



## Stephen Young

Research Faculty, Applied Research Consulting Services



### Experience

Stephen's expertise lies in applying his analytical skills to design and develop client-focused, talent management analytic tools and assessments that provide deep insight into how and where leadership gaps impact business goals. Prior to joining CCL, Stephen was a researcher with Design Interactive, Inc. in Orlando, FL where he was principal investigator and/or technical lead of several U.S. Department of Defense and U.S. Department of Homeland Security research and development contracts. He previously taught classes at Florida Institute of Technology and Eastern Florida State College.

### Current Role

In addition to his role as Research Faculty, for his Applied Research Consulting Services role, Stephen conducts complex studies that have relevance both to advancing theory as well as to practical applications by organizations and leaders. Areas of particular interest and expertise include Employee Engagement, Emotions, Empathy, Feedback, Leadership Development Evaluation, Leadership Assessment, and Positive Psychology Intervention Research (i.e., mindfulness-based stress reduction). He is currently an adjunct assistant professor at The Chicago School of Professional Psychology.

### Educational Background

Stephen has a B.A. in Psychology and Political Science from the University of Connecticut. He also received an M.S. and Ph.D. in Industrial/Organizational psychology from Florida Institute of Technology.

### Professional Affiliations

Stephen's professional affiliations include Society for Industrial Organizational Psychology (SIOP), North Carolina Industrial/Organizational Psychologists' Group, and Society for Human Resource Management (SHRM). His research has been published in journals such as *Leadership Quarterly*, *International Journal of Human Resource Management*, *Personnel Review*, and *the Industrial/Organizational Psychologist*.