

MATTHEW DOTY

Called to Counseling. Grounded In Decades of Human-Centered Experience.

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Professional Summary

I'm a professional counselor in training entering the field after 26 years in business ownership, leadership, design, teaching, volunteer ministry, and advisory work. Across each setting, **the throughline has always been people:** listening closely, understanding needs that aren't always easy to articulate, helping individuals develop and make consequential decisions, and helping groups build clarity and shared direction.

I anticipate beginning practicum in May 2027 and will be seeking strong supervision, meaningful client contact, and opportunities to develop my primary interest in working with adults and couples while gaining experience across a range of presenting concerns.

Clinical Preparation

- **Primary orientation:** Existential and person-centered, supported by Gestalt, solution-focused, and multicultural approaches
- **Clinical interests:** Primarily adults and couples navigating relationships, conflict, identity, meaning, attachment, life transitions, and consequential decisions
- **Developing approach:** Deep listening, present-moment awareness, grounded presence, pattern recognition, thoughtful challenge, and practical change
- **Additional training:** Pursuing certification in spiritual integration

Education

- MA, Marriage, Couple, and Family Counseling | George Fox University | Anticipated 2028
- MS, Human-Computer Interaction | DePaul University | 2009
- BS, Psychology | Brigham Young University | 2000

Professional Experience

Independent Advisor

2025–Present

Advise entrepreneurs, founders, leaders, and others navigating consequential moments.

- Build high-trust relationships that create space for candid and difficult conversations

- Help individuals, teams, and organizations surface needs, assumptions, tradeoffs, and patterns that may otherwise remain overlooked
- Facilitate focused conversations that bring greater clarity to important decisions

Founder & Executive Director of Design Leadership

XDGO! | 2019–2025

Founded and led a human-centered consulting practice serving clients like IKEA, Marathon Health, Goosehead Insurance, and emerging technology companies.

- Individually coached 200+ design leaders and practitioners to understand their current skills, identify development goals, and make meaningful progress in their careers
- Facilitated workshops with leaders and teams to co-create priorities, vision, and shared ways of working, building trust and alignment across different perspectives
- Established four human-centered design departments, hiring, mentoring, and developing individuals while guiding leaders and teams through organizational change

Human-Centered Design Leadership Roles

Best Buy, RBA, Life Time Fitness, | 2010–2020

Held director-level roles inside various corporate organizations.

- Hired, mentored, and developed people across three multidisciplinary teams built from the ground up, growing new human-centered capabilities into established practices
- Brought together executives, business leaders, and designers to surface different perspectives, build shared understanding, and co-create future direction
- Led human-centered research and discovery focused on real human needs, then helped leaders and teams translate that insight into decisions, services, and systems

Earlier Human-Centered Design Roles

Accenture, Razorfish, Career Education Corporation, Hewitt Associates | 2000–2010

- Conducted human-centered research and collaborative working sessions to understand people's experiences, behaviors, needs, and the real problems to solve
- Translated human insight to design better products, services, and technologies

Volunteer Ministry Experience

Various Roles | The Church of Jesus Christ | 2000–Present

- Pastoral (2020-Present): Served with local leadership teams supporting youth, families, and adult leaders through teaching, mentoring, congregational care, including confidential conversations about personal/sensitive topics
- Youth & Outreach (2010-2020): Led community outreach focused on new, returning, spiritually curious people through relational, respectful, and service-based connection
- Teaching & Music (2000-2010): Led music groups and bible studies for young people ages 8-18 focused on developing personal relationships with God and connecting faith with personal responsibility, doubt, and everyday life