

Justin Hurtado-Palomo, PhD

**Personal Development Specialist**

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## Profile

Personal Development Specialist offering reflective, non-clinical support for adults navigating transition, identity work, chronic illness, grief, and meaningful life change. My approach blends psychology-informed insight, contemplative listening, lived experience, LGBTQ+ affirmation, and disability-aware pacing. All offerings occur in a limited, health-paced rhythm and do not replace psychotherapy or medical care.

## Core Focus Areas

- Life transitions and identity shifts
- Chronic illness, disability, and resilience
- Grief, loss, and ambiguous endings
- Values, boundaries, and personal direction
- Meaning-making and reflective practices
- LGBTQ+ belonging and self-understanding
- Expat and cross-border living
- Nervous-system-aware personal development

## Education

- PhD, Pastoral Counseling – Old-Catholic Theological Seminary
- Licentiate in Sacred Theology (STL-equivalent), Ethics & Moral Theology – Old-Catholic Theological Seminary
- Master of Divinity (MDiv) – Old-Catholic Theological Seminary
- Diploma in Personal Development Life Coaching – Southwest Institute of Healing Arts (SWIHA), ACCET-accredited
- BA, Psychology & Human Services (Cum Laude) – Ottawa University

## Relevant Training & Certifications

- Life Coaching Certification, SWIHA
- Professional in Human Resources (PHR)
- SHRM-Certified Professional (SHRM-CP)
- Facet5 Accredited Practitioner
- Agricultural HR Management Certificate (APMA)
- Formation in Old-Catholic and interfaith chaplaincy (non-clinical, not active)
- Certified Cross-Cultural Integration Facilitator

## Professional Background

### **Personal Development Specialist (2016–Present)**

*Independent, health-paced availability*

- Support adults through identity shifts, grief, chronic illness, and life transitions
- Provide structured personal development conversations, reflective guidance, and meaning-making practices
- Integrate cross-cultural insight, LGBTQ+ lived experience, and disability-aware pacing
- Non-clinical role; no diagnosis, treatment, or therapeutic interventions

## Human Resources & Organizational Development (Selected Roles)

- Regional HR Business Partner/Manager, Zenith Insurance
- Global HR Business Partner, ASML / Brion Technologies
- Leadership development, coaching, organizational support, conflict resolution
- 20+ years in human development at the organizational level

## Skills & Methods

- Psychology-informed coaching
- Deep listening and presence
- Narrative and reflective practice
- Boundary and values work
- Strengths-based development
- LGBTQ+ affirming support
- Disability-informed pacing
- Cross-cultural competence
- English/Spanish bilingual communication