

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

| Roles in the UK – information from: www.changeboard.com | Vacancies |
|--|-----------|
| HR Advisor, Assistant, Officer, Operations | 377 |
| HR Business Partner, HR Generalist | 290 |
| HR Consultant, HR Manager | 265 |
| Learning & Development, Training & Development | 169 |
| Head of HR, HR Director | 86 |
| Change Management | 63 |
| Employee Relations | 60 |
| Organisational Development | 34 |
| Global Mobility | 33 |
| Talent acquisition, talent manager, head of talent | 29 |
| Diversity and Equal Opportunities | 2 |
| Occupational Psychologists | 3 |

Is it for you?

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

Peter Drucker