



PSYCHOLOGIST · EXECUTIVE COACH · PROFESSOR

# Dr. Karen *Bergstrom*

Director of Leadership, Townsend Leadership Group. Thirty-five years helping leaders, teams, pastors, boards and campuses grow through safe relationships, truth and the steady development of character.

*Flourish where you are.* ●



ABOUT DR. BERGSTROM · CORPORATE AND ORGANIZATIONAL

# Biography for *organizations*

ABBREVIATED

Dr. Karen Bergstrom is a psychologist, executive coach and professor with 35 years of practice. As Director of Leadership at Townsend Leadership Group, she trains and certifies leaders in the TPRAT and helps executives and teams grow through safe relationships, truth and the steady development of character.

EXTENDED

Dr. Karen Bergstrom is a psychologist, executive coach and professor who helps leaders grow in character and in relationship. For 35 years she has worked alongside executives, leadership teams and boards, with organizations ranging from Taco Bell and Microsoft to five state human services departments across the West.

As Director of Leadership at Townsend Leadership Group, she trains and certifies facilitators in the TPRAT, the Townsend Personal and Relational Assessment Tool. The TPRAT measures four life capacities, attachment, separation, integration and adulthood, and was validated in a study of 1,145 participants that streamlined it from 64 questions to 20. She leads year-long TLP cohorts, executive group coaching and experiential workshops that turn what leaders learn about themselves into lasting change.

Her work rests on a simple conviction: people do not grow in isolation. Most of her talks pair with a follow-up workshop, so what people see on the day becomes growth. She is the creator of the Relational Quotient (RQ™) and is based in Orange County, California.

AT A GLANCE

|     |                                          |
|-----|------------------------------------------|
| 35+ | years of practice                        |
| 39  | organizations served                     |
| 5   | state human services departments         |
| 4   | life capacities she certifies leaders in |

Director of Leadership, Townsend Leadership Group  
Based in Orange County, California



We become more fully human in the presence of people who know how to see us, draw us out, and give us *what we need to grow.*

DR. KAREN BERGSTROM

ABOUT DR. BERGSTROM · FAITH AUDIENCES

## Biography for *churches and ministries*

### ABBREVIATED

Dr. Karen Bergstrom is a psychologist, executive coach and professor who has spent 35 years helping pastors, church staffs and ministry leaders grow in character and in relationship. As Director of Leadership at Townsend Leadership Group, she trains and certifies leaders in the TPRAT.

### EXTENDED

Dr. Karen Bergstrom is a psychologist, executive coach and professor who has spent 35 years walking alongside leaders as they grow in character and in relationship. Pastors, church staffs and ministry leaders make up much of that work, in churches and ministries such as Mariners Church, Redeemer Presbyterian Church, Cru and Bethany Christian Services.

As Director of Leadership at Townsend Leadership Group, she trains and certifies facilitators in the TPRAT, an assessment of four life capacities: attachment, separation, integration and adulthood. Its theoretical base draws on neuroscience, object relations, cognitive behavioral theory, leadership research and spiritual growth models.

She believes people do not grow in isolation. They grow through safe relationships, truth, repair, boundaries and the steady development of character. She speaks at churches, retreats and leadership gatherings, and leads cohorts and workshops for church staffs and ministry teams. She is based in Orange County, California.

MEDIA

# Headshots, podcasts and *interviews*



**TPRAT: The power of relationships**

Townsend Institute Podcast, Episode 58

SPOTIFY



**Improving our relationships**

We're Going There with Bianca Olthoff

YOUTUBE



**The fruit of growth**

Becoming Evergreen Podcast, Episode 10

YOUTUBE

**SUGGESTED INTERVIEW QUESTIONS**

1. What is the TPRAT, and what can it show a leader that a personality test cannot?
2. Why do you say people do not grow in isolation?
3. What does a healthy boundary sound like in a hard conversation at work?
4. How should a leader respond to failure, in themselves and in their team?
5. What makes a team relationally healthy, and how would you know?
6. What changes when a leader grows, for the people around them?

