

JASON WALKER

Hon. BA (Psych, MSW, PsyD, PhD, C.Psychol, CCAC, CCI, DAAETS, SHRM-SCP, CPHR, SMStJ)

Associate Professor and Program Director | Adler University, Vancouver

Clinical Adjunct Professor | City University of Seattle

Contributing Writer | Forbes

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PROFESSIONAL PROFILE

Dr. Jason Walker is a scholar and practitioner in work and health psychology at Adler University, where he leads the Master of Psychology in Health and Wellness and the Master of Industrial and Organizational Psychology programs. His work joins empirical research with applied practice, with a sustained focus on workplace bullying, harassment, sexual violence, and the psychological conditions that allow those behaviours to persist in institutions.

He holds doctorates in both work psychology and clinical psychology and is a Chartered Psychologist with the British Psychological Society. He is an editorial board reviewer for the Journal of Affective Disorders, Frontiers in Public Health, the Journal of Occupational and Organizational Psychology, and the Journal of Consulting Psychology.

He is editor of Workplace Violence: Reconceptualizing the Epidemic of Bullying at Work and co editor of Applied Psychology in the Modern Era, with Springer Nature. As a contributing writer at Forbes and a regular contributor to The Conversation, his commentary has reached audiences through MSN, The Globe and Mail, USA Today, Newsweek, and Canadian HR Reporter, generating more than 3.9 billion media impressions in 2024 and 2025.

He is a sought-after keynote speaker on organizational culture, psychological safety, and institutional accountability. He was appointed a Serving Member of the Most Venerable Order of the Hospital of St. John of Jerusalem and received the Canada Volunteer Award Medal of Honour from the Governor General of Canada for community service.

AREAS OF SCHOLARLY EXPERTISE

- Workplace violence, bullying, and harassment
- Trauma informed practice and critical incident stress
- First responder and frontline workforce mental health
- Addictions and clinical crisis intervention
- Indigenous health, social development, and consultation
- Psychological safety and organizational culture
- Industrial and organizational psychology
- Health and wellness psychology
- Leadership, governance, and institutional accountability
- Higher education policy and quality assurance

EDUCATION

Certificate, Professional Studies

2020 to 2021

Cornell University, Ithaca, New York, USA

Specialty: Health Psychology and Wellness Counselling

Doctor of Psychology (PsyD)

September 2018

California Southern University, School of Behavioral Studies, Costa Mesa, California, USA

Specialty: Clinical Psychology

Dissertation: Workplace bullying and sexual harassment: Impact on first responders

Doctor of Philosophy (PhD)

July 2017

Northcentral University, School of Behavioral Studies, San Diego, California, USA

Specialty: General Psychology

Dissertation: A quantitative study of the prevalence and impact of workplace bullying amongst first responders

Nominated, Dissertation of the Year

Master of Social Work (MSW)**June 2002***University of Toronto, Faculty of Social Work, Toronto, Ontario, Canada*

Specialty: Clinical Social Work

Thesis: The relationship between childhood sexual abuse and post traumatic stress disorder

Honours Bachelor of Arts (Hon.BA)**June 2000***McMaster University, Faculty of Social Sciences, Hamilton, Ontario, Canada*

Major: Psychology

Graduated with Honours

PROFESSIONAL CREDENTIALS AND MEMBERSHIPS**British Psychological Society****Current**

Chartered Psychologist (C.Psychol), #571669

Canadian Psychological Association**Current**

Regular Member, #214353

American Psychological Association**Current**

College Psychology Professor, Affiliate Member, #36132267

Society for Industrial and Organizational Psychology**Current**

Regular Member

American Academy of Experts in Traumatic Stress**Current**

Diplomate (DAAETS); Certified Crisis Interventionist (CCI), #6055

Canadian Addiction Counsellors Certification Federation**Current**

Certified Clinical Addiction Counsellor (CCAC), #50098

Canadian Counselling and Psychotherapy Association**Current**

Professional Qualifying Member, QCA #10008942

Chartered Professionals in Human Resources, British Columbia**Current**

Chartered Member (CPHR), #42167

Society for Human Resource Management, USA**Current**

Senior Certified Professional (SHRM-SCP)

ACADEMIC APPOINTMENTS**Adler University****July 2022 to Present***Vancouver, British Columbia, Canada***Associate Professor and Program Director, Master of Psychology in Health and Wellness; Master of Industrial and Organizational Psychology; Master of Applied Psychology****Chair, Research Ethics Board (September 2026 – Present)****Chair, Faculty Council (Chair Elect, May 2024 to June 2024; Chair, July 2024 to 2025)****Doctoral Dissertation Chair (May 2024 to Present)****Adjunct Professor, Industrial and Organizational Psychology and Applied Psychology (2022 to 2023)**

- Lead department operations, budget, and academic planning for three graduate programs.
- Direct program review and regulatory submissions for the Higher Learning Commission and the BC Degree Quality Assessment Board.
- Chair hiring committees for core and adjunct faculty; supervise and mentor teaching faculty.
- Design and build curriculum across the program portfolio; revise syllabi to meet accreditation standards.
- Serve as doctoral dissertation chair, master's dissertation chair, and capstone supervisor.
- Teach organizational behaviour, consulting psychology, capstone in industrial and organizational psychology and applied psychology, and cognition, affect and behaviour, averaging 12 to 15 students per section.

