

## **Natasha M. Annis, Psy.D.**

Dr. Natasha Annis is a licensed clinical psychologist and leadership coach with 20+ years of professional experience providing clinical interventions, coaching, and organizational consultation for national security agencies, local law enforcement, and the private sector. Dr. Annis currently holds multiple leadership positions within the psychological and coaching communities. She has made significant contributions to the ethical standards held within the field of psychology, serving as a representative on multiple task forces, committees, and working groups. As a respected educator and science-based practitioner, she values delivering and seeking continuing education, developing and sharing best practices, and contributing to the advancement of the psychological and coaching professions.

### **Executive/Leadership Coach**

#### Individuals

- Individualized, one-on-one coaching with clients to reach their professional goals. This process often includes administering self-awareness measures and 360 assessments to refine, reach, and measure desired goals.
- Partner and work with leaders at all organizational levels – supervisors, managers, and executives.
- Coordinate with client's leadership and organizational stakeholders as needed.
- An emphasis is placed on confidentiality, creating psychological safety, and holding a deep respect for diverse goals and values both within individuals and the organizational structure.

#### Teams

- Facilitate workshops for leaders and their teams to enhance team awareness and to improve both interpersonal and intrapersonal effectiveness.
- Certified in a range of assessments that can be delivered and applied in organizational team settings.
- Consult on effective team-building techniques, to include productive methods to resolve interpersonal conflict.
- Facilitate team-based Action Learning Groups to enable teams to provide peer-to-peer coaching.

### **Leadership Instructor and Facilitator**

- Draw upon science-informed knowledge to deliver effective leadership training within organizations. Specialties include how to create inclusive work environments; methods to build and restore trust; frameworks to enhance ethical decision-making; self-awareness modules designed to increase understanding of personal strengths, values, and growth-edges as well as those of others; methods to provide positive and constructive feedback, communication styles; building resilient teams; peak performance; emotional intelligence; conflict resolution; and numerous others.
- Deliver training content to all leadership levels – supervisors, managers, and executives.
- Receive consistent, positive reviews on post-course review feedback.

### **Assessments for Personnel Selection and Development**

- Certified to administer, interpret, and deliver feedback on a wide range of psychological and leadership tools.
- Provide pre-employment job-fit screenings, mental health screenings high-threat positions and travel clearances, 360 interviews and interpretations to increase self-awareness and effectiveness.

### **Leadership Positions**

- Multiple formal leadership positions held throughout career. See Leadership Position section below.

## **Wellness Instructor and Facilitator**

- Draw upon science-informed knowledge to deliver effective wellness trainings within organizations. Specialties include how to build resilience for self, for teams, and for the workplace; sustained peak performance while preventing burnout; tools to manage stress; how to apply concepts and practices from positive psychology, self-determination theory, and wholistic wellness practices in order to increase employee well-being
- Deliver training content to all levels – entry level to experienced employees, supervisors, managers, and executives.
- Receive consistent, positive reviews on post-course review feedback.
- Certified trainer in the “Corporate Athlete” program

## **EDUCATION**

8/1996 to 8/2000 Virginia Consortium Program in Clinical Psychology (APA Accredited)  
Consortium Institutions: The College of William and Mary, Eastern Virginia Medical School, Norfolk State University, and Old Dominion University

Doctorate in Clinical Psychology (Psy.D.)  
GPA: 3.98

8/1992 to 5/1996 Kutztown University, Kutztown, PA  
B.A., Psychology, summa cum laude  
Honors Program  
GPA: 3.85

Summer 1995 State System of Higher Education Scholarship  
Moscow, Russia; Honorary Summer Study Abroad

## **CREDENTIALS & CERTIFICATIONS**

Licensed Clinical Psychologist, Commonwealth of Virginia, License # 0810002898, since October 2001

Leadership Coaching for Organization Well-Being; Accredited Coach Training Program, June 2019  
George Mason University, Fairfax, VA

American Psychological Association Member

## **SECURITY CLEARANCES**

Top Secret/SCI Security Clearance, held continuously since 2002.

## **EMPLOYMENT HISTORY**

### CURRENT EMPLOYMENT

7/2011 to Present **Fairfax County Police Department (FCPD), Fairfax, VA**  
Serve as a member of the Behavioral On-Call Team (BOT) of psychologists for FCPD. Provide weekend, call-out crisis intervention, psychological evaluation, risk assessment, coordination and referrals, and management consultation on behalf of the FCPD leadership and workforce.

