

DR CAROLINE GREGORY

Principal Consultant, Workplace & Clinical Psychologist
BSc (Hons), DPsych (Clin), MAPS

Member of the Australian Psychological Society (MAPS)
Member of the APS Coaching Psychology interest group



COACHING PROFILE:

Diagnostic Tools:

Caroline utilises a wide range of evidence-based leadership tools, and personality and style inventories, including the DiSC, 360 Feedback Surveys, NEO, SAFEPQ, PAI, and MSCEIT.

Coaching Style and Approach:

Caroline is a clinical and workplace psychologist with over 15 years' experience partnering with leaders to build insight, challenge thinking, and develop more helpful and effective ways of working with peers and leading teams. Caroline is proficient in the delivery of group-based, as well as individual interventions in the areas of leadership training and coaching; team development; psychosocial risk and organisational health; conflict and dispute resolution; and work-related stress management.

Caroline works from a strengths-based positive coaching approach, which helps her clients to develop the successful mindsets and resilience necessary to achieve growth. Caroline's clinical background offers valuable experience in assessing and understanding the individual psychosocial factors that impact people's ways of working and create barriers to effective leadership and high performance. She works collaboratively to identify and overcome these obstacles, building insight and skill for sustainable change.

Caroline brings a respectful and empathic approach to her consulting which allows her to build genuine and constructive relationships with her clients, and creates a safe space to facilitate reflection, test ideas, and gain self-awareness. The specific needs and context of the workplace and environment are considered to provide tailored coaching support that respects the unique challenges individuals face, as well as the opportunities for growth.

Coaching Areas of Expertise:

Caroline has worked extensively with leaders across the career lifecycle, including emerging leaders, established leaders, and Executive level leaders and teams, supporting them in identifying areas for growth, establishing clear goals aligned with personal and organisational values, and designing targeted plans for the development of leadership capabilities and career advancement. This work has included supporting individuals in the transition to leadership roles and helping experienced leaders to build insight regarding areas of strength and development. Caroline is experienced in supporting leaders through targeted feedback and skills training in areas such as communication, emotional intelligence, building trust, developing resilience, and high performance.

Caroline also has experience delivering behavioural coaching, working with individuals who have identified issues in relation to their behaviour or performance in the workplace. In this type of coaching, Caroline engages with the workplace to gain a clear understanding of the needs and aims for change and development, and establishes a coaching relationship of high support and accountability.

Previous Coaching Assignments:

Caroline has provided coaching services for leaders within large private sector corporations, various public sector departments, and a range of not-for-profit organisations.

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