

ALEXANDER W WAITT, MS, MEd, LPC

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EDUCATION

MEd, Education/Adult Learning; 2011

Duquesne University, Pittsburgh, Pennsylvania

MS, Counseling Psychology (Pennsylvania Certified K-12 school counselor); 2010

Chatham University, Pittsburgh, Pennsylvania

BA, Psychology; 2008

Duquesne University, Pittsburgh, Pennsylvania

PUBLICATIONS

The Moments That Matter: A Practical Guide for Criminal Justice Conversations (2026)

Bonaiuto, D., Wagner, C., Waitt, A., & Cameron, S.

- Practical guide to Ask-Offer-Ask in community supervision, including engagement, expectations, motivation, violations, de-escalation, and the training and organizational supports needed for everyday use.

Becoming MI (2025)

Cameron, S., Galletto, A., Jordan, A., Bonaiuto, D., & Waitt, A.

- Introduces the MI Metamorphosis Map and four core elements of practitioner development, with guidance for trainers, supervisors, and coaches supporting growth from initial learning to integrated practice.

The Aspirational Spirit of Motivational Interviewing (2025)

Waitt, A., Cameron, S., Bonaiuto, D., Galletto, A., Jordan, A., & Wood, A.

- Explores partnership, acceptance, compassion, and empowerment as ongoing aspirations, with reflective practices, values exploration, and supervision tools for sustaining MI spirit in daily work.

Ask-Offer-Ask: Bringing Motivational Interviewing to Life in Child Welfare (2024)

Waitt, A., & Cameron, S.

- Introduces practical applications of Ask-Offer-Ask across child welfare casework through realistic scenarios and exercises addressing engagement, information sharing, de-escalation, and collaborative decision-making.

BOARD LEADERSHIP

Motivational Interviewing Network of Trainers (MINT)

05/26–Present

Board Member; Community Development Liaison

- Serve on the Board of Directors of an international professional organization dedicated to high-quality Motivational Interviewing practice and training.
- Support connection and reciprocal collaboration among MINT Chapters, committees, members, and the Board.
- Coordinate Chapter and Endorsed Training of New Trainers (TNT) inquiries, bring questions forward for appropriate review, and communicate follow-up and next steps.

CLINICAL AND CONSULTING EXPERIENCE

AMIGA LLC – Alliance for Motivational Interviewing Growth and Advancement

01/25–Present

Co-Founder & Principal Partner

- Co-lead the development and delivery of Motivational Interviewing training, coaching, and implementation support for human-service organizations and professionals.
- Develop practical, role-specific applications of MI and Ask-Offer-Ask for child welfare, criminal justice, behavioral health, and other high-pressure service settings.
- Design curricula, facilitator manuals, participant workbooks, practice labs, and quick-reference tools that support learning, reflection, and sustained use.
- Provide MI field coaching and supervisor development to connect workshop learning with daily practice, feedback, and reflective learning.
- Partner with agency leaders on shared purpose, role clarity, coaching routines, and organizational conditions that support reliable practice.
- Contribute to The Line, AMIGA's confidential MI-based debriefing support, and to learning communities and practitioner-development resources.
- Co-author four books addressing MI practice, practitioner development, child welfare, and criminal justice.

Lean In Systems and Solutions, Wilmington, DE

01/24–Present

Founder & CEO

- Led partnerships with five counties across two states, offering services tailored to community and organizational needs.
- Designed and delivered systems-improvement services focused on behavioral health, counseling accessibility, and organizational effectiveness.
- Directed implementation of evidence-based interventions and facilitated training to address service-delivery and organizational challenges.
- Provided ongoing consultation, supervision, and support for regional initiatives and community goals.

Anchorpoint Counseling Ministry, Pittsburgh, PA

10/23–Present

Licensed Professional Counselor (PC010137)

- Conduct comprehensive psychosocial assessments across the lifespan, with a primary focus on adults and young adults.
- Provide therapy for anxiety, depression, life transitions, and other mental health concerns; develop provisional diagnoses and individualized treatment plans.
- Supervise graduate-level counseling students during practicum and internship experiences.
- Collaborate with interdisciplinary teams to support client-centered care, communication, and treatment continuity.
- Uphold professional and ethical standards and participate in community outreach to improve access to mental health services.

OASIS Mental Health Applications, Greensburg, PA

08/20–09/23

Executive Director of Clinical Operations

- Founded and developed Support Counseling, a prevention and early-intervention model addressing capacity barriers in university and K-12 counseling systems.
- Designed and led the implementation of Support Counseling across settings with overwhelmed or understaffed counseling services.
- Trained and managed interdisciplinary teams in delivering the model and maintaining fidelity to its principles.
- Secured and managed contracts with institutions including the University of Southern California, Rutgers University, and Purdue University.
- Directed initiatives supporting program sustainability and growth.