- Leads the University Research Ethics Board in accordance with TCPS2 and university policy.
- Contribute to student recruitment and retention strategy.
- Member, University Ad Hoc Committee on Shared Governance, Office of the Provost.
- Member, Indigenous Advisory Committee.

City University of Seattle**July 2020 to Present***Edmonton, Vancouver, and Victoria, Canada***Associate Faculty and Clinical Adjunct, Master of Arts in Counselling Psychology**

- Teach addictions and mental health, sexuality, psychopharmacology, psychopathology, capstone and research methods at the graduate level, averaging 35 students per section.
- Serve as capstone and doctoral supervisor for clinical projects.
- Doctoral coordinator for addictions and mental health, trauma, and sexuality streams.
- Special lecturer, The Resiliency Project.
- Member, committee on re examining and decolonizing curriculum in psychopathology and psychopharmacology (2023).
- Revise syllabi to meet accreditation standards.

University Canada West**December 2019 to July 2021***Vancouver, British Columbia, Canada***Associate Professor, Graduate Studies****Vice Chair, University Senate**

- Taught organizational behaviour, human resources for the MBA, business ethics, capstone, and introduction to psychology at undergraduate and graduate levels, averaging 35 students per section.
- Revised the organizational behaviour syllabus to meet accreditation standards and secure transfer credit with the University of British Columbia.
- Designed and redesigned courses in organizational behaviour, abnormal psychology, and social psychology.
- Course Lead, Organizational Behaviour (2021).
- Chair, Research Ethics Board (2020 to 2022).
- Department Head, Psychology (2022); Chair, Consulting Management Curriculum, Indigenous (2022).
- Member, Undergraduate Redesign Committee and Academic Integrity Committee (2021).

Yorkville University**January 2021 to December 2021***Fredericton, New Brunswick, Canada (online)***Associate Faculty, Master of Arts in Counselling Psychology**

- Taught clinical assessment, skills lab, and research methods at the graduate level, averaging 15 students per section.
- Course Lead, Clinical Assessment.
- Revised syllabi to meet accreditation standards.

Post University**June 2020 to December 2021***Waterbury, Connecticut, USA (online)***Associate Faculty, John Burke School of Psychology**

- Taught adolescent psychology, psychology across the lifespan, and multicultural psychology at the undergraduate level, averaging 30 students per section.
- Designed and redesigned the adolescent psychology course.
- Revised syllabi to meet accreditation standards.

University of Victoria**2004 to 2009***Victoria, British Columbia, Canada***Adjunct Professor, School of Child and Youth Care**

- Taught at the undergraduate, graduate, and doctoral levels.

ACADEMIC GOVERNANCE AND COMMITTEE SERVICE

Adler University

2023 to Present

- Chair, Research Ethics Board (2026 to Present)
- Chair, Faculty Council (2024 to 2025)
- Member, Provost's Ad Hoc Committee on Shared Governance (2024 to 2025)
- Member, Indigenous Advisory Committee

City University of Seattle, Faculty of Behavioural Sciences

2020 to Present

- Chair, Oral Comprehensive Examination Panel, Edmonton (2020, 2021, 2022, 2023, 2024, 2025, 2026)
- Chair, Oral Comprehensive Examination Panel, Vancouver (2022, 2023)
- Chair, Oral Comprehensive Examination Panel, Victoria (2022, 2023)
- Chair, Oral Comprehensive Examination Panel, Online Campus (2024, 2025, 2026)
- Member, Curriculum Decolonization Committee

University Canada West

2019 to 2023

- Vice Chair, University Senate (2022 to 2023)
- Elected Faculty Member, University Senate (2022 to 2023)
- Member, Senate Academic Planning and Priorities Committee (2022 to 2023)
- Member, Senate Quality Assurance Committee (2022 to 2023)
- Chair, Research Ethics Board (2020 to 2022)
- Chair, Indigenous Course Curriculum Development, Graduate Studies (2022)
- Lead, Faculty Lunch and Learn Series (2020 to 2023)
- Member, Academic Integrity Policy Committee (2019)

Yorkville University

2025

- Chair, External Review Panel, Doctor of Counselling and Psychotherapy Program (2025)

