deep understanding of psychological issues, John is able to assist people in growing beyond self-imposed limits, and to understand and transcend the personal and family dynamics that people often bring into the workplace. He has been a mediator for the past twenty-five years and has performed workplace mediations between upper level staff.

John's consulting approach comes from an understanding of systems theory and how individuals and teams can grow by understanding the systems in which they work. He has trained in Positive Psychology, which is a recent development in the field that departs from a medical model and focuses upon strength-based assessment and growth. He is well versed in using a variety of assessment tools that accelerate progress in individual and team development. In recent years, he has also trained as an instructor in Mindfulness Meditation, which he sometimes finds is an effective tool in working with clients.

## Professional Snapshot

**Over 35 years of diversified and well-rounded experience:**

- Clinical Psychology
- Organizational Psychology
- Executive Coaching
- Management Consulting
- Financial Planning
- Mediation

## Industry Specializations

- Financial Services
- Healthcare
- Government
- Real Estate
- Telecommunications
- Pharmaceuticals
- Advertising

**Inspired Possibilities. Powered by People.**

## Educational Background

### LaSalle University

- PB.A., Psychology, 1974

### University of Chicago

- M.A., Division of Social Science, 1976

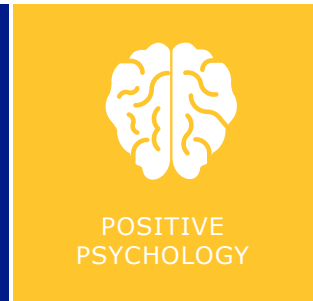
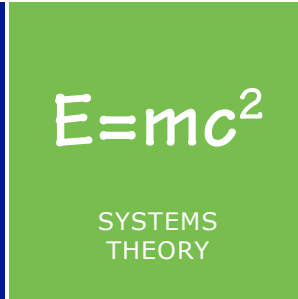
### Temple University

- Ph.D., PEP, 1994

## Certification & Assessments

- Licensed Psychologist
- Organizational Psychologist
- Forensic Expert in Assessment
- Mediator
- Chartered Financial Consultant
- Mindfulness Instructor
- Variety of Assessment Instruments

## Specializations



## Coaching Philosophy

Over the course of several decades of practice, Dr. Guerin has become familiar with many different models and methods of working with people. While novel approaches sometimes appear on the landscape, there are many established approaches to working with people to help them do their best. Rather than fit clients into a set model of coaching, John believes it is better to find the model that fits the person, rather than fitting the person to the model.

The initial sessions of coaching allow assessment and interaction that suggests a method or direction for the coaching relationship that is tailored to the client. Dr. Guerin's broad knowledge and experience base also allows him to select specific tools that may be useful for client skill development.



EXECUTIVE TEAM PERFORMANCE



INTER-DISCIPLINARY COLLABORATION

70 West Oakland Ave Suite 104  
Doylestown, PA 18901  
215.839.0089, Ext. 701

john@poweredbycatalytics.com  
[www.poweredbycatalytics.com](http://www.poweredbycatalytics.com)

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