- 4/2014 to Present **Intelligence Community, Northern Virginia Area**  
Employed as a federal government civilian. Serve in a leadership role for the Agency's psychological community of practice. Provide educational seminars and consultation to leadership and the workforce. Offer a range of psychological services, to include risk assessments, wellness services, crisis intervention, and psychological screenings in support of Agency personnel and offices. Provide leadership development, facilitation, and coaching services to a full range of GS-level employees and teams throughout the organization.
- 1/2021 to Present **The Wellness Studio, LLC, Founder and President**  
Work as an independent consultant to private sectors companies and clients, providing coaching and wellness services.

#### PAST EMPLOYMENT

- 12/2011 to 4/2014 **National Geospatial-Intelligence Agency (NGA), Springfield, VA**  
Federal government civilian position. Served as the deputy division chief and lead clinical psychologist within the Counterintelligence (CI) Threat Mitigation Center. Duties included oversight of 100+ personnel, program development, and consultation to the division and broader office. Represented NGA at Intelligence Community (IC) community meetings, working groups, and conferences. Served as Chair for the Psychology Leadership Council across the IC.
- 12/2005 to from 12/11 **CEO, EVOLVING SOLUTIONS, INC., Fairfax, VA**  
Provided psychological services and organizational consultation to a range of federal government agencies, contract companies, and local law enforcement agencies. Specific clients included NGA, CIA, GCI, DHS, MITRE, and Fairfax County Police. Specialties include leading teams and projects; providing management consultation, performance feedback, and training; supporting redeployment programs; conducting risk assessments; working on the Intelligence Board's "Educating Information" project; and providing crisis intervention and trainings.
- 4/2002 to 11/2005 **Central Intelligence Agency, Northern Virginia Area**  
Employed as a federal government civilian. Provided a range of psychological screening and support activities to Agency personnel and operations. Obtained extensive training in counterintelligence, counterterrorism, operations, and operational security.
- 9/2001 to 12/2002 **Adjunct Faculty: Argosy University, Rosslyn, VA**  
Taught courses entitled "Cognitive Assessment," "Cognitive-Behavioral Theory and Therapy," and "Women's Issues in Health Psychology" to master and doctoral level psychology graduate students.
- 8/2001 to 4/2002 **Private Practice: Assessment, Washington, DC**  
Completed diagnostic interviews and administered psychological assessment tools to children, adolescents, and adults to determine social security eligibility. Evaluated couples for adoption suitability.

#### SUPERVISED CLINICAL EXPERIENCE

- 8/2000 to 8/2001 **APPIC-Accredited Postdoctoral Residency Program**  
**Fairfax County Community Services Board, Springfield and Mount Vernon, VA**

Conducted intake assessments, psychotherapy, case management, and psychological assessments for adults, adolescents, and children in an outpatient setting. Provided clinical supervision. Worked at the Fairfax County Adult Detention Center providing forensic assessments, crisis intervention, and psycho-educational classes.

8/1999 to  
8/2000

**PREDOCTORAL APA-APPROVED INTERNSHIP**

**Vanderbilt University Internship Consortium, Nashville, TN**

**Primary Placement: Kim Dayani Human Performance Center**

Provided intake assessments and individual psychotherapy for adults. Facilitated several support groups for children, adolescents, and adults. Lead workshops on stress management, anger management, and exercise adherence. Co-conducted a pilot study to determine the effectiveness of an outreach program for adolescent girls.

**Secondary Placement: Vanderbilt Adult Psychiatry Department**

Completed one full psychological battery per week. Assessments included pre-transplant evaluations (bone marrow and lung), gender identity issues, differential diagnosis, and treatment recommendations.

8/1998 to  
5/1999

**Advanced Practicum: Therapeutic Intervention III**

**The College of William and Mary Counseling Center, Williamsburg, VA**

Provided individual psychotherapy, career counseling, and conflict-resolution training for young adults. Co-facilitated two “Women and Self-Esteem” workshops and an eating disorders group. Prepared and delivered outreach programs.

1/1998 to  
8/1998

**Practicum: Therapeutic Intervention II**

**Veterans Administration Medical Center, Hampton, VA**

Provided individual psychotherapy for adults. Co-facilitated a sexual trauma survivor group for adult women. Participated in pain management interviews and biofeedback sessions. Provided psychological assessments related to pain management.

