

# **Kathy Hubley Carruthers, Ph.D.**

## **Genest Psychological Services Inc.**

5739 Inglis Street

Halifax, NS

B3H 1K5

Business Telephone (902) 492-2546

E-mail: [Kathy.Carruthers@genestpsychology.com](mailto:Kathy.Carruthers@genestpsychology.com)

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### **FORMAL EDUCATION:**

1999-2002

#### **Doctorate of Philosophy (Counselling Psychology)**

UNIVERSITY OF CALGARY

Division of Applied Psychology, Calgary, AB

Successfully completed all requirements for the PhD program in Counselling Psychology through the Division of Applied Psychology, Faculty of Education.

Doctoral Thesis: "Work, Home, and In-between; Testing a Model of the Integration Between Work and Family" (CGPA: 4.0)

Doctoral Defense: completed June 26<sup>th</sup>, 2002; Level 1 Pass.

Supervisory Team: Bryan Hiebert, Ph.D.; John Mueller, Ph.D.; Theresa Kline, Ph.D.

Ph.D. Internship: American Association of Marriage and Family Therapy: Family Therapy Training Program, Calgary Regional Health Authority, Colonel Belcher Hospital, Calgary, AB

1997-1999

#### **Master of Science (Counselling Psychology)**

UNIVERSITY OF CALGARY

Department of Educational Psychology, Calgary, AB

Successfully completed all requirements for the thesis based MSc program in Counselling Psychology through the Professional Practice Division of the Department of Educational Psychology.

Masters Thesis: "Organizational Mismatches and Family Functioning: A Study of Spillover Relationships" (CGPA: 4.0)

Supervisor: Ivan Zendel, Ph.D.

Practicum: Catholic Family Services, Calgary, AB

1990-1994

#### **Bachelor of Science with Honours (Psychology)**

ACADIA UNIVERSITY

Faculty of Science, Wolfville, NS.

Successfully completed all requirements for the thesis based BSc program in Psychology through the Psychology Department, Faculty of Science.

Honors Thesis: "The Relations of Family Expressiveness, Emotional Expressiveness and Emotional Well-Being" (CGPA: 3.7)

Supervisor: Myles Genest, Ph.D.

Minor: Biology

## **PROFESSIONAL (CLINICAL/RESEARCH/TEACHING) EXPERIENCE:**

2003 - Present

### **Psychologist in Private Practice**

GENEST PSYCHOLOGICAL SERVICES INC.

Halifax, NS

**Nova Scotia Board of Examiners in Psychology Registration #R0461**

#### Therapy Services:

- Conduct cognitive behavioural therapy and mediation with *individuals, couples, families and work groups*. Presenting problems include:
  - Mood disorders (depression & bi-polar)
  - Anxiety disorders
  - Trauma (including PTSD)
  - Work Place Stress / Occupational Problems
  - Schizophrenia and other psychotic disorders
  - Eating disorders
  - Sleep disorders
  - Adjustment disorders
  - Substance-related disorders
  - Personality disorders
  - Sexual & gender identity issues
  - Family violence & problems related to abuse
  - Relational problems - issues related to dating, pre-marriage, marriage, co-parenting, separation, divorce adjustment, etc.
  - Workplace relational problems
  - Loss & bereavement

#### Assessment Services:

- Conduct standardized and dynamic assessment and intervention with adolescents and adults. Areas of focus include, but are not limited to, the following:
  - Vocational rehabilitation
  - Career transition
  - Learning disorders (LD)
  - Attention deficit (ADHD) and disruptive behaviour disorders
  - Mental retardation
  - Developmental disorders
  - Communication and motor skills disorders
  - Mood disorders
  - Performance anxiety
  - Perfectionism
  - Personality issues

#### Special Interest Areas/Expertise:

- Specialized interest in relational issues such as infidelity, trust building, intimacy building and forgiveness.