Addictions Technology Transfer Center (CE-ATTC), Silver Spring, MD

09/21–01/23

Project Director

- Directed multi-state workforce-development initiatives in evidence-based addiction treatment.
- Designed training curricula for behavioral health professionals across the Central East region.
- Coordinated with government agencies and community organizations to align projects with regional priorities.
- Supervised a cross-functional team, project timelines, deliverables, and federal compliance requirements.
- Led outreach and partnership development for training and technical assistance programs.

Formative Outcomes, LLC, Pittsburgh, PA

01/15–01/21

Founder/Consultant

- Delivered more than 200 workshops and trained more than 5,000 individuals in crisis intervention, Motivational Interviewing, substance use, suicide intervention, trauma, and trauma-informed care.
- Served as a consultant and trainer for The Danya Institute (Mideast ATTC), delivering in-person and online workshops and developing curricula in MI and substance use disorders.
- Delivered MI workshops nationally for YouthBuild USA under the Hilton Foundation grant.
- Developed and supported implementation of a system-wide MI curriculum for Central Virginia Health Services' medical and behavioral health providers.

Vital Decisions, LLC, Edison, NJ

05/18–09/20

Quality Improvement Coding Specialist

- Documented policies and procedures establishing quality standards for the Living Well Program.
- Analyzed and coded specialist calls for adherence to MI and consistency across the program.
- Reviewed quality metrics and reports and partnered with leadership on strategic quality-improvement initiatives.
- Worked with the Director of Quality to enhance training and operational systems.

UPMC Resolve Crisis Network, Pittsburgh, PA

12/12–11/14

Crisis Trainer

- Assessed the quality and effectiveness of new-hire orientation and staff-development training.
- Developed and facilitated MI and clinical-skills training to strengthen crisis intervention.
- Taught crisis-management programs to management and staff of WPIC and UPMC affiliates.
- Supervised crisis-training staff and monitored safety-related policies and procedures.
- Worked with the Program Director on disaster prevention, management, and response.

UPMC Resolve Crisis Network, Pittsburgh, PA

03/11–12/12

Crisis Clinician II

- Served as lead clinician, providing supervisory support and guidance on complex clinical presentations, interventions, and dispositions.
- Delegated work and oversaw safe milieu management, documentation, crisis assessments, and interventions.
- Consulted with psychiatrists and coordinated with outside agencies and blended service coordinators to support effective, streamlined care.

UPMC Resolve Crisis Network, Pittsburgh, PA

07/10–03/11

Crisis Clinician I

- Completed individual and family crisis assessments using MI techniques and managed crises through positive approaches.
- Supported crisis planning, appropriate referrals, and access to insurance information and authorizations.

Glade Run Lutheran Services, Pittsburgh, PA

02/13–08/14

Outpatient Therapist, Part Time

- Completed psychosocial assessments and provided therapy for youth and young adults.
- Developed provisional diagnoses and consulted with psychiatrists regarding presentations, symptoms, diagnosis, and treatment.

The Bradley Center, Pittsburgh, PA

02/08–12/09

Child Development Specialist

- Provided one-to-one counseling and facilitated psychoeducational and social-skills groups.
- Planned and supervised daily activities and supported classroom instruction through behavioral support and individual assistance.

PROFESSIONAL TEACHING EXPERIENCE

Waynesburg University, Waynesburg, PA

08/15–01/18

Adjunct Professor

- Taught undergraduate Psychology and graduate Counseling courses.
- PSY 316: Psychobiology — Fall 2015, Spring 2016, and Spring 2017.
- CNS 518: Research Design & Program Evaluation — Fall 2016.

SUPERVISION EXPERIENCE

Formative Outcomes, LLC

06/15–Present

Supervisor

- Supervise two Licensed Professional Counselors working with mandated perpetrators of domestic violence.
- Provide pro bono supervision to a master's-level student.

Anchorpoint Counseling Ministry

01/18–Present

Supervisor

- Supervise counseling and social work students during practicum and internship experiences from regional universities.

Waynesburg University

05/17–08/17

Doctoral Student Supervisor

- Supervised three master's students during their internship experiences.

Waynesburg University

05/16–08/16

Doctoral Student Supervisor

- Supervised two master's students during their internship experiences.

Waynesburg University

05/15–08/15

Doctoral Student Supervisor

- Supervised three master's students during their practicum experiences.

PROFESSIONAL AFFILIATIONS

- Motivational Interviewing Network of Trainers (MINT) — Member since 2014.
- American Counseling Association — Professional Member.
- Association for Counselor Education and Supervision — Professional Member.
- Chi Sigma Iota Counseling Honor Society — Professional Member.