EDITORIAL APPOINTMENTS

Journal of Affective Disorders

2026 to Present

Editorial Board Reviewer

International Journal of Responsible Leadership and Ethical Decision-Making

2025 to Present

Editorial Board Reviewer

Frontiers in Public Health

2023 to Present

Editorial Board Reviewer

Journal of Occupational and Organizational Psychology, British Psychological Society

2022 to Present

Editorial Board Reviewer

Journal of Consulting Psychology, American Psychological Association

2022 to Present

Editorial Board Reviewer

IDGI-BC Journal of Dialogues in Higher Education: Delivery and Impact

2025 to 2026

Co Editor in Chief

HONOURS AND AWARDS

Dean's Award for Faculty Excellence

2026

Adler University

Chasing Excellence Award, Faculty Recipient

2022

University Canada West. Colleague nomination.

Faculty Impact Award	2021
Post University. Student nominated award for teaching faculty.	
Paul Harris Fellowship	2018, 2020
Rotary International. Exemplary service to Rotary International.	
Dissertation of the Year, Nomination	2017
Northcentral University. Chair and committee nominated for PhD dissertation of the year.	
Alumni Star of Excellence	2001
McMaster University. Exemplary service and support for the Emergency First Response Team.	
Serving Member, Most Venerable Order of the Hospital of St. John of Jerusalem (SMStJ)	1998
Priory of Canada. Conferred with the title Serving Member.	
Medal of Honour, Canada Volunteer Award	1997
Governor General of Canada. Exemplary community service in multiple domains. Now the Caring Hands Award.	
Blue and Gold Circle Award	1997
University of Victoria. Year one recognition for excellence in academic and community service.	
Meritorious Certificate for Life Saving	1996
Priory of Canada. For saving the life of a man at a community event.	

PUBLICATIONS

Books and Edited Volumes

- Walker, J.** (Ed.). (2026). *Workplace violence: Reconceptualizing the epidemic of bullying at work*. Springer Nature.
<https://doi.org/10.1007/978-3-032-12520-0>
- Walker, J., & Circo, D.** (Eds.). (2025). *Applied psychology in the modern era: Integrating theory, research, and practice for real world application*. Springer Nature, Behavioral Sciences Division.
- Walker, J.** (2018). *Workplace bullying and sexual harassment: Impact on first responders*. Scholar's Press. ISBN 978-613-8-50314-9.

Book Chapters and Encyclopedia Entries

- Walker, J.** (2026). Setting the stage: The new face of workplace violence. In J. Walker (Ed.), *Workplace violence: Reconceptualizing the epidemic of bullying at work* (pp. 1 to 21). Springer Nature.
- Walker, J.** (2026). Inside the mind of the bully: Pathology and personality. In J. Walker (Ed.), *Workplace violence: Reconceptualizing the epidemic of bullying at work* (pp. 43 to 54). Springer Nature.
- Goodrich, J. P., & **Walker, J.** (2026). Rethinking workplace violence as a public health policy issue. In J. Walker (Ed.), *Workplace violence: Reconceptualizing the epidemic of bullying at work* (pp. 187 to 203). Springer Nature.
- Noronha, G. Z., Adelasoye, N., **Walker, J.**, & Musthafa, H. S. (2026). Psychosocial risk management among first responders: A comparative analysis of burnout prevention strategies in Canada and the United States. In K. Koçali (Ed.), *International models of occupational health and safety: Strategies, systems, and success stories* (pp. 451 to 492). IGI Global.
- Walker, J.**, Circo, D., Musthafa, H. S., & Shienko, L. (2025). Shadows in the ivory tower: Confronting workplace violence in academia. In S. Robinson, A. Bristow, & O. Ratle (Eds.), *Doing academic careers differently: Portraits of academic life* (Chapter 48). Routledge.
- Walker, J.** (2025). Defining workplace gendered violence in contemporary society. In J. Helms Mills, A. J. Mills, K. S. Williams, & R. Bendl (Eds.), *Encyclopedia of gender management*. Edward Elgar.
- Walker, J.**, Circo, D., Musthafa, H. S., & Shienko, L. (2024). Shadows in the ivory tower: Confronting workplace violence in academia. In K. S. Williams, P. Segarra, & F. F. Sauerbronn (Eds.), *Navigating systemic barriers in academia* (pp. 43 to 66). Bristol University Press.
- Musthafa, H. S., **Walker, J.**, Mehta, M. P., Bordbar, S., Malhotra, D., & Vaishnavi. (2024). Strategic integration of diversity, equity, inclusion (DEI) and artificial intelligence (AI) in human resource management (HRM): Current trends and future trajectories. In M. Madanchian (Ed.), *Modern trends and future innovation in human resource management* (pp. 173 to 196). IGI Global.