2003 - 2005

### **Staff Psychologist**

MENTAL HEALTH DAY TREATMENT PROGRAM (MHDTP)

CAPITAL DISTRICT HEALTH AUTHORITY

ABBIE J. LANE HOSPITAL

#### Major Responsibilities:

- Assessment of Patients:

- Provide psychological assessment services to patients for the purpose of aiding in the diagnosis, treatment or management, and evaluation.
- Administer and supervise the administration of relevant assessment protocols and techniques.
- Treatment of Patients:
  - Provide a full range of psychological therapy programs including individual, family and group.
- Consultation with Hospital Personnel:
  - Discuss and suggest relevant types of treatment strategies and programs for the treatment or management of patients by other professionals.
  - Supervise inter- and intra disciplinary health providers in carrying out treatment programs.
- Teaching:
  - Provide professional support and training to inter- and intradisciplinary members of the health delivery team.
  - Supervise psychology clinical students, interns, clerks, and residents in their hospital related duties and field placements.
  - Provide direct teaching including the preparation of treatment manuals and descriptions of treatment techniques for the use of other MHDTP therapists.
- Research:
  - Act as Principal Investigator for an outcome evaluation study designed to determine if the structured, 6-week mental health day treatment program is meeting its objectives.
  - Supervise masters and doctoral students in the role of research assistants.
  - Facilitate research team meetings.
- Supervision / Administration:
  - Participate in Senior Clinical Team meetings with the Director and Program Coordinator of the MHDTP with an aim toward improving team performance and better managing program requirements.
  - Participate in numerous administrative meetings and working groups including the Psychology Council Meetings, Research Interest Group Meetings, Department of Psychology Meetings and MHDTP Staff Meetings.
  - Perform various other administrative duties as assigned by the Director and Program Coordinator of the MHDTP.

1998-2003

**Counselling Psychologist in full-time private practice**

PARADIGM SOLUTIONS

Calgary, AB

Supervisor: Ivan Zendel, Ph.D.

Corporate Services:

- Consulted to businesses on 'human capital development' including:
  - Competency, personal style and leadership assessments
  - Pre-employment selection
  - Leadership and management excellence development
  - Executive coaching

- Career planning and development
- Performance development / enhancement
- Succession planning and development
- 'Stress Mastery'
- 'Work-Family Balance' and 'Workplace Wellness' assessments and interventions
- Consulted to businesses on 'team development' including:
  - Achieving outstanding team performance
  - Improving team and workgroup communications
  - Resolving conflict and developing effective problem-solving strategies
  - Team assessment and performance measurement
  - Multi-rater feedback (360° feedback)
- Consulted to businesses on 'organizational development' including:
  - Organizational assessment
  - Vision and mission renewal
  - Strategic business planning
  - Changing corporate culture
  - Managing diversity
  - Change & transition management

Clinical Services:

- Conducted cognitive behavioural assessment and therapy with individuals, couples and families. Presenting problems included, but were not limited to, mood disorders (depression & bi-polar), anxiety disorders, schizophrenia and other psychotic disorders, personality disorders, adjustment disorders, sexual & gender identity issues, family violence & problems related to abuse, and other relational problems.
- Conducted standardized and dynamic assessment and intervention with adolescents and adults in career transition and/or in post-secondary learning establishments. Presenting problems included, but were not limited to, learning disorders, attention deficit and disruptive behaviour disorders, mental retardation, developmental disorders, communication and motor skills disorders, mood disorders, performance anxiety, perfectionism and other personality issues.
- Worked as a member of interdisciplinary teams providing "employability" assistance, including academic and career consultation to high needs adolescents and adults.
- Consulted to case managers, disability and career counsellors, and other community based helping professionals.
- Supervised psychometricians and psychological assistants in the administration, scoring and interpretation of psychological, educational, and vocational tests.