8/1997 to  
5/1998

**Practicum: Therapeutic Intervention I**

**Eastern Virginia Medical School, Norfolk, VA**

Provided individual psychotherapy for adults. Assisted in conducting pre-surgery gastric bypass psychological evaluations. Provided suicide assessment and crisis intervention.

5/1997 to  
8/1997

**Practicum: Personality Assessment**

**Veterans Administration Medical Center, Hampton, VA**

Served on outpatient and inpatient units conducting clinical interviews and administering full-battery psychological assessments. Prepared written psychological reports.

1/1997 to  
5/1997

**Practicum: Intellectual Assessment and Therapeutic Intervention**

**Eastern Shore Rural Children’s Health Center, Nassawadox, VA**

Assisted in providing individual play therapy for children and family therapy. Conducted clinical interviews. Administered partial psychological test batteries. Prepared written psychological reports. Provided feedback to clients.

8/1996 to  
12/1996

**Practicum: Diagnostic Interviewing**

**Veterans Administration Medical Center, Hampton, VA**

Conducted diagnostic interviews. Administered mini-mental status exam and neurobehavioral cognitive exam. Prepared written summaries. Devised treatment plans.

## **LEADERSHIP POSITION HIGHLIGHTS**

1/15 to Present: Founder and Chair of the Ethics and Evidence-Based Working Group. Oversee two subcommittee groups which provide ethical discussions and CE trainings for the psychological community, as well as ensure best professional practices are valued and promoted.

4/2018 to Present: Organizational task force representative, formed to develop the Professional Practice Guidelines for Operational Psychology. Guidelines are currently under APA review.

3/20 to Present: Community of Practice Co-Lead for Clinical Psychologists, which includes monthly meetings with leadership and practitioners, participating in hiring events, coordinated CE trainings, sitting on IC-wide leadership committees, and updating policies and procedures related to the profession.

1/2021 to Present: Founder of the Wellness Studio, LLC, an entity which provides classes and instruction on wellness activities and education.

Successfully performed in several formal federal government leadership positions to include deputy division chief for 100+ personnel (2011-2014) and the Chief of the Employee Assistance Program (2015-2017).

## **PUBLICATIONS AND PRESENTATIONS**

Annis, N.M. (2014-Present). Monthly presentations on a wide range of topics to include resiliency building, effective leadership and teams, how to manage in a crisis, common ethical challenges in organizational environments, effective communication and feedback, and diversity and inclusion.

Annis, N.M. & Ambery, J. (June 2019). *Opportunities and Barriers Clinical Psychologists Face in the Leadership and Organizational Development Realms*. Presentation at the National Security Psychology Symposium,

Annis, N.M. (June 2018). *CIA Psychologist Representative on an Ethical Panel to explore past, current, and future ethical dilemmas and responsibilities in the psychological community*. Annual National Security Psychology Symposium,

Annis, N.M. (2006-2013). Provided dozens of classified presentations on Insider Threat and Intelligence Interviewing within NGA (2006-2013), for the FBI Advanced Analysis Course (2012-2013), and for the National Insider Threat Task Force (2012-2013).

Annis, N.M., Band, S.R., and Leong, Y.M. (February, 2013). *Validating Cyber Insider Threat Models from a Behavioral Science Perspective*. Presentation at the National Security Psychology Symposium. Arlington, VA.

Annis, N.M., & Fein, R.A. (June, 2012). *Thinking about Interviewing: Ideas from the ISB's Study on Educating Information*. Presentation at the Special Applications of Psychology Conference. Reston, VA.

Annis, N.M. (March, 2012). *Providing Psychological Consultation to NGA Counterintelligence and Security*. Presentation at the National Security Psychology Symposium. Quantico, VA.

Annis, N.M., & Band, S.R. (February, 2012). *The NGA Cyber Insider Threat Behavioral Science Program: Predictive Analytics, Trigger Development, and 360° Risk Assessment*. Presentation at the NCIX 1<sup>st</sup> Annual Behavioral Science Insider Threat Conference. McLean, VA.

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Shaw, E.D., Annis, N.M., Bongardt, S. (August 2011). *Risk Assessment: Detecting the Insider*. Panel presentation at The American Psychological Association's Division 18 Police & Public Safety Psychological Services Section, Pre-Convention Mini-Conference. Silver Spring, MD.

Annis, N.M., & Merenda, S.J. (June, 2011). *The NGA Threat Mitigation Center Counterespionage Division: The Vanguard Program*. Presentation at The Special Applications of Psychology Conference. Reston, VA.

