

Paul Fairlie Curriculum Vitae

Scholarly and Professional Work

1. Refereed Publications

Fairlie, P. (2011). Meaningful work, employee engagement, and other key employee outcomes: Implications for human resource development. *Advances in Developing Human Resources*, 13, 504-521.

Flett, G. L., Endler, N. S., & Fairlie, P. (1999). The interactional model of anxiety and the threat of Quebec's separation from Canada. *Journal of Personality and Social Psychology*, 76, 143-150.

Hewitt, P. L., Flett, G. L., Sherry, S. B., Habke, M., Parkin, M., Lam, R. W., McMurtry, B., Ediger, E., Fairlie, P., & Stein, M. (2003). The interpersonal expression of perfection: Perfectionistic self-presentation and psychological distress. *Journal of Personality and Social Psychology*, 84, 1303-1325.

Lay, C., Fairlie, P., Jackson, S., Ricci, T., Eisenberg, J., Sato, T., Teeäär, A., & Melamud, A. (1998). Domain-specific allocentrism-idiocentrism: A measure of family connectedness. *Journal of Cross-Cultural Psychology*, 29, 434-460.

Popiel, S., & Fairlie, P. (1996). Generation X: The social values of Canadian youth. *Canadian Journal of Marketing Research*, 15, 11-22.

2. Papers in Press

3. Papers in Preparation

Fairlie, P. (n.d.). *Characteristics of gamblers seeking help through EAP*. Manuscript in preparation.

Fairlie, P. (n.d.). *Executive perceptions of employee work conditions: Structure, correlates, and validity*. Manuscript in preparation.

Fairlie, P. (n.d.). *The Existential Meaning Of Work Inventory: Development and initial validation*. Manuscript in preparation.

Fairlie, P. (n.d.). *The Meaningful Work Inventory: Development and initial validation*.

Manuscript in preparation.

Fairlie, P., & Flett, G. L. (n.d.). *Perfectionism, general adjustment, and work adjustment among MBA students*. Manuscript in preparation.

Fairlie, P., & Flett, G. L. (n.d.). *Perfectionism in the context of burnout, job satisfaction and depression*. Manuscript in preparation.

Fairlie, P., & Flett, G. L. (n.d.). *The role of perfectionism in clergy adjustment: An expanded study*. Manuscript in preparation.

Fairlie, P., & Flett, G. L. (n.d.). *What works for clergy?: Multiple coping styles and adjustment*. Manuscript in preparation.

Fairlie, P., & Pawliw-Fry, J. P. (n.d.). *Positive personality traits and work characteristics as separate sources of employee satisfaction, commitment, work engagement, and turnover cognitions*. Manuscript in preparation.

Fairlie, P., & Pawliw-Fry, J. P. (n.d.). *Development and initial validation of the Playing Big Inventory: Positive traits in the context of well-being and performance*. Manuscript in preparation.

Fairlie, P., & Schroeder, H. (n.d.). *The Change Readiness Inventory: Development and initial validation of a tool for organizational change*. Manuscript in preparation.

4. Chapters in Books

Fairlie, P. (in press). Meaningful work is healthy work. In R.J. Burke & C.L. Cooper (Eds.), *Healthy organizations: Managing high risk individual and organizational behavior*. Surrey, England: Gower Publishing.

5. Trade Publications

Fairlie, P. (2004). *The aging workforce: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/ir_agingpop_enREPORT.pdf.

Fairlie, P. (2004). *Organizational health and wellness trends in the financial sector*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/sr_fin_enREPORT.pdf.