- 1999-2002
- Graduate Researcher**  
 DIVISION OF APPLIED PSYCHOLOGY  
 University of Calgary, Calgary, AB
- Designed a study to explore the relationship between work and family by drawing upon existing theoretical models of work and family integration, work and family demand or reward characteristics, stress and coping.
  - Developed a hypothesis and discussion paper, collected, interpreted and analyzed data (i.e. statistical analysis), defended results in oral and written presentation.
- 2002
- Guest Lecturer**  
 FACULTY OF MANAGEMENT  
 University of Calgary, Calgary, AB
- Lectured on organizational and family stress and work-family balance in a graduate seminar focused on workplace and employment issues that affect the performance of organizations.
- 2002
- Guest Lecturer**  
 FACULTY OF CONTINUING EDUCATION  
 MANAGEMENT CERTIFICATE PROGRAM  
 University of Calgary, Calgary, AB
- Guest lectured in a graduate seminar on Workplace Wellness.
  - Topics included organizational and family stress and work-family balance.
- 2000-2002
- Lecturer**  
 FACULTY OF SCIENCE  
 DEPARTMENT OF PSYCHOLOGY  
 University of Calgary, Calgary, AB
- Lectured to senior level undergraduates on personal, family, social and work-related stress management methods and stress reduction techniques including relaxation, anxiety management, meditation, time management, nutrition and exercise.
- 1999-2000
- Graduate Counselling Psychology Intern**  
 FAMILY THERAPY TRAINING PROGRAM  
 American Association for Marriage and Family Therapy, Individual and Family Therapy Training Program, Outpatient Mental Health Services, Colonel Belcher Hospital, Calgary, AB
- APA/CPA Accredited Internship Site***
- Supervisor: David Pearson, Ph.D.
- Provided individual, couples, and family therapy within a multidisciplinary framework.
  - Assessed and intervened effectively using cognitive behavioural, systems, and problem/solution focused conceptual frameworks.
  - Developed clear assessment, mid-term and discharge summaries indicating diagnostic information (based on DSM IV criteria), case management, and outcomes, to referring physicians.
  - Participated in dialogue and educational activities with colleagues (i.e., topics and case presentations) on a daily basis.
  - Participated in clinical team meetings and live, video, and case

discussion and supervision.

- Acted as a consultant to triage team, staff psychiatrists, and other case managers.

1997-2001

**Graduate Research Assistant – SSHRC Research Grant**

UNIVERSITY OF CALGARY

Division of Applied Psychology, Calgary, AB

Supervisor: Anne McKeough, Ph.D.

- Worked on a research team in the conduction of a three year project entitled: Central Narrative Structures in Adolescence: Developmental Growth and Implications for Teaching and Learning.
- Responsible for assisting in data gathering including background research, site selection, communication with school personnel, parents and participants; data analysis (including qualitative protocol analysis and statistical analysis); reporting of results including oral reports (to members of the research team, school personnel), conference presentations, book chapters and journal articles.

1998-1999

**Marriage & Family Therapist/ Masters Psychology Intern**

CATHOLIC FAMILY SERVICES

Calgary, AB

Supervisor: Carrrie Grant, MSW

- Completed a one-year internship in individual, family and marital counselling.
- Trained in a variety of individual and family therapy models including Narrative, Cognitive-Behavioural, Solution-Focused, Gender-Sensitive, and Milan Systemic.
- Participation in live and video taped supervision and case consultation.
- Co-facilitated a psycho-educational group: *Women & Self Esteem*.

1997-1999

**Graduate Researcher**

DEPARTMENT OF EDUCATIONAL PSYCHOLOGY

University of Calgary, Calgary, AB

- Designed a study to explore the influence of work and family variables on stress and well being.
- Developed a hypothesis and discussion paper, collected, interpreted and analyzed data (i.e. statistical analysis), defended results in oral and written presentation.

1995-1997

**Senior Vocational Rehabilitation Counsellor/Supervisor**

VOC-CARE REHABILITATION MANAGEMENT INC.

Bedford, NS

- Worked as part of, and provided consultation to, a comprehensive multidisciplinary rehabilitation team including family physicians, specialists, physical and occupational therapists, psychologists, social workers, and counsellors.
- Conducted needs assessments and outlined individualized program plans for survivors of motor vehicle accidents and other clients on long-term medical leave from their employment positions.
- Participated in job development and placement counselling including instruction of job specific skills: resume preparation, interview preparation and job search skills; conducted labour market analyses.
- Consulted to insurance company representatives and personal injury lawyers.

- Developed and delivered, “The Vocational Process: In-House Certification Course”.
- Participated in regional supervision and management duties.

1996-1997

**Independent Consultant/Lecturer**

FACULTY OF SCIENCE

Acadia University, Wolfville, NS

- Provided consulting services to the Faculty of Science pertaining to the implementation of a co-op program for undergraduate science students.
- Assisted the Co-op Co-ordinator in identification of potential co-op employment sites, preparation of students for co-op placements and assessment of placement success.
- Acted as a guest lecturer for undergraduate psychology classes teaching job identification, job development and placement counselling techniques.

1994-1995

**Project Manager/Researcher**

SOCIAL SUPPORT RESEARCH PROGRAM

School of Nursing, Dalhousie University, Halifax, NS

- Coordinated a study involving a supportive/educative intervention for couples coping with myocardial infarction.
- Monitored all aspects of the project including administration, library searches, development of questionnaires, guides and interview schedules, refining the background information for support group leaders, recruitment, organizing and conducting interdisciplinary team meetings, budgeting, facilitating focus groups, conducting post-intervention interviews and report writing.
- Facilitated numerous psycho-educational and therapeutic groups for couples coping with heart attack.
- Made in-hospital and home visits to heart attack survivors and their families to assess their individual needs and discuss support issues.