Annis, N.M., Cash, T.F., & Hrabosky, J.I. (May, 2004). Body image and psychosocial differences among stable average-weight, currently overweight, and formerly overweight women: The role of stigmatizing experiences. *Body Image: An International Journal of Research*.

Cash, T.F., Theriault, J., & Annis, N.M. (February, 2004). Body Image in an interpersonal context: Adult attachment, fear of intimacy, and social anxiety. *Journal of Social and Clinical Psychology*, 23 (1), 89-103.

Milkewicz, N. (November, 2000). *Dismantling the heterogeneity of obesity: Psychosocial experiences of the obese*. Poster presentation at the Association for the Advancement in Behavioral Therapy. New Orleans, Louisiana.

Sudarsky-Gleiser, C., Milkewicz, N., & Patis, J. (June, 1999). *Eating disorders from a multicultural perspective*. Paper presentation at the Fifth Annual Eating Disorders on Campus: The Institutional Response, University Park, Pennsylvania.

Ventis, W. L., Casey, P., Milkewicz, N., & Gill, J. (March, 1998). *The experience of jury panel members: No trial but tribulations*. Paper presentation at the American Psychology-Law Society Biennial Conference, Redondo Beach, California.

Milkewicz, N. (November, 1997). *Graduate school information: Why the Psy.D?* Invited lecture sponsored by Psi Chi, Old Dominion University chapter, presented to undergraduate psychology students.

Black, E., Cox, D., Milkewicz, N., et al. (April, 1997). *The Virginia Consortium Program in Clinical Psychology, the student perspective*. Paper presentation at the Eastern Psychological Association Annual Meeting, Washington, D.C.

Milkewicz, N. (February, 1996). *Reduction of anger through relaxation*. Paper presentation at the 11<sup>th</sup> University of Scranton Psychology Conference, Scranton, Pennsylvania.

Milkewicz, N., & Foos, B. (November, 1995). *The new Russia*. Oral presentation at the National Collegiate Honors Council conference, Pittsburgh, Pennsylvania.

Milkewicz, N. (April, 1994). *Effects of immediate versus delayed feedback on learning*. Poster presentation at the Lehigh Valley 9<sup>th</sup> Annual Undergraduate Psychology Conference, Allentown, Pennsylvania.

## RESEARCH EXPERIENCE

8/1998 to 5/2000      **Dissertation:** "Dismantling the Heterogeneity of Obesity: Psychosocial Experiences of the Obese"  
Chair: Thomas F. Cash, Ph.D.  
Published: 2004

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- 5/1999 to 8/1999      **Research Assistant: Old Dominion University  
Norfolk, VA**  
Director: Thomas F. Cash, Ph.D.  
Hired to assist with a large-scale study concerning the validation of assessments of patient expectations in the medical treatment of androgenetic alopecia among men.
- 9/1997 to 7/1998      **Research Assistant: Old Dominion University  
Norfolk, VA**  
Director: Thomas Cash, Ph.D.  
Duties included literature reviews, data collection, data entry, statistical analysis, and manuscript preparation for publication.
- 9/1996 to 7/1997      **Research Assistant: The College of William and Mary  
Williamsburg, VA**  
Director: W. Larry Ventis, Ph.D.  
Duties included literature reviews, data collection, data entry, statistical analysis, and assistance in poster presentation.
- 9/1994 to 9/1995      **Honors Thesis: Kutztown University  
Kutztown, PA**  
Director: Constance Dent, Ph.D.  
Designed and conducted an investigation of anger reduction via relaxation as measured by the MMPI-2 and biofeedback equipment. Orally presented findings at a conference.

#### **AWARDS AND ACADEMIC HONORS**

Exceptional Performance Awards, CIA, 2003 - 2005, 2017 - 2021  
Meritorious Unit Awards, NGA, 2008, 2009, 2012  
Research Fellowship, VCPCP, 1996, 1997, 1998, 1999  
Alumni Senior Undergraduate Service Award, 1996  
Gill-Lauer-Sharp Scholarship, 1996  
Member, Phi Kappa Phi Honor Society, 1993-1996  
Who's Who Among Students of American Universities and Colleges, 1996  
SSHE Scholarship to Russia, summer 1995  
Psi Chi Vice President, 1995-1996  
Honors Program, 1993-1996  
Dean's List, 1992-1996