

Dr. Larry Richard, J.D., Ph.D.

Larry Richard, J.D., Ph.D., is widely recognized as the leading expert on the psychology of lawyer behavior and a trusted authority on improving performance in law firms and legal departments through behavioral science. He works with legal organizations to enhance organizational effectiveness, capitalize on strengths, and bring out the best in their people by applying research-based insights into how lawyers think, behave, and respond to change.

Dr. Richard is a graduate of the University of Pennsylvania Law School (J.D.) and practiced as a litigator before earning his Ph.D. in Psychology from Temple University. Over the course of his career, he has collected and analyzed personality data on thousands of lawyers and has consulted with hundreds of premier law firms and corporate legal departments on complex behavioral challenges, including building psychological resilience; coaching and developing leaders; managing unprecedented change; developing talent strategy; and fostering lawyer well-being.

Known for his ability to translate cutting-edge scientific insights into practical, actionable guidance, Dr. Richard is a frequent presenter at professional conferences and a sought-after keynote speaker. He is also a trusted advisor to senior leaders across the legal industry, especially those seeking solutions that draw on Dr. Richard's deep expertise on the unique psychology of lawyers.

His most recent ABA book is entitled *Thin-Skinned: Why Lawyers Are So Low in Resilience, and the New Science That Can Help*. Co-authored with his wife, Dr. D'Arcy Lyness, *Thin-Skinned* is an evidence-based field guide to raising resilience, managing stress, and improving well-being using proven principles of behavioral science.