1993-1994

**Honours Research Assistant**

PSYCHOLOGY DEPARTMENT

Acadia University, Wolfville, NS

- Assisted in data collection on a project designed to assess core and peripheral self-knowledge.
- Acted as a second observer in adult outpatient interviews at the Fundy Mental Health Clinic, Wolfville, NS.
- Recommended ideas to researcher regarding assessment procedures.

1993-1994

**Honours Researcher**

PSYCHOLOGY DEPARTMENT

Acadia University, Wolfville, NS

- Designed a study to advance existing knowledge of family influences on adult emotional expression, ambivalence over emotional expression, and psychological adjustment.
- Developed a hypothesis and discussion paper, collected, interpreted and analyzed data (i.e. statistical analysis), defended results in oral and written presentation.

1993

**Honours Researcher/Award Recipient**

FACULTY OF RESEARCH STUDIES

Acadia University, Wolfville, NS

- Received the Manning Research Award for a proposed project to investigate the impact of chronic asthma on familial and self-expectations among adolescents.

## **PRESENTATIONS/PUBLICATIONS:**

**"Managing Mental Health Disability: Best Practices in the Workplace"** Co-authored a presentation presented at the Infonex Conference in Halifax, NS (November 2005)

**"Testing a work-family integration model"** Authored a paper and presented a poster at the Canadian Psychological Association Conference in Vancouver, British Columbia (June 2002)

Doctoral Thesis: **"Work, Home, and In-between: Testing a Model of the Integration between Work and Family "**, (June 2002).

**"Work, home and in-between: Testing a model of the integration between work and home"** Authored a paper and presented a poster at the Canadian Psychological Association Conference in Ste. Foy, Quebec (June 2001)

**"Developmental and cross-cultural comparisons of the narrative thought of aggressive and non-aggressive youth"**. Co-authored a paper presented at the biennial meeting of the International Society for the Study of Behavioral Development, Beijing, China (2000).

**"The development of narrative thought: A comparison of aggressive and non-aggressive youth"**. Co-authored a paper presented at the American Educational Research Association Annual Meeting, New Orleans (2000).

**"Organizational mismatches and family functioning"**. Authored a paper for the Canadian Counseling Association Conference, Calgary, Alberta (May 2000)

**Book Review:** "The Practice of Family Therapy: Key Elements Across Models" by Hanna S. J. and Brown, J.H. Authored a book review for the Canadian Journal of Counseling, Vol 34(2), April, 2000.

**"The narrative thought of children and adolescents: A cross-cultural comparison"**. Co-authored a paper presented at the European Developmental Psychology Congress, Spetses, Greece (August 1999).

**"Narrative knowing: A comparison of behaviorally aggressive and non-aggressive children"**. Co-authored a paper for the Canadian Society for the Study of Education, Sherbrooke, Quebec (June, 1999).

**"Narrative knowing: A comparison of behaviorally aggressive and non-aggressive children"**. Co-authored a paper presented at the Social Sciences and Humanities Congress (June, 1999).

**"Counsellor wellness: Applying the Spillover Model"**. Authored a paper for the Canadian Guidance and Counseling Association Conference, Edmonton, Alberta (May 1999)

**"Burnout and family functioning"**. Authored a paper for the 5th Annual Alberta Regional Consultation for Career Development (April 1999).

Masters Thesis: **"Organizational Mismatches and Family Functioning: A Study of Spillover Relationships"**, (April 1999).

**"The relations of family expressiveness, emotional expressiveness, ambivalence and psychological well-being"**. Authored a paper presented at the 18th Annual Atlantic Provinces Council on the Sciences

(May 1994)

Undergraduate Thesis: "**The Relations of Family Expressiveness, Ambivalence, and Psychological Well-Being**", (April 1994).

### **HONORS AND ACADEMIC AWARDS:**

#### **Graduate Research Scholarship, May 2002**

- University of Calgary, Division of Applied Psychology, Calgary, AB.

#### **Graduate Research Scholarship, January 2002**

- University of Calgary, Division of Applied Psychology, Calgary, AB.

