



## CPD profile

**1.1 Full name** **Occupational Psychologist – early career**

**1.2 Profession:** **Occupational Psychologist**

**1.3 CPD number:** **CPDXXXX**

## 2. Summary of recent work / practice

I work as a practitioner occupational psychologist in the personnel strategy and policy area for a large organisation. My role is that of Research Manager - the senior occupational psychologist. I am responsible for managing, coordinating, monitoring and delivering the research programme through provision of occupational psychology consultancy, advice and scientific research in support of strategic, operational and tactical personnel research.

I manage a small research team, which includes trainee occupational psychologists. The work I produce provides evidence to shape, support and evaluation people strategy and decision making within the organisation. I act as a local supervisor supporting trainee occupational psychologists within my team and a further trainee outside of my team. I also supervise and advise personnel pursuing MSc, and MAs on research techniques and methods.

I volunteer on the British Psychological Society's (BPS) Division of Occupational Psychology work-life balance working group, following a period of three years on the Division of Occupational Psychology Committee.

I work in a number of areas. These include personnel selection and assessment, employee relations and motivation, career/personal development and organisational development and change. I am heavily focused on the area of retention within the organisation, providing research and advice to specific areas of concern allowing the service to put into place courses of action to address outflow. My clients, primarily senior staff, are located across the organisation.

I am currently undertaking a research programme addressing the area of career motivation to inform and guide the development of a new people strategy. This includes understanding the career aspirations of personnel to better inform career structures, as well as understanding the influence of psychological constructs such as career motivation, psychological contract, organisational commitment, employee engagement, and identity. I have completed work to evaluate the current career management process to identify effective and ineffective practices, advising on potential interventions to address any of the latter components. I am applying this research programme as part of my personal academic development through completing a professional doctorate in occupational psychology.

(Maximum 500 words)

### **3. Personal statement**

#### **Standard 1: Registrants must maintain a continuous up-to-date and accurate record of their CPD activities.**

My log is stored on the BPS MyCPD system. It is divided into separate development needs I have identified, with a record of related activities and learning outcomes. This allows me to create summary sheets of my CPD and to discuss my develop plan with principal psychologists and peers across the organisation.

#### **Standard 2: Registrants must demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice.**

During my performance review I discuss my development needs and requirements with my line manager. These include my short and longer term goals, including professional development, i.e. a professional doctorate, and development within my role as research manager and senior psychologist. I also discuss my needs with principal psychologists to identify any additional needs and gain valuable mentoring aspects. I have undertaken a mixture of different activities towards maintaining my CPD and requirements stated by the Health and Care Professions Council (HCPC), both related to business needs and personal needs. These have allowed me to develop my research methods, theoretical knowledge, and general psychology experience. I have increased my knowledge in several areas relevant to the research I am conducting for work, specifically informing our new people strategy and the career structures related to this. Overall, my activities have developed me as a psychologist, meaning I am more effective and relevant for my current and future work.

#### **Standard 3 and 4: Registrants must seek to ensure that their CPD has contributed to the quality of their practice and service delivery and seek to ensure that their CPD benefits the service user.**

When planning and completing my CPD I aim to ensure that all activities will contribute both to my professional and personal practice, which in turn will have positive outcomes for my clients.

### **Reading articles and reviews**

I read articles frequently (Evidence 2), including psychological and business based publications (e.g. *Journal of Organizational Behaviour*; *Journal of Occupational and Organisational Psychology*; *Annual Review of Psychology*; *Academy of Management Review*; *Journal of Business Ethics*; *The Career Development International*; *Human Resource Management Review*; *Institute for Employment Studies*; *Journal of Management*; *Journal of Applied Psychology*; *Personnel Psychology*; *People Management*). In addition, I also receive the *BPS Occupational Psychology Digest* and *Reader's Digest*, the *BPS Assessment and Development Matters*, and the *BPS Occupational and Organisational Journal*.

A recent article I have found particularly useful was by Bal, Jansen, Van Der Velde, De Lange, and Rousseau (2010), called *The role of future time perspective in psychological contracts: A study among older workers*. The paper explored the role of future time perspective in psychological contracts. This was particularly interesting considering my

current research looking at through career motivation aspects. I learned about the potential relationship between future perceptions of opportunities and development fulfilment. If individuals are positive about their future, they are more likely to achieve their development goals. I had not encountered this theory before, and I recognised its direct relevance to understanding career motivation. Individuals may have low career motivation caused by their inability to perceive future opportunities available to them. This added a new dimension to my research and to my knowledge. The benefit of reading this article for my service user will become clearer as my research progresses. In the interim, it has allowed me to provide my clients with an indication of the importance of future opportunities when trying to develop employees.

I also keep up to date on developments in the organisational policies to ensure that my team and I are providing the appropriate evidence to inform developments.

### **Peer learning**

I have recently set up a journal club for my team (Evidence 3) in which one team member reviews an article of interest and feeds back to the team. This allows the psychologists in the team to maintain their knowledge base, and provides the non-psychologists in the team with an understanding of different areas of knowledge. This is a valuable learning process for all involved. This activity allows me to expand my knowledge in areas I am currently not fully engaged with, as article choice is determined by the individual presenting. For example, a recent article discussed outlined the use of non-cognitive measures in selection, which is an area I currently don't have much opportunity to engage with. This expanded my knowledge in the area of selection measures and allowed me to have knowledgeable conversations within my own practice. I have also created a session entitled 'OP Area of Interest' (Evidence 4) in which the non-psychologists in my team review a chosen area of occupational psychology and as a group we then discuss and explore the area. This provides development for the team and the chance for the psychologists to review their knowledge in the area. I find this useful in my development, as it provides a recap of the underlying theories of occupational psychology, and ensures I avoid memory fade.

