

John A. Honeycutt, PhD

Industrial & Organizational Psychology | Safety Culture | Organizational Change

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Professional Summary

Senior safety culture and organizational psychology consultant with 25+ years of experience across energy, utilities, public education, and high-hazard operations. Former Big Four senior manager with deep expertise translating behavioral science and OSHA standards into practical, field-ready training and culture systems. Trusted by executives and frontline leaders for clear analysis, disciplined judgment, and documentation that holds up under scrutiny.

Core Capabilities

Safety culture assessment and improvement

OSHA compliance and workforce training

Organizational change and transformation

Training system design and evaluation

Job, task, and competency modeling

Data-informed risk and culture analysis

Professional Experience

Honeycutt Science — Principal Consultant (2023–Present)

Safety culture and organizational psychology consulting for regulated and high-risk environments. Designs OSHA-aligned training programs, field guides, and culture diagnostics. Provides independent review of training adequacy, documentation quality, and leadership alignment.

Key Energy Services — Senior Director (2009–2013)

Led a multi-state operational region exceeding \$225M in revenue across high-hazard oilfield services. Oversight included operations, workforce leadership, and safety alignment across multiple lines of business.

Deloitte Consulting — Senior Manager (2006–2008)

Human Capital and organizational change leader supporting large-scale ERP, outsourcing, and transformation initiatives for energy, manufacturing, financial services, and public sector clients.

Earlier Consulting & Leadership Roles (1989–2005)

Senior and director-level roles with Andersen Consulting, CSC Consulting Group, TXU Energy / Capgemini, and related firms supporting enterprise change, technology adoption, and workforce transformation.

Education

PhD — Industrial & Organizational Psychology, Liberty University (2025)

MS — Management, Houston Baptist University (1989)

BS — Geology, Wichita State University (1983)

Publications & Research (Self-Published Selected)

Building a Safety Culture that Lasts (2025)

Building Safety Training that Lasts (2025)

Cold Stress & Hypothermia: A Field Guide (2025)

Heat Exhaustion: A Field Guide (2025)

Fatigue & Shift Work: A Field Guide (2025)

Curated & Peer-Archived

De-identified U.S. Occupational Injury Events with Standardized Injury and Industry Classifications (2026). Mendeley Data. <https://doi.org/10.17632/kj6dbshsnp.1>

Dissertation

Engaging Church Teams to Support Youths Aging Out of Care. Doctoral dissertation, Liberty University (2025).

Professional Forums (Selected)

American Gas Association (AGA) — Distributed professional forums and presentations (2006–2008)

Canadian Unconventional Resources Conference — Young Professionals Forum, Calgary, AB (2011)

Credentials

OSHA Authorized Outreach Trainer — General Industry

OSHA 511 — Standards for General Industry

CITI Program — Social & Behavioral Human Research

Governor-Appointed Practitioner Member — Colorado State Board of Registered Psychotherapists (Former)

MBTI® Authorized Practitioner (Non-Clinical)

PEC SafeLand Certification