#### **Research Travel Grant: To Attend the CPA Conference in Ste-Foy, Quebec, June, 2001**

- University of Calgary, University Research Grants Committee, Calgary, AB.

#### **Graduate Research Scholarship, May 2001**

- University of Calgary, Division of Applied Psychology, Calgary, AB.

#### **Graduate Research Scholarship, November 2000**

- University of Calgary, Division of Applied Psychology, Calgary, AB.

#### **Joe Woodsworth Memorial Scholarship, 2000-2001**

- University of Calgary, Faculty of Graduate Studies, Calgary, AB.

#### **Doctoral Tuition and Research Scholarship, September 1999**

- University of Calgary, Faculty of Graduate Studies, Calgary, AB.

#### **Denise H.S. Owen Scholarship, 1999-2000**

- University of Calgary, Department of Educational Psychology, Calgary, AB.

#### **Graduate Research Scholarship, September 1998**

- University of Calgary, Department of Educational Psychology, Calgary, AB.

#### **Graduate Research Scholarship, May 1998**

- University of Calgary, Department of Educational Psychology, Calgary, AB.

#### **Manning Research Award, April 1993**

- Acadia University, Department of Psychology, Wolfville, NS.

## **PROFESSIONAL CREDENTIALS AND MEMBERSHIPS:**

### **Nova Scotia Board of Examiners in Psychology, Halifax, NS**

- Member May 2003 - Present
- Registered Psychologist - #R0461
- Successful Oral Exam completion - November 2003

### **Association of Psychologists of Nova Scotia, Halifax, NS**

- Member August 2008 - Present
- Member of Private Practice Listing

### **Canadian Psychological Association, Ottawa, ON**

- Member, 1999 - Present

### **Counselling Division, CPA, Ottawa, ON**

- Member, 1999 - Present

### **American Psychological Association, Washington, DC**

- Member, 1999 - 2003

### **American Association of Marriage and Family Therapy, Washington, DC**

- Member, 1999 - 2003

### **Canadian Counselling Association, Ottawa, ON**

- Member, 1998 - 2003

### **College of Alberta Psychologists, Edmonton, AB**

- Member 1999 - 2003
- Provisional Chartered Psychologist – 1600 supervisory hours completed May 1999 - May 2000; 1870 additional supervised hours completed September 2000 to September 2002; Full-time practice – September 2002 – May 2003
- Successful EPPP pass – April 2003

### **Psychologists' Association of Alberta, Edmonton, AB**

- Member, 1999 - 2003

### **Canadian Guidance and Counselling Association, Career Development Chapter, Calgary, AB**

- Member, 1998 - 2003

### **Sloan Work-Family Researchers Network, Boston, MA**

- Member, 1999 - 2003

### **Calgary Coach Federation, Calgary, AB**

- Network Affiliate, 2000 - 2003

### **Industrial/Organizational Society of Calgary, Calgary, AB**

- Affiliate, 2001 - 2003

### **Educational Psychology Graduate Student Union, University of Calgary, Calgary, AB**

- Member, 1997- 2000

## **SELECTED PROFESSIONAL DEVELOPMENT:**

- 2010                    **Helping Divorcing Families – Interventions that Work**  
Families in Transition; Family Service Toronto, ON  
ASSOCIATION OF PSYCHOLOGISTS OF NOVA SCOTIA  
Halifax, NS
- 2010                    **The Meeting of Mind & Body: Health Anxiety & Chronic Pain**  
Gordon Asmundson, Ph.D., Seminar  
DALHOUSIE UNIVERSITY &  
ASSOCIATION OF PSYCHOLOGISTS OF NOVA SCOTIA  
Halifax, NS
- 2008                    **Diabetes Continuing Education Seminar**  
DIABETES MANAGEMENT CENTRE  
Halifax, NS
- 2008                    **Positive Psychology**  
ASSOCIATION OF PSYCHOLOGISTS OF NOVA SCOTIA  
Halifax, NS
- 2005                    **Emotion Focused Therapy of Depression**  
THE PSYCHOLOGICAL ASSOCIATION OF PEI  
Summerside, PE
- 2005                    **Counselling the New Millennium Adolescent:  
Respect Based Model for Teen Counselling**  
FAMILY AND CHILDREN'S SERVICES OF KINGS COUNTY  
New Minas, NS
- 2003                    **Non-violent Crisis Intervention**  
CRISIS PREVENTION INSTITUTE, INC. & CAPITAL HEALTH AUTHORITY  
Halifax, NS
- 2003                    **Building Trust in Organizations**  
CALGARY ASSOCIATION OF PROFESSIONAL COACHES  
Calgary, AB
- 2003                    **Dynamic Assessment Workshop**  
UNIVERSITY OF CALGARY DISABILITY RESOURCE CENTRE  
Calgary, AB
- 2001                    **Stress & Disease**  
CORTEXT EDUCATIONAL SEMINARS  
Calgary, AB
- 2000                    **John Gottman Series – Couples Therapy**  
AMERICAN ASSOCIATION OF MARRIAGE AND FAMILY THERAPY  
Calgary, AB