- Walker, J., Circo, D., Alzner, D., Le, N., & Lasoye, N. (2023).** The implications of workplace bullying and harassment amongst migrant workers (Chapter 9). In B. Chand (Ed.), *International human resources*. Tophat. ISBN 9781778771576.
- Walker, J., Circo, D., & Alzner, D. (2023).** Administrative psychopathy: Profiling the workplace bully (Chapter 10). In A. Haque (Ed.), *Handbook of research on dissecting and dismantling occupational stress in modern organizations*. IGI Global. ISBN 9781668465431.
- Walker, J., Circo, D., Alzner, D., Bearrs, E., & Stephenson, L. (2022).** Abusive managers and supervisors' impact on the psychological capital of employees: The implications of workplace bullying and incivility within the context of violence at work (Chapter 25). In A. Haque (Ed.), *Handbook of research on the complexities and strategies of occupational stress in the dynamic business world*. IGI Global. ISBN 9781668439371.
- Tiwari, S., Bahuguna, P., & **Walker, J.** (2022). Industry 5.0: A macroperspective approach (Chapter 4). In V. Garg & R. Goel (Eds.), *Handbook of research on innovative management using AI in Industry 5.0*. IGI Global. ISBN 9781799884972.

Peer Reviewed Journal Articles

- Walker, J. (2025).** Trauma, power, and psychological safety: Understanding the mental health impact of workplace bullying. *Healthcare*, 13(23), 3084. <https://www.mdpi.com/2227-9032/13/23/3084>
- Walker, J., Stones, A., & Stephenson, L. (2021).** Real trouble: The mental health impact of workplace bullying and sexual harassment amongst first responders. *International Journal of Case Studies in Clinical Research*, 5(3), 27 to 44.
- Walker, J., Phillips, M., Stones, A., & Harris, S. (2020).** A global mass traumatic event: Considerations for critical incident stress debriefing during the COVID-19 pandemic. *International Critical Incident Stress Foundation*. <https://doi.org/10.13140/RG.2.2.19761.81760>
- Walker, J., & Stones, A. (2020).** Impact of workplace bullying amongst first responders: A systematic review. *International Journal of Psychological Research and Reviews*, 8, 3 to 24.
- Walker, J., Wilson, J., & Chartrand, B. (2019).** The application of CISM within Indigenous communities in Canada: Model considerations in the Indigenous context. *International Critical Incident Stress Foundation Journal*, 30(1), 10 to 11.
- Walker, J., Harris, S., Thomas, J., Phillips, M., & Stones, A. (2019).** A national legacy framework for comprehensive and sustainable access to mental health services for Indigenous children and youth in Canada. *Canadian Journal of Native Studies*, 38(2), 145 to 164.
- Walker, J., & Phillips, M. (2018).** The impact of workplace bullying. *Association of Workplace Investigators*, 9(4), 1 to 4.
- MacMillan, H. L., Jamieson, E., Wathen, C. N., Boyle, M. H., Walsh, C. A., Omura, J., **Walker, J. M.**, & Lodenquai, G. (2007). Development of a policy relevant child maltreatment research strategy. *Milbank Quarterly*, 85(2), 337 to 374. <https://pmc.ncbi.nlm.nih.gov/articles/PMC2690326/>

Manuscripts in Press and Under Review

- Walker, J., Circo, D., & Shienko, L. (in press, 2026).** Hallowed halls, hostile climates: Addressing workplace violence in academia. In K. S. Williams, P. Segarra, & F. Sauerbronn (Eds.), *Navigating the pressures of academia: Systemic barriers*. Oxford University Press.
- Musthafa, H. S., Ali, J., & **Walker, J.** (in press, 2026). Transformational leadership across cultures: A comparative perspective on leadership styles and effectiveness in diverse cultural contexts. In A. Mansoor & S. Jahan (Eds.), *Leadership approaches to job embeddedness, psychological capital, and pro environmental behavior*. IGI Global.
- Walker, J., Moradi, Z., & Circo, D. (in review).** Workplace bullying in higher education: A study of faculty and staff experiences across demographics in academia. Manuscript submitted to the *Journal of Multidisciplinary Research and Practice*.

Doctoral Dissertations

- Walker, J. (2018).** A theoretical study on workplace bullying and sexual harassment amongst first responders [PsyD dissertation]. California Southern University. ProQuest 10936495.
- Walker, J. (2017).** A quantitative study of the prevalence and impact of workplace bullying amongst first responders [PhD dissertation]. Northcentral University. ProQuest 10616995.

