

HELPING PROFESSIONS

A Guide to Paths and Programs in

LEADERSHIP AND PERFORMANCE

WANT TO MAKE A DIFFERENCE IN PEOPLE'S LIVES?

Many people have a desire to help others. From one-on-one therapy to coaching to community activism. From private practice to nursing homes to corporations. From individuals to families. From mental health to athletic performance.

The career fields that need professionals dedicated to helping people are varied and rewarding. This Leadership and Performance guide can help you find a path—and a degree program—that aligns with your goals for helping individuals and groups achieve their potential in non-clinical settings.

Still exploring the ways you want to make a difference in the lives of others? Ask your Enrollment Counselor about our other guides that can help you explore paths and programs in:

- Behavioral Health
- Education and Research
- K-12 Settings
- Human Services



LEADERSHIP AND PERFORMANCE

There are plenty of opportunities to help people reach their potential outside of a clinical setting. Professionals with a degree in psychology but without a license can assist organizations and people with performance issues through leadership, coaching, and inspiration.

With a deep knowledge of how the mind works and how human behavior shapes interactions, such professionals understand what motivates individuals, groups, and teams to achieve success. Their skills are beneficial in sports, business, and social/human services settings.



LEADERSHIP AND PERFORMANCE



Professions

Professionals who assist individuals with leadership performance work in a wide variety of settings. Here are some common roles and job titles, employment settings, and median annual salaries.

Business-Focused Leadership



Focus

Improve performance, motivation, and company morale. Use psychological theories to drive productivity and enhance employee satisfaction.

Related Job Titles

- Manager or director of human resources
- Manager or director of labor relations
- Director of training and development
- Organizational consultant (internal or external)
- Adjunct, part-time, or full-time faculty

Related Workplaces

- Corporation/business (any size)
- Consulting
- Nonprofit
- Military

Median Annual Salary

The median pay for industrial-organizational psychologists is \$82,760 per year.*

SOURCE: Bureau of Labor Statistics, 2017.

* Disclaimer: Many factors, including field of study, age, experience, and geography, can affect job offers, salaries, promotions, or other career growth. Capella does not guarantee its graduates will experience any particular career outcome.

LEADERSHIP AND PERFORMANCE



Professions

Sport-Focused Leadership



Focus

Provide motivation and build confidence for clients who seek to restore performance post-injury. Help clients reach a peak level of performance. Guide individuals through the pressures associated with sports, physical therapy, or even business ventures.

Related Job Titles

- Athletic program manager
- Coach
- Sport development manager
- Sport psychology assistant
- Fitness center manager
- Personal trainer

Related Workplaces

- Fitness club
- Parks and recreation organization
- College/university
- Sport organization

Median Annual Salary

No average annual salary due to range in job titles and responsibilities.

LEADERSHIP AND PERFORMANCE



Professions

Social/Human Services-Focused Leadership



Focus

Lead, collaborate, and advocate to find solutions to human problems and support meaningful change for people, organizations, and communities.

Related Job Titles

- Family advocate
- Learning center manager
- Psychiatric assistant
- Rehabilitation supervisor
- Social services supervisor
- Adjunct, part-time or full-time faculty
- Program director

Related Workplaces

- Social service agencies
- College/university
- Federal, state, and county government

Median Annual Salary

The median pay for social and community managers is \$64,680 per year.*
SOURCE: Bureau of Labor Statistics, 2017.

* Disclaimer: Many factors, including field of study, age, experience, and geography, can affect job offers, salaries, promotions, or other career growth. Capella does not guarantee its graduates will experience any particular career outcome.



Degrees for a Career in **PERFORMANCE LEADERSHIP/MANAGEMENT**

MASTER OF SCIENCE IN PSYCHOLOGY, *Industrial/Organizational Psychology Specialization*

Focus

Prepare to apply psychological theories to drive productivity and enhance employee satisfaction in the workplace.

What You'll Learn

Application of industrial/organizational behavior principles and research to the workplace and other organizational settings.

Leadership theories, group development, motivation and workplace performance, conflict resolution, and organizational processes.

*Related Job Titles to Explore**

- Manager or director of training
- Assessment specialist
- Manager or director of organizational development
- Organizational consultant (internal or external)

Related Employment Settings to Explore

- Industrial setting
- Corporation
- Military
- Organizational consulting firm

NOTE: The requirements for these programs are not intended to prepare graduates for licensure as professional counselors, psychologists, or social workers.



Degrees for a Career in **PERFORMANCE LEADERSHIP/MANAGEMENT**

MASTER OF SCIENCE IN PSYCHOLOGY, *Sport Psychology Specialization*

Focus

Prepare to help individuals, athletes, coaches, parents, and teams enhance or restore performance.