- Fairlie, P. (2004). *Organizational health and wellness trends in the healthcare/hospital sector*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/sr_hospitals_en_REPORT.pdf.
- Fairlie, P. (2004). *Organizational health and wellness trends in the public sector*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/sr_public_en_REPORT.pdf.
- Fairlie, P. (2004). *Organizational health and wellness trends in retail and hospitality*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/sr_retail_en_REPORT.pdf.
- Fairlie, P. (2004). *Work-life issues: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/ir_worklife_en_REPORT.pdf.
- Fairlie, P. (2004). *Be my stressed out valentine: Workplace stress and its effects on relationships*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/relationships_feb04.pdf.
- Fairlie, P. (2005). *Occupational stress and health in the oil and gas industry*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/ir_oilandgasindustry_en_report_SFGI2005.pdf.
- Fairlie, P. (2005). *Women in the workplace: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/ir_womenintheworkplace_en_reportWS.pdf.
- Fairlie, P. (2005). *Workplace mental health indicators: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/ir_mentalhealthindicators_enreport.pdf.
- Fairlie, P. (2006). *Marital/relationship issues: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/Relationship_Report_enWS.pdf.
- Fairlie, P. (2006). *Managerial and executive stress: An EAP's perspective*. Toronto: Shepell-fgi. Retrieved from <http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/managingexecutivestressenreportWS.pdf>.
- Fairlie, P. (2007). *Employee engagement and health: An EAP's role and perspective*. Toronto: Shepell-fgi. Retrieved from <http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/EmployeeEngagementandHealth.pdf>.

- Fairlie, P. (2007). *From sea to sea regional trends in EAP in Canada*. Toronto: Shepell-fgi. Retrieved from <http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/FinalSeaToSeaReportrev2.pdf>.
- Fairlie, P. (2007). *Post-holidays and the broken promise effect: An EAP's Perspective*. Toronto: Shepell-fgi. Retrieved from <http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/PostHolidayResearchReportENGFinal.pdf>.
- Fairlie, P. (2007). *'Til stress do us part: An EAP's perspective on marital/relationship issues*. Toronto: Shepell-fgi. Retrieved from <http://www.shepellfgi.com/EN-US/AboutUs/News/Research%20Report/pdf/irrelationshipissuesenreport2007.pdf>.
- Fairlie, P. (2008, November). Training and employee retention: It's not what you think. *Vue Magazine*, 28-30.
- Fairlie, P. (2009, June 15). Five must-haves of meaningful work. *Canadian HR Reporter*, 22 (12), 19.
- Fairlie, P. (2009, November 2). Employee engagement critical when economy a challenge. *Canadian HR Reporter*, 22 (19), 22.
- Fairlie, P. (2010, February 2). Ten ways to make work more meaningful. *Workforce Management*. Retrieved from <http://www.workforce.com/cgi-bin/login.pl?reason=3&dest=%2Farchive%2Ffeature%2Fhr-management%2F10-ways-make-work-more-meaningful%2Findex.php>.
- Fairlie, P. (2011, January 1). The meaning of work. *HR Magazine*. Retrieved from <http://www.shrm.org/Pages/loginA.aspx?ReturnUrl=%2fPublications%2fhrmagazine%2fEditorialContent%2f2011%2f0111%2fPages%2f0111fairlie.aspx>.
- Fairlie, P. (2011, June 6). One more time: All generations want meaningful work. *Canadian HR Reporter*, 24 (11), 17.
- Fairlie, P. (2012, January). The 10 deadly sins of survey benchmarking. *HR Professional*, 29 (1), 51-52.
- Fairlie, P., & Seward, K. (2006, April 24). Mining EAP data can boost prevention efforts. *Canadian HR Reporter*, 19 (8), 17.

6. Reports & Manuals

- Brian, J., Fairlie, P., O'Brien, C., & Weintraub, J. (1994). *Program evaluation report: The implementation of a headache program at Health Recovery Clinics*. Report presented to Health Recovery Clinics, Toronto, Ontario.
- Fairlie, P. (1997). *Social personality area applied practicum program: Practicum criteria* (Rev. ed.). Graduate Department of Psychology, York University.
- Flett, G.L., Endler, N. S., & Fairlie, P. (1997). The interactional model of coping and anxiety: The threat of Quebec's separation from Canada (Research Report No. 240). Department of Psychology, York University.