- 1999                           **Anxiety: Integrated Assessment and Intervention**  
PROFESSIONAL TRAINING GROUP  
Calgary, AB
- 1998                           **Betrayal and Couple Conflict - Clinical Assessment and Interventions**  
PROFESSIONAL TRAINING GROUP  
Calgary, AB
- 1995                           **Suicide Intervention Workshop**  
LIVING WORKS EDUCATION INC.  
Children's Aid Society of Halifax, NS

**SELECTED VOLUNTEER EXPERIENCE:**

- 2009-Present                   **Class Parent / Registered Volunteer**  
SIR CHARLES TUPPER SCHOOL, Halifax, NS  
Class Parent for Primary: Boyd/Layton and Grade 1: Moore/Davis
- 2008, 2009                   **Member & Fund Raiser: Breasts of the West**  
CIBC RUN FOR THE CURE  
Halifax, NS
- 1997-1999                   **Host Volunteer**  
CALGARY HOST VOLUNTEER PROGRAM  
Calgary Catholic Immigration Society, Calgary, AB
- 1994-1996                   **Psychologist Assistant**  
PSYCHOLOGY DEPARTMENT  
IWK Children's Hospital, Halifax, NS  
Supervisor: Dr. Chris Ellsworth
- 1995                           **Counselor / Teacher**  
NOVA SCOTIA LUNG ASSOCIATION  
Lung Association of Nova Scotia, Halifax, NS
- 1995                           **Focus Group Participant**  
FAMILY AND CHILDRENS SERVICES  
Children's Aid Society of Halifax, Halifax, NS
- 1992-1994                   **Athletic Co-ordinator**  
DEPARTMENT OF ATHLETICS  
Acadia University, Wolfville, NS

## **REFERENCES**

### **Dr. Myles Genest**

Chief Psychologist  
Genest Psychological Services  
5739 Inglis Street  
B3H 1K5  
(902) 492-2546

### **Dr. Anne McKeough**

Professor/Supervisor SSHRC Grant  
Division of Applied Psychology  
University of Calgary  
Calgary, AB  
T2N 1N4  
(403) 220-5723

### **Dr. Bryan Hiebert**

Doctoral Supervisor  
Associate Dean  
Division of Applied Psychology  
University of Calgary  
Calgary, AB  
T2N 1N4  
(403) 220-7770

### **Ms. Carrie Grant, MSW**

Masters Practicum Supervisor  
Formerly: Catholic Family Services  
Social Worker in Private Practice  
132 17<sup>th</sup> Avenue NW  
Calgary, AB  
(403) 245-5789 or (403) 589-0484

### **Dr. Ivan Zendel**

Chartered Psychologist/ Partner  
Paradigm Solutions  
434 15<sup>th</sup> Street NW  
Calgary, AB  
T2N 2A9  
(403) 264-4442

### **Dr. David Pearson**

Ph.D. Internship Supervisor  
Outpatient Mental Health  
Colonel Belcher Hospital  
1213 – 4<sup>th</sup> Street SW  
Calgary, AB  
T2R 0X7  
(403) 541-2149

### **Dr. John Mueller**

Professor/ Doctoral Supervisory Committee  
Division of Applied Psychology  
2500 University Drive  
University of Calgary  
Calgary, AB  
T2N 1N4  
(403) 220-5664

### **Dr. Laura Hambley**

Owner: The Leadership Store  
[www.leadershipstore.com](http://www.leadershipstore.com)  
Suite 301, 609 14<sup>th</sup> Street NW  
Calgary, AB  
T2N 2A1  
Office: (403) 261-5085  
Main: (403) 251-8888  
Cell: (403) 819-7060