**APPROVED PHOTOS**



Portrait, garden · karen-portrait.jpg



Speaking · karen-speaking.jpg



Teaching · karen-teaching-table.jpg



With participants · karen-laughing-trio.jpg

Download headshots and logos:  
drkarenbergstrom.com/downloads/bergstrom-media-kit.zip. Credit:  
courtesy of Dr. Karen Bergstrom.

SPEAKING

# Bring Karen to *your people*

Keynotes, retreats and leadership days for organizations, universities and churches, from executive offsites to staff retreats and campus gatherings. Every talk is shaped around the people in the room and the goals of the event.

## Grounded



Built on the TPRAT and four life capacities validated with 1,145 participants, not on personality labels or slogans.

## Practical



People leave knowing their strengths, their growth edge and one conversation to have this week.

## Relational



Talks make room for reflection and honest conversation, because people grow in relationship, not by listening alone.

## Lasting



Most talks pair with a follow-up workshop, cohort or coaching, so what people see on the day turns into growth.

### MOST REQUESTED

The four life capacities  
Boundaries for leaders and pastors  
Relational health in organizations  
Growing through failure and loss

### FORMATS

Keynote  
Retreat  
Leadership day  
Follow-up workshop

### AUDIENCES

Executives and boards  
Leadership teams  
Universities  
Churches and pastors

Other requested themes include trust, repair after conflict, confronting well, purpose and calling, and leading through change. Every talk can be adapted for organizational and faith audiences.

## SPEAKING

# Most requested *keynotes*



KEYNOTE 01

## The four life capacities

Why do capable, skilled leaders still stall? Dr. Bergstrom shows that what holds people back is rarely talent. It is character structure: the capacities that let a person meet the demands of reality in themselves, their relationships and their work. Drawing on the TPRAT and 35 years of practice, she walks audiences through attachment, separation, integration and adulthood, and shows how each one grows.

### THIS TALK HELPS YOUR AUDIENCE

- See the four capacities in themselves and the people they lead
- Name their strongest capacity and their growth edge
- Understand why character, not only skill, decides how far a leader goes
- Leave with one relationship to invest in this week



KEYNOTE 02

## Boundaries for leaders and pastors

Leaders who cannot say no end up exhausted, resentful or quietly controlling. Leaders who cannot say yes end up alone. This talk is about the middle path: knowing what you are for and against, owning your voice, and confronting with care so that people stay connected through hard conversations. It speaks directly to pastors and ministry leaders, whose boundaries are tested every week.

### THIS TALK HELPS YOUR AUDIENCE

- Know what they are for and against, and say it clearly
- Say no well without losing connection
- Confront with care and stay in the room when it gets hard
- Build teams where honest conversation is safe

## SPEAKING

# Most requested *keynotes*



KEYNOTE 03

## Relational health in organizations

Culture is the sum of how people treat each other when it matters. Dr. Bergstrom shows teams the indicators of relational health, what it looks like when trust is growing and when it is wearing thin, and how leaders can build repair into the way the work gets done. Organizations often pair this talk with the TPRAT for the whole team.

### THIS TALK HELPS YOUR AUDIENCE

- Recognize the signs of a relationally healthy team
- Spot where trust is breaking down before it costs people
- Make repair after conflict a normal part of the work
- Use the TPRAT to give the team a shared language



KEYNOTE 04

## Growing through failure and loss

Every leader fails, and every life holds loss. What matters is what happens next. This talk explores integration, the capacity to face hard news, grieve in healthy ways and adapt without self-judgment, and shows how leaders can model that for the people around them.

### THIS TALK HELPS YOUR AUDIENCE

- Face failure honestly without sliding into self-judgment
- Grieve losses in healthy ways instead of pushing past them
- Adapt, try again and help others do the same
- Lead a team through setbacks with steadiness and care

TRUSTED BY

# Organizations that have invited *Dr. Bergstrom*

Thirty-five years alongside leaders in every sector: 10 companies, 5 state agencies, 3 universities, 6 churches and 15 nonprofits.



