DISCOVERING OCCUPATIONAL PSYCHOLOGY

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My journey

• My first passion: music
• Leaving my country of origin
• First job in London
• Following my interest in Psychology
• Assessing my career due to redundancy
• Discovering Occupational Psychology
What is Occupational Psychology?

- Focus of attention people and the world of work
- Work paid or unpaid seen as vital for psychological health
- Study of the behaviour of people within organisations
- Promote the growth of the business and the individual
Areas covered

• Counselling & Personal Development
• Selection and Assessment
• Training
• Employee Relations
• Psychometric testing
• Performance Appraisal & Career Development
• Research and statistics
• Organisational development and change
• Ergonomics
My work - Associate Consultant

Coaching
• Performance, career development, transition

Learning & Development
• Design, facilitation of seminars, workshops
• Leadership development

Selection & Assessment
• Assessment centres, development centres
Wider issues

• Age discrimination

• Career mobility

• Global economy

• Unemployment
Chartership

• Stage 1 - BPS accredited degree

• Stage 2 - BPS accredited Masters in OP

• Stage 3 - two years supervision
Career paths

• Work can be advisory, teaching, research

• Civil service: Home Office, Department for Work & Pensions, Ministry of Defence

• Large organisations in almost every sector

• Consultancies

• Self-employment
Opportunities and threats

• Broad in scope

• Less formalised than other areas in psychology

• Major blue chip companies, government

• Competition from HR, other psychologists, management consultants, career coaches
Vacancies in HR related fields

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<th>Roles in the UK – information from: <a href="http://www.changeboard.com">www.changeboard.com</a></th>
<th>Vacancies</th>
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<tbody>
<tr>
<td>HR Advisor, Assistant, Officer, Operations</td>
<td>377</td>
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<td>HR Business Partner, HR Generalist</td>
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<td>HR Consultant, HR Manager</td>
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<td>Learning &amp; Development, Training &amp; Development</td>
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<td>Change Management</td>
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<td>Talent acquisition, talent manager, head of talent</td>
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Is it for you?

Organisations exist to work with the strengths of its people, making their weaknesses irrelevant

Peter Drucker