

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 recommendations are backed by research in the behavioural and organizational sciences.

Paul's primary areas of expertise are individual and organizational measurement. He employs a competency-based approach to 360° feedback surveys, structured interviews and assessment centres. He has extensive experience in employee surveys and focuses on workplace factors that drive employee and organizational outcomes. This is reflected in the Meaningful Work Inventory®, a proprietary, comprehensive employee survey of the most critical workplace factors known to organizational science.

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. His past clients have included the Assembly of First Nations, Canadian Diabetes Association, COREinternational, George Brown College, Institute for Health and Human Potential, Jackson Leadership Systems, Manulife Financial, Montreal Gazette, Nav Canada, Nova Scotia Gaming Corporation, Ontario Ministry of the Environment, Ontario Ministry of Health, Ontario Power Generation, TD Canada Trust, United Church of Canada, and Weyerhaeuser.

Paul has a Ph.D. in psychology from York University. He has published research on personality in the workplace (e.g., perfectionism), meaningful work, employee engagement, impression management, cross-cultural differences, trait anxiety, and social trends in the *Journal of Personality and Social Psychology*, *Journal of Cross-Cultural Psychology*, *Advances in Human Resource Development*, and the *Canadian Journal of Marketing Research*. He has written articles for HR Magazine, Canadian HR Reporter, HR Professional, Workforce.com, and Vue Magazine. 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 HRPAC and Conference Board of Canada. He also manages the Meaningful Work group at LinkedIn.com. Paul strives to maintain between five and ten percent of his portfolio in *pro bono* projects.

When not working, Paul spends his time reading, watching classic movies, exercising, playing guitar and writing music.