What You'll Learn

Current theory and evidence-based practices for performance enhancement, individual and team motivation, injury recovery, and stress management as it applies to amateur athletes.

*Related Job Titles to Explore**

- Athletic program manager
- Coach
- Sport development manager
- Sport psychology assistant

Related Employment Settings to Explore

- Fitness club
- Park and recreation organization
- Youth sport organization
- K-12 public/private school



Degrees for a Career in **PERFORMANCE LEADERSHIP/MANAGEMENT**

| PhD IN ADVANCED STUDIES IN HUMAN BEHAVIOR

Focus

Advanced study for educational, consultative, or leadership roles in social and behavioral fields.

What You'll Learn

Contemporary issues in human behavior, including issues eating disturbances, addictive behaviors, aging, and grief.

Ethical principles for working with diverse populations in social and behavioral settings.

Related Job Titles to Explore*

- Program executive director
- Intake director
- Research director
- Learning center director

Related Employment Settings to Explore

- Advocacy organization
- Child welfare/children's services agency
- Nonprofit organization
- Consulting firm or practice



Degrees for a Career in **PERFORMANCE LEADERSHIP/MANAGEMENT**

PhD IN PSYCHOLOGY, *Industrial/Organizational Psychology Specialization*

Focus

Advanced study in organizational behavior.

What You'll Learn

The theory and practice of psychology in the workplace and other organizational settings.

Leader development, coaching psychology, group and team dynamics, organizational change management, systems planning, industrial/organizational assessment, employee motivation/performance improvement, strategic planning, professional development, and administrative and human resource management (including employee support services).

You'll also have the opportunity to pursue emphases in Coaching Psychology, Consultation Psychology, Industrial Psychology, and Organizational Psychology.

*Related Job Titles to Explore**

- Director or vice president of organizational development
- Evidence-based coach
- Director of labor relations
- Organizational consultant

Related Employment Settings to Explore

- Research organization
- Corporation
- Organizational consulting firm
- Military

*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title. Note: Some positions require licensure and/or other designations. We encourage you to research requirements for your job target and career goals. Check state licensure requirements. The license to practice as a professional psychologist or counselor is regulated independently in each state or province. Learners who intend to seek licensure or certification should check the program requirements in the state or province in which they hope to practice.

WHY CAPELLA?

- Degree programs designed around industry standards.
- Learning experiences that you can apply immediately in the field.
- Up-to-date curriculum and knowledgeable faculty who are industry experts.
- The most direct path to your goals with 24-hour access to online courses for the ultimate flexibility.
- An affordable education with many financial support options.



WHAT SETS CAPELLA APART?

Accredited Degree Programs Aligned to Industry Standards

The following programs have professional accreditation:

- Capella University's PhD in Counselor Education and Supervision, MS in Mental Health Counseling, MS in School Counseling, and MS in Marriage and Family Counseling/Therapy programs are accredited by the American Counseling Association's Council for Accreditation of Counseling and Related Educational Programs (CACREP) through March 31, 2020.
- The MS in Marriage and Family Counseling/Therapy program at Capella University is accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE), 112 South Alfred Street, Alexandria, Virginia 22314; 703.838.9808, coa@aamft.org.
- Capella University's Master of Social Work programs are accredited by the Council on Social Work Education's (CSWE) Commission on Accreditation. CSWE is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in the United States.

Coursework incorporates industry standards in the following programs:

- The specialization courses in Capella's Master of Science in Psychology, Applied Behavior Analysis specialization are approved by the Behavior Analyst Certification Board (BACB).
- The Master of Science in Addiction Studies program includes a course in supervision and program management along with 300 hours of internship to complement your academic coursework. This incorporates common International Certification & Reciprocity Consortium requirements that states have set for credentialing examinations.

Capella University is accredited by the Higher Learning Commission (hlcommission.org), a regional accreditation agency recognized by the U.S. Department of Education.

WHAT SETS CAPELLA APART?

The Most Direct Path to Your Goals

Our approach to education is designed around the critical skills, knowledge, theories, and abilities — or competencies — required to master the subject matter in your degree program. You gain the relevant competencies you need to advance your career, and in the most efficient way.

FLEXPATH™

FlexPath, Capella's self-paced learning format, lets you work at your own pace and use the knowledge you've gained in your profession to move quickly through familiar subjects—potentially saving you time and money.