CONFERENCE PAPERS, INVITED LECTURES, AND KEYNOTES

- Walker, J.** (2026, July 7). *Not a culture problem, but a leadership one: Understanding, confronting, and dismantling workplace violence* [Webinar]. Chartered Professionals in Human Resources, Online.
- Walker, J.** (2026, January 22). *The link between workplace bullying and addiction no one wants to admit* [Invited lecture]. Common Hour, Adler University, Vancouver, BC, Canada.
- Walker, J.** (2025, November 21). *Bullying in higher education: Leadership and culture as pathways to resilience* [Conference presentation]. NeXus 2025, City University of Seattle, Online.
- Walker, J., & Knapp, C.** (2025, November 12). *From stress to strategy: Managing high conflict behaviors in workplace investigations* [Webinar]. Association of Workplace Investigators, Online.
- Walker, J.** (2025, May 13). *Coach, confront, or cut: The leader's guide to handling toxic employees* [Invited address]. International Coaching Federation, Vancouver, BC, Canada.
- Walker, J.** (2025, April 10). *Examining workplace bullying in higher education* [Conference presentation]. PDGIA, New York Institute of Technology, New York, USA.
- Walker, J.** (2023, November 6). *The silent epidemic: Unmasking the mental health and social impact of workplace bullying, harassment and sexual abuse* [Invited lecture]. Adler University, Vancouver Campus.
- Walker, J.** (2023, October 23). *Workplace violence and links to mental health* [Special presentation]. City University of Seattle, Virtual Campus.
- Faiz, R., & **Walker, J.** (2023, June 28 to 30). *Intersectionally situated atypical leader: Collective feminist reflections on aesthetic and emotional labour in higher education* [Conference presentation]. Gender, Work and Organization Conference 2023, Stellenbosch, South Africa.
- Walker, J., & Faiz, R.** (2023, June 3 to 6). *Understanding grade bullying through an intersectional lens* [Conference paper]. Administrative Sciences Association of Canada Conference 2023, Toronto, ON, Canada.
- Faiz, R., & **Walker, J.** (2023, March 30 to 31). *A relational framework for work life dynamics: Academics' experiences and reflections* [Conference presentation]. Third Annual Conference of the Private Degree Granting Institutions Association, Vancouver, BC, Canada.
- Walker, J.** (2022, May). *Research in real time: Indigenous context* [Invited presentation]. Northcentral University Alumni International Live Presentation.
- Walker, J.** (2021, September). *Dear stress, let's break up* [Invited presentation]. Northcentral University Alumni International Live Presentation. <https://www.youtube.com/watch?v=B9LHRZuHhYU>
- Walker, J.** (2021, September). *Trauma informed policy practice* [Conference presentation]. InfonexHR National Conference, Online.
- Walker, J.** (2021, May). *How to crush your dissertation* [Invited presentation]. Northcentral University Alumni International Live Presentation. <https://www.youtube.com/watch?v=jG-aka2n7rA>
- Walker, J.** (2021, March). *A global mass casualty incident: COVID-19 considerations for critical incident stress debriefing* [Invited presentation]. The Resiliency Project, City University of Seattle.
- Walker, J.** (2021, March). *Addressing workplace bullying and harassment through trauma informed practice* [Invited presentation]. Northcentral University Alumni International Live Presentation. https://www.youtube.com/watch?v=4Uqm_LX16MY
- Walker, J.** (2020). *Trauma informed practice within a human resource model of conflict resolution* [Conference presentation]. InfonexHR National Conference, Online.
- Walker, J.** (2019). *Trauma informed practice within Indigenous human resources* [Conference presentation]. InfonexHR, Vancouver, BC, Canada.
- Walker, J.** (2019). *Understanding and identifying lateral violence within Indigenous workplaces* [Conference presentation]. InfonexHR, Vancouver, BC, Canada.
- Walker, J.** (2018, 2019). *The psychological impacts of trauma on survivors of Canada's Indian Residential School program* [Invited lecture series]. Inter-Tribal Health Authority, Nanaimo, Campbell River, Cape Mudge, and Port Hardy, BC, Canada.

- Walker, J., Phillips, M., Thomas, J., O'Keefe, C., Johnny, L., George, W., & Johnnie, L.** (2018). *Leading the way in workforce development: Reducing the rate of income assistance amongst a group of 19 to 24 year olds living on reserve* [Conference presentation]. Cowichan Tribes, Duncan, BC, Canada.
- Walker, J., & Stones, A.** (2018). *Impact of workplace bullying amongst first responders* [Conference paper]. International Journal of Arts and Sciences Conference, Munich, Germany.
- Stones, A., & Walker, J.** (2018, June). *Gender differences in education modality choice and the reasons for returning to study in an adult population* [Conference paper]. International Journal of Arts and Sciences Annual Conference, Toronto, ON, Canada.
- Walker, J., & Thomas, J.** (2018). *Leading the way in social development: Learnings from British Columbia* [Working group presentation]. First Nations Social Development Advisory Network, Edmonton, AB, Canada.

