

## About Paul Fairlie Consulting

Paul Fairlie Consulting helps employers and employees to create meaningful and effective workplaces through behavioural science. We specialize in individual and organizational assessment and change. We design and use measurement tools to inform decisions both large and small.

We're guided by [science](#) and [meaning](#) in everything we do. We apply [hard science](#) to the management of [soft, people factors](#). It's not one or the other. They're complementary. It's where the head meets the heart.



Our services include:

- ◆ Employee Surveys
- ◆ Research & Analytics
- ◆ Competency Modeling
- ◆ 360° Feedback Surveys
- ◆ Structured Interviews
- ◆ Assessment Centres
- ◆ Individual Assessment
- ◆ Career Coaching

## The Science

Our products and services are [reliable](#) and based on psychometric best practices to return measurable, accurate, and trackable results. More and more, leaders are being challenged to prove the value of their initiatives in quantitative terms. You can't manage what you can't measure *well*.

Our products and services are [valid](#) and informed by peer-reviewed, published research. *We don't chase fads*. We focus on proven drivers of employee and organizational outcomes. As content experts in the behavioural sciences, we help you to understand root causes and determine appropriate actions.

Our products and services are supported by [advanced analytics](#). We use sophisticated analyses to mine data and reveal complex factors that are invisible in averages and percentages. We separate the forest from the trees, provide deep insights, and distill what's needed to prioritize actions plans.

## The Meaning

We focus on **meaningful work**. It's the soft side of the equation, and a lens through which products and services are delivered. Meaningful work factors are emerging as some of the strongest drivers of employee behaviour and well-being. Meaningful work is also *healthy work*, preventing costly stress, burnout, and depression.

Engagement, commitment and performance are important, but these are *outputs*. They don't happen unless people view their work as personally meaningful.

Our focus on meaning is reflected in the **Meaningful Work Inventory® (MWI)**, a comprehensive employee survey of the most critical workplace factors known to organizational science. The MWI gets to the heart of what 'really matters' to employees...*as people*.

## Paul Fairlie Biography

Paul Fairlie has 20 years of experience in organizational, market, and opinion research. He is a trained quantitative, behavioural scientist with a solid foundation in organizational psychology, psychometrics, and analytics. His primary areas of expertise are individual and organizational measurement. His recommendations are backed by research in the behavioural and organizational sciences.

Paul is also qualified to assess individuals on personality, values, aptitude, and vocational interests. He is deeply motivated by humanistic and existential psychologies, and helps organizations to create positive, meaningful, and healthy workplaces.



Paul has served clients across a wide range of industries with People Tech Consulting, Right Management Consultants, Environics Research Group, and his own company. He is a former Director of Research at Shepell-fgi (now Morneau Shepell), where he oversaw employee health research on thousands of organizations.

Paul has a Ph.D. in psychology from York University. He has published research in academic journals and articles in HR magazines. Paul is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology, the International Positive Psychology Association, and the International Network on Personal Meaning. He is a regular presenter at American Psychological Association conventions and has also presented to the Human Resources Professionals Association and the Conference Board of Canada.