



## Scott T. Serviss, Psy.D.

### Overview of Coaching

Dr. Scott Serviss is a board certified coach with over 15 years of experience in private and public sectors. He has a business and operations background with profit and loss responsibility, and his coaching approach is both practical and behavioral. Dr. Serviss uses a positive and balanced approach with his clients, and various methods to support and challenge knowing when to coach, and when to advise or consult. Scott uses an analytical, yet easy going approach to connect with clients quickly and tailors coaching to individual needs. His coaching approach is informed by Stakeholder Centered Coaching, seeking to understand context, culture, and demonstrate results.

### Background and Experience

Dr. Serviss has provided executive coaching, team advisement coaching, leadership development programs, and consultation around strategic organizational change and succession planning to many diverse organizations. By deeply engaging in the organizations that he works with, Scott helps leaders build high performing teams. For most of his career, Dr. Serviss has worked in, or consulted to the healthcare industry. He has coached leader physicians, nurses, and scientists. As a result of his experience, his approach is pragmatic and grounded in assessment and best practice.

Dr. Serviss offers a wide range of experience as a leader and manager, executive coach, trainer and facilitator, adjunct faculty, and non-profit board member. He has served as adjunct clinical faculty at doctoral and masters level graduate programs. He currently serves as an executive board member of the Society of Consulting Psychology.

Author, *Professional preparation and continuing education for beginning, entry, mid-level and senior consulting psychologists*. Consulting Psychology Journal: Practice and Research

### Sample Businesses, Engagements

Healthcare Services  
Financial Services  
Education  
Government

### Areas of Specialization

Emotional Intelligence  
Behavior Change  
Communication: Executive Presence  
Team Coaching/Development

### Education & Training

Psy.D., Clinical Psychology, University of Hartford  
Masters, Management, Harvard University  
Certificate Program in Consulting Psychology,  
Institute for Org. Consulting Psych.,  
Massachusetts School of Professional Psych.

### Qualifications

Board Certified Coach: (Executive/ /Corporate  
Business/Leadership Coach Specialty)  
Certification: Action Learning Coach (WIAL)  
Assessments: Hogan Suite, Coaching Mindset  
Index, MBTI: Basics, Team Effectiveness  
Survey, The Five Behaviors: Personal/Team  
Development, Strengths Finder