PUBLIC SCHOLARSHIP AND EXPERT MEDIA

Selected contributions as author, expert commentator, or interview subject. Outlet names link to the published item.

- Walker, J.** (2026, July 23). *You already know who you are hiring. Why post it?*. [Forbes](#).
- Walker, J.** (2026, July 2). *Your promotion was decided in the ten minutes after the meeting*. [Forbes](#).
- Walker, J.** (2026, June 28). *Office politics has a playbook. Here is what psychologists know*. [Forbes](#).
- Walker, J.** (2026, June 9). *71% of executives say meetings are useless. But they keep calling them*. [Forbes](#).
- Walker, J.** (2026, June 1). *You thought a deepfake fraud was bad? Check out what's coming next*. [Forbes](#).
- Walker, J.** (2026, May 19). *The ROI on AI driven layoffs is zero: Why are leaders still doing it?*. [Forbes](#).
- Walker, J.** (2026, May 2). *High expectations are the most underused tool in leadership*. [Forbes](#).
- Heath, N.** (2026, May 1). *Why workplace friendship can boost business performance* [Interview with J. Walker]. [CPA Australia](#).
- Walker, J.** (2026, April 14). *Career catfishing: Why Gen Z is ghosting the corner office*. [Forbes](#).
- Walker, J.** (2026, April 5). *Unbossing: Your next leaders just quit before they started*. [Forbes](#).
- Walker, J.** (2026, April 1). *I asked ChatGPT if it was a psychopath: Here's what it said*. [Forbes](#).
- Walker, J.** (2026, March 26). *Think you can spot a liar at work? You likely can't, but here's how*. [Forbes](#).
- Walker, J.** (2026, March 15). *Is HR really there to help employees? What early career workers should know about it*. [The Conversation](#).
- Walker, J.** (2026, March 4). *3 traits psychologists say separate great leaders from the rest*. [Forbes](#).
- Walker, J.** (2026, February 25). *Rethinking burnout: How high impact performers safeguard brain health*. [Forbes](#).
- Walker, J.** (2026, February 9). *AQ is the new EQ: Why adaptability now defines success*. [Forbes](#).
- Sopow, E. L.** (2026, February 5). *ICE pullback in Minneapolis shows the limits of Donald Trump's scare tactics* [J. Walker quoted]. [The Conversation](#).
- Walker, J.** (2026, February 3). *Five things top performers never say: Because words shape careers*. [Forbes](#).
- Dawson, S.** (2026, January 27). *The silent exit strategy: How quiet firing takes place slowly* [Interview with J. Walker]. [MadameNoire](#).
- Walker, J.** (2026, January 22). *Why the best leaders are moving beyond inbox leadership*. [Forbes](#).
- Walker, J.** (2026, January 7). *The new rules that separate top performers in 2026*. [Forbes](#).
- Walker, J.** (2026, January 1). *New year, same you: Why resolutions don't work and what actually does*. [Forbes](#).
- Walker, J.** (2025, December 28). *The Gen Z anxiety era has arrived: 7 must do strategies to thrive*. [Forbes](#).
- Walker, J.** (2025, December 16). *What great leaders are doing right now to win 2026 might surprise you*. [Forbes](#).
- Walker, J.** (2025, December 9). *Are you being rage baited at work? Here's how to tell*. [Forbes](#).
- Walker, J.** (2025, November 28). *Annual reviews don't work, so why are we still doing them?*. [Forbes](#).
- Walker, J.** (2025, November 23). *8 phrases high level narcissists use, according to psychologists*. [Parade](#).
- Walker, J.** (2025, November 13). *Top 5 ways to crush AI technostress and build a fearless workforce*. [Forbes](#).

