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Leadership Excellence

Profile of Rachael Hearty

RACHAEL HEARTY

Rachael is an experienced Occupational Psychologist who has ample experience working in both the public and private sectors.

She is passionate about using evidence-based psychological methods and tools to support people in finding the right path for them, be that in their careers or in the workplace, as well as enabling people to build their resilience and emotional intelligence whilst remaining authentic to themselves within their jobs.

She specialises in coping and resilience, coaching, assessment design, and training design and delivery.



Across a varied career to date, Rachael has participated in the facilitation of talent management and team development programs, and has delivered projects on the critical analysis and redevelopment of major talent development frameworks. In recent years, her work has seen her focus more on developing and implementing well-being initiatives at both the individual and organisational levels.

She has an empathetic and thoughtful approach to working with people to get to the heart of what's holding them back from reaching their full potential. She takes her time to listen to how people perceive and describe their current situation, reflecting back the underlying themes and creating a supportive and open environment that encourages breaking down barriers to see things from different perspectives.

Her work on coping and resilience is in increasing demand and has led to opportunities to speak at a variety of conferences across the world.

Read more about Rachael's approach, and her career history on LinkedIn.

[LinkedIn](#)

PROFESSIONAL SUMMARY

HEADLINE ROLES:

- Senior Occupational Psychologist, UK Civil Service, 2022-present.
- Senior Consultant, Sten10 Ltd, 2019-present.
- Various associate roles, 2019-present.
- Trainee Occupational Psychologist, UK Civil Service, 2015-2019.
- Talent Analyst, SHL, 2014-2015.

EDUCATION AND QUALIFICATIONS:

- Qualification in Occupational Psychology (Stage 2) (2020).
- Institute of Leadership Accredited Coach (Level 5) (2020).
- Masters in Occupational Psychology, University of Sheffield (2013)



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