ROSS MCINTOSH



SENIOR BUSINESS PSYCHOLOGIST

BSc Psychology; MSc Human Resource Management; MSc Organisational Psychology; MBPsS, FCIPD, Fellow of the Association for Coaching.

AREAS OF CHANGE

- Leadership Assessment & Talent Development
- Individual & Team Coaching
- Organisational Development & Positive Change

SPECIAL INTERESTS

Psychological flexibility in individuals, leaders and teams; leadership behaviour under pressure; Acceptance and Commitment Therapy in the workplace; and well-being at work.

CONTACT INFORMATION

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ABOUT ROSS

Ross is a Business Psychologist and Coach who specialises in leadership, psychological flexibility and sustainable performance. He combines organisational psychology and behavioural science with practical approaches drawn from Acceptance and Commitment Therapy (ACT), helping individuals, leaders and teams develop more flexible, values-driven and effective ways of responding to complex and changing environments.

Ross is an honorary lecturer and research practitioner in leadership coaching and well-being at City St George's, University of London and Birkbeck, University of London, and an internationally experienced trainer in ACT in the workplace.

WORK AT SEVEN

Ross works with leaders and teams to translate psychological insight into practical behaviour, particularly when pressure, uncertainty and complexity make it harder to respond effectively.

He provides executive coaching, leadership development and team interventions, and is qualified to use a variety of psychometric tools including the NEO PI-3, Strengthscope, the Hogan inventories and the Leadership Versatility Index 360 amongst others.

LIFE BEFORE SEVEN

Ross spent the first 20 years of his career in the UK Civil Service in a variety of senior HR roles. During this time he was accountable to the Board of a major Department for the design, delivery and outcomes of a process to identify leaders for key senior roles. He also coached a wide range of leaders to help them realise their potential and navigate a changing landscape. Ross left the Civil Service to pursue a Masters in Organisational Psychology, with a mission to further enhance his impact in the workplace.

APPROACH TO POSITIVE CHANGE

Ross adopts a down-to-earth, human approach to individual, leadership and organisational development.

His work is grounded in evidence-based psychology and behavioural science, with a particular focus on psychological flexibility. He is dedicated to helping people turn insight into action – being present, values-led and willing to grow, even when pressure, uncertainty and complexity make this difficult.

MORE ABOUT ROSS

Ross is committed to making behavioural science accessible, useful and relevant to people at work. In 2018 he launched the "People Soup" podcast, which has developed a strong global following.

His experience spans sectors including the UK Civil Service, Education, Health, Financial Services, Charities, Technology, Engineering and Professional Ballet.

Ross loves cycling for both his physical and mental health. He lives in Seville, Spain with his Spanish husband.