- CBS News. (2025, October 28). *Signs of a toxic workplace: Interview with Dr. Jason Walker [Video]*. [CBS News](#).
- Walker, J. (2025, October 28). *The boldest power move in leadership today: Being human*. [Forbes](#).
- Walker, J. (2025, October 23). *The resilience paradox: How it's fueling workplace burnout*. [Forbes](#).
- Walker, J. (2025, October 7). *How to turn your toughest critic into your greatest asset*. [Forbes](#).
- Walker, J. (2025, September 23). *The chilling effect: How social media could cost you your next job*. [Forbes](#).
- Walker, J. (2025, September 18). *How to spot a truly brilliant leader: The psychology behind their edge*. [Forbes](#).
- Walker, J. (2025, September 10). *Return to office: Culture reset or corporate misstep? A reality check*. [Forbes](#).
- Walker, J. (2025, September 3). *Hooked on AI, betrayed by reality: Why employees are quietly cracking*. [Forbes](#).
- Walker, J. (2025, September). *How to deal with the bad behavior of toxic boss syndrome [Interview]*. [Diginomica](#).
- Walker, J. (2025, August 26). *The simple leadership hack that separates bosses from leaders*. [Forbes](#).
- Walker, J. (2025, August 14). *Mental fitness: The new power move in leadership*. [Forbes](#).
- Walker, J. (2025, August 12). *The hope is that you will eventually quit: Experts reveal the signs that you are being quietly fired*. [USA Today](#).
- Walker, J. (2025, July 24). *Episode 21: The hidden cost of toxic workplaces, Part 2 [Video podcast episode]*. [Four Bars Podcast](#).
- Walker, J. (2025, July 21). *How to know you're working for a narcissist, and what to do about it*. [Forbes](#).
- Walker, J. (2025, July 14). *Why cutting meetings is the new leadership flex: Here's how to do it*. [Forbes](#).
- Walker, J. (2025, July 8). *Episode 20: The hidden cost of toxic workplaces, Part 1 [Video podcast episode]*. [Four Bars Podcast](#).
- Walker, J. (2025, July 8). *Did I hire the right person? 4 signs you actually did*. [Forbes](#).
- Walker, J. (2025, July 1). *Heads up, phones down: How focused teams win*. [Forbes](#).
- Walker, J. (2025, June 25). *Unmistakable signs you're led by a great leader, not just a boss*. [Forbes](#).
- Walker, J. (2025, June 16). *Feeling the Sunday scaries? That's a red flag, not a routine*. [Forbes](#).
- Walker, J. (2025, June 2). *Stop avoiding conflict: How top leaders stay cool under pressure*. [Forbes](#).
- Walker, J. (2025, May 19). *When promotions go wrong: The office trainwreck explained*. [Forbes](#).
- Walker, J. (2025, May 19). *Psychopaths are more attractive, study warns*. [Newsweek](#).
- Walker, J. (2025, May 7). *Gaslighting is the new toxic corporate power play: Are you next?*. [Forbes](#).
- Walker, J. (2025, April 28). *If I did it: Confessions of the workplace bully*. [Forbes](#).
- Walker, J. (2025, April 17). *Bullied and broken: The hidden psychological toll of toxic workplaces*. [Forbes](#).
- Walker, J. (2025, March 26). *Office gossip is a weapon: Here's how to disarm it*. [Forbes](#).
- Thomas, S. (2025, March 24). *Why conflict mitigation is now a must have skill in every workplace [J. Walker quoted]*. [HRD Canada](#).
- Walker, J. (2025, March 11). *Microaggressions are killing your career, and no one's stopping it*. [Forbes](#).
- Walker, J. (2025, March 5). *Boomer boss hacks: Ultimate playbook for Gen Z and millennials*. [Forbes](#).
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- Walker, J.** (2024, September 3). *What's the difference between managing and bullying?* [Forbes](#).
- Thomas, S., & Walker, J. (2024, August 27). *Why are so many employees workationing?* [Canadian HR Reporter](#).
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Walker, J. (2023, May 7). *Behind the blue wall: The toxic culture that left a Vancouver police officer dead*. [The Conversation](#).

Walker, J. (2023, January 31). *The blue wall of silence allows bullying, sexual abuse, and violence to infect police forces*. [The Conversation](#).

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TECHNICAL EXPERT APPOINTMENTS

Walker, J. (2022). *Social assistance reform: National taskforce* [Technical expert]. Ontario Native Welfare Association, Ottawa, ON, Canada.

Walker, J. (2019). *Unique Chiefs Assembly: Bill C-92 summit* [Technical expert]. Assembly of First Nations, Vancouver, BC, Canada.

Walker, J. (2019). *Reserve income assistance reform, special meeting* [Technical expert]. Dalhousie University and Assembly of First Nations, Ottawa, ON, Canada.

COURSE DESIGN AND DEVELOPMENT

Organizational Behaviour 2021

Undergraduate, Psychology, University Canada West

Abnormal Psychology 2021

Undergraduate, Psychology, University Canada West

Social Psychology 2021

Undergraduate, Psychology, University Canada West

Adolescent Psychology 2019

Undergraduate, Psychology, Post University

PROFESSIONAL PRACTICE AND LEADERSHIP BEYOND THE ACADEMY

Contributing Writer 2024 to Present

Forbes.com, USA

Expert contributing writer on work psychology. Provides bi weekly articles addressing psychological and structural issues in the modern workplace.

Private Consulting Practitioner 2017 to Present

Jason Walker PhD Consulting Ltd., Vancouver, BC

Addiction counselling, crisis intervention, psychometric testing, mediation, arbitration, and Indigenous consulting.

Clinical Director 2019 to 2020

New Horizons Indigenous Association, Nanaimo, BC

Foundation organization of the Inter-Tribal Health Authority. Supervised clinical team members, led research, and served on the critical response team. Organization lost funding due to COVID-19.