**35+** years of practice

**39** organizations across five sectors

HER FRAMEWORK

# Everything begins with the *TPRAT*<sup>TM</sup>

Four life capacities, measured in one 20-question assessment that takes about 20 minutes online. Karen trains and certifies the facilitators who guide leaders through it and the growth work that follows.



## Attachment

*Builds trust*

Being open and vulnerable with others, and drawing out their trust in you.



## Separation

*Sets boundaries*

Knowing what you are for and against, owning your voice, saying no well and confronting with care.



## Integration

*Engages reality*

Facing loss, failure and hard news, adapting, and grieving in healthy ways without self-judgment.



## Adulthood

*Lives with ownership*

Relating to others as a mutual adult, and finding and following your purpose with your full talents.

THE RESEARCH

**1,145**

participants in the  
validation study

**64 to 20**

questions after factor  
analysis

**.75 to .80**

reliability by scale,  
Cronbach alpha

From the TPRAT white paper, draft 2.6, © 2024 John Townsend, PhD. Read it at [drkarenbergstrom.com](http://drkarenbergstrom.com).

WHO IT IS FOR

Businesses, educational organizations, counseling groups and churches, for individuals, couples, groups and teams. It gives clarity on a person's strengths and the growth areas to address, with specific skills for each capacity.



*Relational Quotient*

BY DR. KAREN BERGSTROM

## WORK WITH KAREN

# Ways to *grow together*

Every path starts with the TPRAT. Consulting and Flourish groups for women are also available on request.



## 01 • YEAR-LONG COHORT

## TLP cohort

Grow alongside other leaders in a year-long cohort: research-based leadership development in a small group, with one-to-one time built in. 12 months, starting each September; applications open late spring through summer.

*Leaders from Mariners Church, Olivecrest and Cru have grown here.*



## 02 • EXECUTIVES

## Executive group coaching

A leadership program for leaders invested in their own growth, in a small group of peers.

*Trusted by Taco Bell and Restoration Healthcare.*



## 03 • COACHES, HR, COUNSELORS

## TPRAT facilitator certification

Learn to guide people through the TPRAT and the growth work that follows.

*Facilitators from Bethany Christian Services and Cru.*



## 04 • TEAMS, ORGANIZATIONS, CHURCHES

## Workshops and speaking

Experiential workshops and talks for leadership teams, organizations and congregations.

*Hosted by Mariners Church and Asbury University.*

# Ready to *grow*?

For keynotes, workshops, cohorts, coaching and interviews, start a conversation on her website. Your note goes straight to Dr. Bergstrom, and she replies by email.

## CONTACT

### WEBSITE

[drkarenbergstrom.com](http://drkarenbergstrom.com)

### BOOKING

[drkarenbergstrom.com/#contact](http://drkarenbergstrom.com/#contact)

### ASSESSMENT

[tprat.com](http://tprat.com)

### LINKEDIN

Dr. Karen Bergstrom

### BASED IN

Orange County, California

## INTRODUCTION FOR HOSTS

Dr. Karen Bergstrom is a psychologist, executive coach and professor who has spent 35 years helping leaders grow in character and in relationship. She is Director of Leadership at Townsend Leadership Group, where she trains and certifies leaders in the TPRAT. Please welcome *Dr. Karen Bergstrom*.

About 30 seconds when read aloud.

**Name and marks.** Dr. Karen Bergstrom on first reference, Dr. Bergstrom after. Use the supplied wordmark files and never retype it. TPRAT™ belongs to Townsend Leadership and Dr. John Townsend; RQ™ and Relational Quotient™ are marks of Dr. Karen Bergstrom.



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#FEFAEF



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*Flourish where you are.* •

# Bergstrom