### **Supervise trainee occupational psychologists**

To aid my development in supervising, I am acting as a local supervisor for three trainees (Evidence 5). This is an interesting learning opportunity, allowing me to reflect on my own experience of being supervised and help others develop their own skills. I intend to progress and officially supervise trainees whilst they complete their qualification in occupational psychology. Local supervision is an invaluable opportunity to begin to build the skills I will need to become an official supervisor in the future. In a recent session, I learnt the importance of using questioning techniques to develop the trainee occupational psychologist, primarily to aid them in developing their critical evaluation of their considerations and design intentions. Getting them to question their methods and solutions was useful for them; in terms of preparing them, encouraging them to consider alternative solutions, and ensuring they are confident in their decisions. It was also a useful learning exercise for me, helping me build what I believe will be an important skill, along with developing my leadership and mentoring abilities, in order to become an official supervisor.

These activities have allowed me to maintain and update my knowledge and develop new experiences. Completing these tasks has meant I have been able to be more

effective in my work, due to additional experience and knowledge. This benefits not only my clients, but also my team, particularly those who I am supervising at a local level.

### **Collaboration with other occupational psychologists**

I was involved in collaborating with other more experienced occupational psychologists in what was entitled a ‘Judgment Panel’ (Evidence 6). I worked with others to review a proposed employment policy utilising occupational psychology. Working with others, I helped review and evaluate the impact of the proposed plans using occupational psychology theories and other research outcomes I had knowledge of drawing on knowledge of personnel behaviour from previous experience and research, so I was able to infer potential reactions. This was a great development opportunity, working with other practitioner psychologists to address a joint need. I was able to learn about how colleagues from different areas of the organisation apply psychology to their work. This allowed me to draw on their expertise to understand the potential changes from differing points of view, including other psychological perspectives. This helped me expand my knowledge, whilst also allowing me to directly apply skills I have been learning (e.g. questioning techniques to better understand the problem and solutions proposed). This directly benefitted my own practice, and also my service users, through my increased knowledge and experience in applying psychology to hypothetical problems.

I have also attended an international annual meeting in which collaborative research was discussed (Evidence 8). I was able to make contacts with researchers from other countries, whilst designing and developing the activity of the group, sharing research programmes and discussing collaborative opportunities. I was able to learn about research methods being used by others, considering how these aligned and support my own research programme. I gained insight into how other research groups approach similar problems, but through different methods. This has added to my own tool kit, providing alternative possibilities to address our own needs.

### **Recruiting staff**

I have recently recruited a new member of staff, which allowed me to develop my psychological skills – both as a line manager but also as a senior psychologist (Evidence 7). I had to review the skills, knowledge, skills and abilities required for the psychologist grade I was recruiting for, including understanding the level of qualification needed. I reviewed formal structured interview techniques for this type of situation. I am experienced in interviews as part of a research study, but not in formal job interview situations. I explored and reviewed the psychological elements that I needed to explore with candidates. I reviewed the functional competences for occupational psychologist positions within the organisation, to ensure I was aware of the requirements and standards needed. This was a useful development opportunity for me, particularly in terms of building my experience in supervising trainees. It also allowed me to make sure I recruited an individual who would be suitable and effective for delivering our requirements. The latter point is the most important for my service user, who requires an individual who is able to draw on occupational psychology and apply that knowledge to address problems raised. By reviewing the skills and psychological knowledge needed and increasing my knowledge, I was better placed to be able to recruit someone who would fulfil my service user’s requirements. If not, they would be experiencing a reduction in my team’s ability to deliver requirements.

Overall, I feel more competent in my work and my ability to do my work. This is particularly noticeable when clients approach me for advice and I am able to respond. I am clear of the extent to which my knowledge extends, and am able to effectively manage expectations until I have filled any identified knowledge gaps. This development is becoming clearer as I am expected to know more and know it immediately in my new role as research manager. My professional development has been significant over the last year with the increasing responsibility and demands. As well as being able to respond confidently, I am also being viewed as more competent and capable in my work.

(Maximum 1500 words)

#### **4. Summary of supporting evidence submitted**

<b>Evidence number</b>	<b>Brief description of evidence</b>	<b>Number of pages, or description of evidence format</b>	<b>CPD standard(s) that this evidence relates to</b>
1	Record of CPD activities	Print out of CPD log from BPS MyCPD	1
2	List of articles read  Bal, P. M., Jansen, P. G. W., Van Der Velde, M. E. G., De Lange, A. H., and Rousseau, D. M. (2010). The role of future time perspective in psychological contracts: A study among older workers. <i>Journal of Vocational Behavior</i> , 76, 474-486.	5 page reference list – Electronic  Copy of article, (12 pages)	2, 3, 4
3	Journal Club	Record of journal covered and discussion points (1 page)	2, 3, 4
4	OP Area of Interest	Record of area discussed (1 page)	2, 3, 4
5	Local supervision log	Notes of advice (1 page)	2
6	Judgment Panel	Table of outcomes	2, 3, 4
7	Interview techniques	Workbook completed	2, 3, 4
8	Collaboration with OPs	Notes and handouts from the 7 day meeting	2, 3, 4