7. Academic Conference Papers and Presentations

- Fairlie, P. (2009, August). *Characteristics of gamblers seeking help through EAP*. Poster presented at the 117th. Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.
- Fairlie, P. (2010, August). *The Meaningful Work Inventory: Development and initial validation*. Paper presented at the 119th. Annual Convention of the American Psychological Association, San Diego, CA.
- Fairlie, P. (2011, August). *Meaningful work: A sleeping giant of work motivation in the context of other job characteristics, employee engagement, and employee outcomes*. Paper presented at the 119th. Annual Convention of the American Psychological Association, Washington, DC.
- Fairlie, P., & Flett, G.L. (2003, August). *Perfectionism at work: Impacts on burnout, job satisfaction and depression*. Poster presented at the 111th. Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.
- Fairlie, P., & Flett, G.L. (2004, August). *The Existential Meaning Of Work Inventory: Development and initial validation*. Poster presented at the 112th. Annual Convention of the American Psychological Association, Honolulu, Hawaii.
- Fairlie, P., & Flett, G.L. (2006, August). *The role of perfectionism in clergy adjustment: An expanded study*. Paper presented at the 114th. Annual Convention of the American Psychological Association, New Orleans, LA.
- Fairlie, P., & Flett, G.L. (2007, August). *Executive perceptions of employee work conditions: Structure, correlates, and validity*. Paper presented at the 115th. Annual Convention of the American Psychological Association, San Francisco, CA.

Fairlie, P., & Flett, G.L. (2009, August). *What works for clergy?: Multiple coping styles and adjustment*. Paper presented at the 117th. Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

Fairlie, P., Flett, G.L., & Hewitt, P.L. (1993, August) *Perfectionism and perfectionistic self-presentation in dimensions of self-esteem, anxiety, and depression*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Lay, C., Fairlie, P., Jackson, S., Ricci, et al. (1990, July). *Measuring independent-interdependent self-construal*. Paper presented at the XII International Cross-Cultural Psychology Conference, Pamplona, Spain.

Silverman, I., Eals, M., Fairlie, P. (1990, June). *Spatial sex differences in humans and infra-humans*. Paper presented at the annual meeting of the Animal Behavior Society, Binghamton, NY.

8. Trade Conference Papers and Presentations

Allen, P., & Fairlie, P. (2006, November 16). *How much & how important?: An executive view of the 40 most potent engagement factors*. Presentation to the Barrie and District Human Resources Professionals Association, Barrie, Ontario, Canada.

Fairlie, P. (2011, May). *Meaningful work: The sleeping giant of human resource management*. Presentation at the Spring Conference of the Human Resources Professionals Association (Talent Management: The Heart of Human Resources), Toronto, Ontario, Canada.

Fairlie, P. (2012, January). *Employee engagement: An evidence-based look at what it is, what it isn't and why it matters*. Webinar presented for the Human Resources Professionals Association. Retrieved January 28, 2012, from <http://www.hrpa.ca/ProfessionalDevelopment/Pages/Employee-Engagement-An-Evidence-Based-Look-at-What-It-Is-What-It-Isnt-and-Why-It-Matters.aspx>.

Fairlie, P. (2012, February). *Generational differences in work perceptions and attitudes: A national study*. Webinar presented at the Summit on the Mature Workforce, Calgary, Alberta, Canada.

Fairlie, P. (2012, February). *Employee engagement: Myths, realities, and next steps for your organization*. Virtual workshop presented for HR.com's Canadian Masters in HR Strategy and Execution. Retrieved February 27, 2012, from http://www.hr.com/en/webcasts_events/virtual_events/archived_virtual_events/canadian-masters-in-hr-strategy-and-execution_gog6hzx5.html.



Fairlie, P., & Phillips, R. (2005, December 1). *How much & how important?: An executive view of the 40 most potent engagement factors*. Presentation to the Conference Board of Canada, Toronto, Ontario.