SELECTED PRESENTATIONS

Scheduled Presentation

- Waitt, A. (2026, scheduled). What the Moment Needs: Motivational Interviewing Strategies for High-Stakes Intervention Conversations. Featured session, ATIXA and NABITA Joint Annual Conference.

Completed Presentations

- Waitt, A., & Cameron, S. (2025, May 23). How to Use “Ask-Offer-Ask” as a Brief Motivational Interviewing Intervention. Three-hour recorded training, Safer Society Foundation.
- Waitt, A. (2018). Integrated Healthcare: A Counselor's Role in Leading Wellness. 8th Annual Chi Sigma Iota Pennsylvania Statewide Conference, West Chester University, West Chester, PA.
- Waitt, A. (2017). Theory and Techniques of Counseling. Invited speaker, Duquesne University.
- Waitt, A. (2017). MI Skill Building: How to Recognize, Respond to, and Elicit Change Talk. Webinar, IRETA.
- Waitt, A. (2017). Working Appreciatively. Invited speaker, Mon Yough Community Services, Staff Appreciation Day.
- Waitt, A. (2017). Motivational Interviewing. Invited speaker, AIDS United, Dissemination of Evidence-Informed Interventions Convening, Washington, DC.
- Waitt, A. (2017). Prevention and Early Intervention: SBIRT as Part of a Community Strategy. Invited speaker, Prevention in the Age of Recreational Marijuana: A Community Conversation, Marlborough, MA.
- Waitt, A. (2016). Evidence-Based Training to Address the Opioid Epidemic. Invited speaker and panel discussant, What's New in Public Health: An Update for the State of Virginia, Staunton, VA.
- Waitt, A. (2016). Integrating Motivational Interviewing in Our Day-to-Day Interactions. Keynote speaker, Home Visiting Network, Engaging Families.
- Waitt, A., & Stiemer, M. (2016). Advocacy in Suicide Intervention. 6th Annual Chi Sigma Iota Pennsylvania Statewide Conference, Marywood University, Scranton, PA.
- Waitt, A. (2011). Risk Management for Self-Injurious Behaviors. Crisis Intervention Association of Pennsylvania Annual Conference.

SPECIALTIES AND TRAININGS**Recent Curriculum Development**

- Centre County CYS Adaptive Supervision materials (2026): participant workbook, facilitator manual, practice labs, quick-reference tools, and implementation and quality-improvement resources.
- Ask-Offer-Ask participant workbook (2025), developed with Sarah Cameron for the Safer Society Foundation three-hour training.

Selected Training Delivered

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| ▪ Motivational Interviewing Training Series, Cayuga Area Planning, Ithaca, NY | Spring 2018 |
| ▪ Screening, Intervention, and Referral to Treatment, Danya Institute | Spring 2018 |
| ▪ Motivational Interviewing: Introduction and Beyond, PA Link | Winter 2018 |
| ▪ Foundations of Self-Injurious Behaviors, Allegheny Children's Initiative | Winter 2018 |
| ▪ Introduction to Suicide Intervention, Pittsburgh Pastoral Institute | Summer 2017 |
| ▪ Motivational Interviewing Train-the-Trainer Programming, Pathway to Recovery | Summer 2017 |
| ▪ Motivational Interviewing Training Series, West Virginia Medicine | Spring 2017 |
| ▪ Motivational Interviewing Training Series, Cayuga Area Planning, Ithaca, NY | Spring 2017 |
| ▪ Motivational Interviewing Training Series, Washington County CYS | Spring 2017 |
| ▪ Motivational Interviewing Training Series, Staunton Clinic | Spring 2017 |
| ▪ Motivational Interviewing Training Series, Mon Yough Community Services | Spring 2017 |
| ▪ Screening, Intervention, and Referral to Treatment, YouthBuild USA | Winter 2017 |
| ▪ Screening, Intervention, and Referral to Treatment, South Dakota State University | Winter 2017 |
| ▪ Motivational Interviewing Training Series, Pittsburgh Guidance Foundation | Spring 2016 |
| ▪ Motivational Interviewing: Advanced Workshop | December 2015 |
| ▪ MI Skill Enhancement Training, State of Missouri AIDS Task Force | Spring 2015 |
| ▪ Crisis Intervention and Nursing, Duquesne University Nursing Department | January 2013 |

Additional Instructor Training

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| ▪ Applied Suicide Intervention Skills Training, Trainer | 2012 |
| ▪ American Heart Association Instructor Training, BLS | 2012 |

ADDITIONAL LEADERSHIP AND SERVICE

<u>Chi Sigma Iota Counseling Honor Society, Waynesburg University</u>	2016–2017
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Treasurer

- Served on the Chapter Executive Committee; assisted with the annual budget, maintained financial records, and received and disbursed chapter funds.

Bhutanese Refugee Community

2016

Community Service

- Developed and facilitated a workshop to support community knowledge and skills in responding to substance use concerns and recent suicides.