

JAY JOHNSON

FEATURED SPEAKING TOPICS



1. The Hidden Patterns Behind Human Behavior

Human behavior can feel unpredictable, but it is rarely random.

This session introduces audiences to the Behavioral Elements framework and the patterns that shape how people communicate, decide, react, lead, collaborate, and contribute. Jay helps participants understand how behavioral tendencies show up in everyday interactions and why those patterns matter in teams, relationships, and organizations.

Audience Leaves With: A foundational understanding of the four Behavioral Elements and how they influence behavior, communication, and decision-making; The ability to recognize behavioral patterns in themselves and others to build stronger relationships and improve collaboration; Practical insights they can immediately apply to leadership, coaching, team dynamics, and workplace culture.

Best for: Leadership teams, HR audiences, coaches, facilitators, trainers, learning and development teams, culture initiatives.

2. From Personality Labels to Behavioral Choice

Personality can help explain who we are. Behavior shows how we choose to show up.

This talk explores why behavior is more flexible, observable, and actionable than traditional personality labels. Jay helps audiences understand the difference between identifying a type and developing the awareness to adapt behavior based on what a situation requires.

Using the BE framework, participants learn how to move beyond “this is just who I am” and toward a more intentional approach to communication, collaboration, and performance.

Audience Leaves With: A clear understanding of the difference between personality and behavior, and why that distinction matters in everyday interactions; Practical strategies for adapting behavior to communicate, lead, and collaborate more effectively in different situations; Greater self-awareness and accountability for making intentional behavioral choices that drive better outcomes.

Best for: Corporate teams, leadership development programs, coaching communities, HR events, professional development conferences.

3. Making Behavior Visible

Most workplace friction is not caused by bad intentions. It is caused by misunderstood behavior.

This session helps audiences see how behavioral patterns impact communication, trust, teamwork, decision-making, and culture. Jay introduces a shared behavioral language that makes it easier for teams to talk about what is happening, reduce unnecessary conflict, and work together more effectively.

Audience Leaves With: A practical framework for recognizing and understanding behavioral patterns in themselves and others; Tools to improve communication, reduce misunderstandings, and navigate workplace conflict more effectively; A shared language for building stronger relationships, increasing trust, and creating a healthier team culture.

Best for: Team development, workplace culture events, executive teams, employee engagement, manager training, organizational development.