Clinical Director 2018 to 2019

Inter-Tribal Health Authority, Nanaimo, BC

Led clinical operations for the region including nursing, mental health, crisis response, and teleophthalmology. Crisis response team member and research lead. Participated in the transition of care and services to the First Nations Health Authority.

Senior Associate, Indigenous Services 2017 to 2019

BDO Canada, Kelowna, BC

Supported the senior partner in work with Indigenous communities across Alberta and British Columbia. Supported negotiations between Nations and provincial and federal governments, and provided strategic advice on mediation and arbitration.

Acting Health Director and Acting Executive Director (Contract)	2017 to 2018
<i>Tl'azt'en First Nation, Tache, BC</i>	
Led Nation community health services, managed large budgets and staff, and created streamlined clinical services during a suicide crisis. Negotiated services with Canada, the Province of British Columbia, and others. Led Jordan's Principle funding. Acted as Nation Executive Director during summer 2017, leading all government operations in partnership with Chief and Council.	
Campus Director	2016 to 2017
<i>Canadian Vocational Training Centre at Cowichan Tribes, Cowichan, BC</i>	
Directed campus operations and education, implemented Indigenous specific programs and services, ensured Ministry accreditation through the Degree Quality Assessment Board, and led student recruitment and retention.	
Chief Administrative Officer (Interim)	2015 to 2016
<i>Malahat First Nation, Malahat, BC</i>	
Led the transition of government between elected Chief and Council. Aligned the Nation's objectives with community mission and increased government funding, programs, and services through collaboratively developed integrated strategies.	
Acting Executive Director	2014 to 2016
<i>First Nations Social Development Society, Vancouver, BC</i>	
Initially a director of the board, appointed by the board to supervise operations and negotiate the closing of the organization over 24 months with transition of services back to Canada. Supported 203 First Nation communities in British Columbia and managed staff and budgets.	
Director, Community and Social Services	2013 to 2016
<i>Malahat First Nation, Malahat, BC</i>	
Established comprehensive assessment and provision of on reserve social development services including welfare, health, childcare, employment, and mental health initiatives. Represented the Nation at regional meetings with government departments, associations, and the legislature.	
Consultant	2010 to 2013
<i>ESP Consulting Ltd., Williams Lake, BC</i>	
Drove strategic improvements to operational and organizational efficiency through grant applications. Led consultation on social development on reserve, led campus operations at the Canadian Vocational Training Centre at Cowichan Tribes, and led Indigenous Social Development and Innovation as managing director. Secured provincial and federal program funding.	
Earlier Roles	Prior to 2010
<i>Government of British Columbia (Ministry of Health; Ministry of Public Safety and Solicitor General), BC Ambulance Service, Vancouver Island Health Authority, Children's Aid Society of Toronto</i>	
Management and clinical roles including child abuse investigator. Full detail available on request.	

SELECTED CONSULTING AND COMMUNITY PROJECTS

Gwa'sala-'Nakwaxda'xw	2019
Advisor, public health engagement research	
Tseycum First Nation	2019
Advisor, program review of mental health services	
Trans Canada Pipeline	2019
Mediator, First Nation engagement, Kelowna	
Kispiox First Nation	2018
Lead, income assistance program review	
Gitanmaax Nation	2018
Lead, income assistance program review	
Gitxsan Nation	2018
Lead, income assistance program review	

Tall Tree First Nation	2018
Negotiation between the Nation and the Government of Alberta	
Dzawada'enuxw First Nation	2018
Lead, program review of health services	
Rainy River First Nation	2018
Program review, social program and economic development solar energy funding	
'Namgis First Nation	2017
Lead, income assistance program review	
Nak'azdli First Nation	2017
Lead, program review of addiction and gambling services	
Cowichan Tribes	2016
Lead, pre employment services program evaluation	
Nak'azdli First Nation	2016
Lead, income assistance compliance review	
TI'azt'en First Nation	2016
Lead, program review of health services	
Canadian Mental Health Association	2016 to 2017
Lead, psychometric testing, special project (Indigenous)	

COMMUNITY SERVICE AND BOARD APPOINTMENTS

Edge Organization	2025 to Present
<i>Vancouver, BC, Canada</i>	
Board Member and Advisor	
Rotary International, District 5020	2016 to 2024
- President, South Cowichan (2021) - President Elect (2020 to 2021) - US Youth Compliance Officer (2020 to 2021) - Membership Director, South Cowichan (2019 to 2020)	
Canadian Red Cross	2021 to 2024
Disaster Response Team Member	
Board Directorships	2011 to 2020
- Vice President, Cobble Hill Farmers' Institute - Treasurer, Canadian Mental Health Association - Director, Hope for PTSD Foundation - Director and Secretary, Shawnigan Residents Association	

REFERENCES

Available on request.