FlexPath is currently available for the following Master of Science in Psychology specializations:

- Child and Adolescent Development
- Educational Psychology
- General Psychology
- Industrial/Organizational Psychology
- Sport Psychology



WHAT SETS CAPELLA APART?

Relevant Curriculum

Capella's programs are designed by scholar-practitioner faculty who are experts in their field, and developed around the latest standards in the field to ensure you'll gain the most relevant skills and knowledge you need to succeed in your career.

Expert Faculty

Most faculty members hold a doctoral degree and have expertise gained through relevant experience in their field.

Counseling

All core faculty members in the counseling department have a doctoral degree and many work as licensed practitioners, school psychologists, school counselors, marriage and family therapists, professional counselors, alcohol and drug abuse counselors, registered play therapy supervisors, and psychologists.

Psychology

All psychology faculty members have graduate degrees and many work as clinical, industrial, and organizational professionals

Social Work

All social work faculty members have a doctoral degree and are licensed social workers both in advanced generalist practice and clinical social work.

Human Services

All human services faculty hold doctoral degrees. Our experienced instructors consult with regional, national, and international public service organizations and government agencies.

SUPPORT THROUGH YOUR PROGRAM REQUIREMENTS

Your program may present challenges—and Capella offers the support you need to successfully meet them. As you work to complete your degree requirements, Capella will provide you with support resources that are well suited to help you reach all of your short- and long-term academic and career goals. Here's just some of the support you'll receive along the way:



Enrollment Counselors

These folks are superstars—we hear it from our students (and grads), and you'll feel it from your first call or chat. They'll help you find your program fit, navigate the admissions process, and get started.



Academic Tutoring

Want to boost your performance? This team provides one-on-one support for academic skills, specific subjects, and more.



Financial Aid Counselors

First they listen. Then they act—for you. Running the numbers, exploring ways to save, and making the financial stuff a lot less complicated.



Doctoral Support

A doctoral degree takes special effort. It's why our doctoral programs are carefully designed for success. And it's why this team offers guidance on a whole other level—from first course to dissertation.



Academic Coaches

This team is all about keeping you on track. They'll help you understand your program requirements, answer your questions—and root for you all the way.



Career Center

For this team, it's way more than resumes and interview tips. It's about thoughtful and strategic career planning—from your first day at Capella. And long after you graduate.

SUPPORT THROUGH YOUR PROGRAM REQUIREMENTS



Student Community

You're not alone at Capella. Find a community of classmates to give support, provide guidance, and share tips.



Military Support

The best way to honor your service? Demystifying your complex benefits and helping you make the most of what you've earned.



Disability Services

Need access, accommodations, or technology? These advocates will make it happen. And if you need a steady hand to guide you across the stage at graduation? They'll be there for that, too.



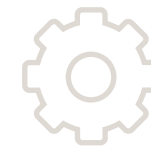
Library and Writing Support

Need help finding resources or honing your writing skills for a paper or other coursework? The Capella Library and Writing Center are here to help.



Affordability

Capella offers a per-credit cost with a variety of ways to make your degree even more affordable.



Tech Support

Tech happens. So you'll have 24/7 access to live, actual human beings who'll help you get the most out of your learning technology.

AFFORDABILITY

Capella offers a per-credit cost with a variety of ways to make your degree even more affordable.



Scholarships

Capella offers several scholarship opportunities for new students to save on their degree. And the best part: scholarships never need to be paid back.

Employer tuition reimbursement

Many employers offer tuition reimbursement to their employees—even those without a formal program. Check with your HR department or manager to see if you are eligible.

Transfer credits

Reduce the time and cost of finishing your degree by maximizing your transfer credits.

Military discount

Capella offers a discount of 10 to 15 percent to veterans, service members, and their spouses.

Employer and association discounts

Tuition discounts from Capella-affiliated employers, colleges, and professional associations can help make your degree more affordable.



RESOURCES

ONLINE LEARNING AT CAPELLA
SCHOLARSHIPS FOR NEW STUDENTS
TAKE A FREE TRIAL COURSE
LEARN MORE ABOUT CAPELLA



Ready to learn more?

Call an Enrollment Counselor:
1.888.933.5819

Ready to get started?

Apply now and we'll waive your
\$50 application fee when you
use code **Guide1**.

Important information about the educational debt, earnings, and completion rates of students who attended these programs.

ACCREDITATION: Capella University is accredited by the Higher Learning Commission.
HIGHER LEARNING COMMISSION: <https://www.hlcommission.org>, 800.621.7440
CAPELLA UNIVERSITY: Capella Tower, 225 South Sixth Street, Ninth Floor,
Minneapolis MN 55402, 1.888.CAPELLA (227-3552)

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