

Hello everyone!

I finished my Master's in Forensic Psychology (Non-Licensure track) with TCSP in July 2021 and began my doctoral studies immediately afterward. I am now in the last year of my journey in TCSP's Business Psychology Consulting Track developing, writing, and actively conducting research on my dissertation research study: **A Study of Servant Leadership's Role in Employee Retention, Development, and Long-Term Organizational Success in Franchise Organizations.**

I have a B.A. in Psychology from Flagler College in historic St. Augustine, FL. Upon graduating in 2005, I was accepted and enrolled at TCSP Chicago campus and ended up withdrawing to pursue creative career goals in makeup artistry in Chicago and New York City. After taking the last 10+ years to develop a pragmatic trade skill in licensed Cosmetology and build a stable clientele/business from ground zero, I realized that I had the stability and the time outside of my job to focus back on studying psychology again—reinitiating the pursuit of my academic and intellectual goals, and opening up career and income opportunities.

I have discovered an interconnectedness between Business Psychology and what I have already experienced as a business owner and operator. Where forensics is such a fascinating yet niche area of psychology--and because I do not desire to work in hospitals, correction centers, or courtrooms--business consulting is more appealing because it is highly lucrative, enticing monetarily, and practical as a useful skill for life working with people and groups (i.e., fitting my experience with one-on-one consultations).

All in all, getting a Ph.D. suits my intellectual (science, research, and writing; i.e., dissertation), practical (learning about business nuances and integrating specialized knowledge and insights into my business practices), and financial (both organizing and increasing financial know-how) pursuits regarding business education.

At first, business consulting became more appealing than talk therapy's more personal and liable clinical side because of its objectivity. Yet now, even though I see a direct connection between this program and my career in business, I also want to focus on being a research scientist/professor to satisfy my insatiable appetite for discovering

connections between behavior and intention. I am still figuring it all out as life unfolds and connecting the pieces that matter to me most.

I like how this program qualifies me for many areas of expertise in one program to add to any possible pivots in interest and/or ability. I was deep into the department management arena in an organizational culture set within a family business co-op. There, I discovered plenty of ideas for my dissertation, and I narrowed them down after ten months of employment there. I absorbed everything I could to spark my dissertation topic and begin that journey.

After working 10-hour shifts five days a week, putting as much energy into my schoolwork as I previously had was difficult. Balancing everything at a high level near the end of this journey is proving challenging, yet I keep pushing forward to see how far I can get. Now, I am specializing in studying franchise operations, focusing on how a specific type of leadership (servant leadership) mediates the retention and development of employees to improve overall organizational success (i.e., long-term goal sustenance).

Outside of my personal schoolwork and research, I am enjoying working for UoP (University of the People) as an adjunct online instructor, teaching academic writing to adult students from all over the world. The best part about it is actively making a difference in the ongoing higher education goals of others and cultivating my own way of connecting with people in a servant leadership position (i.e., **"The first and most important choice a leader makes is the choice to serve, without which one's capacity to lead is severely limited."** - Robert K. Greenleaf).

Servant Leadership defined: **Servant leadership** is a non-traditional leadership philosophy where the leader's primary goal is to **serve the needs of their team, prioritize employee well-being, and share power** rather than exercise top-down control. Coined by Robert K. Greenleaf in 1970, this style flips the traditional corporate hierarchy upside down by focusing on the growth and development of the people, who in turn drive the success of the organization.

Leading question:

“Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?”

The Source of Power: Traditional leaders rely on positional authority and rank. Servant leaders rely on persuasion, influence, and mutual trust.

The Definition of Success: Traditional models prioritize company profits, targets, and personal status. Servant leadership defines success through the professional and emotional thriving of the team.

The Core Behavior: Traditional leaders issue directives and expectations downward. Servant leaders practice stewardship, acting as "shields" to remove workplace obstacles for their workers.

Ten crucial behavioral traits that define a servant leader:

- **Listening:** Committing to understanding the team's feedback before acting.
- **Empathy:** Accepting people for who they are and validating their perspectives.
- **Healing:** Helping team members overcome professional or personal challenges.
- **Awareness:** Maintaining deep self-awareness and situational consciousness.
- **Persuasion:** Ruling out coercion; building consensus through reasoning instead.
- **Conceptualization:** Looking beyond daily tasks to nurture long-term, big dreams.
- **Foresight:** Learning from past lessons to anticipate future outcomes.
- **Stewardship:** Holding the organization's resources and people in trust for the greater good.
- **Commitment to Growth:** Believing people possess intrinsic value beyond their labor output.

- **Building Community:** Fostering genuine, supportive micro-cultures within the workplace.

Beyond my formal education goals and instructor duties, I am very proud of the lifestyle risks I have taken to live more simply and primitively enough to lower my ecological footprint on our planet (i.e., less driving by working remote, less electricity by using solar energy, less consumption by buying less and living off the land). I live full-time out west where the weather makes it easiest to live outdoors year-round and the natural resources are plentiful. I was inspired by one of my heroes, Jordan Jonas, and his commitment to primitive living and sharing his skills and joy for life with others. I was lucky enough to meet my hero and work directly with him in his element on one of his expeditions on his remote outfitter land in Idaho/Montana.

Nature and wildlife teach us all we need to know by showing us ‘the way’ to live naturally, with little noise or distraction and more in-tune with our natural arcadian rhythm. I learn more about physics, biology, problem-solving, endurance, ingenuity, and graceful gratitude by living in nature than I ever did within concrete walls. This life is not for everybody, but it is truly rewarding and calming to the mind, body, and spirit outside of the industrial rat-race of the societal machine.