



*Where assessment expertise is part craft and part science*

## I/O Psychologists

In New Zealand, Psychologists fall under the New Zealand Psychological Society and there are many different types of Psychologists. The psychology specialisation areas include:

- ◆ Industrial/Organisational Psychologists (I/O)
- ◆ Clinical Psychologists
- ◆ Counseling Psychologists
- ◆ Criminal Psychologists
- ◆ Educational Psychologists
- ◆ Community Psychologists
- ◆ Sports Psychologists

All Registered Psychologists, no matter the above specialisation fall under the Psychologists Code of Ethics and the Health and Practitioners Competence Assurance Act 2003.

The Health and Practitioners Competence Assurance provides a framework for the regulation of health practitioners in order to protect the public where there is a risk of harm from the practice of the profession.

The discipline of Industrial and Organizational Psychology applies the psychology of individuals and groups in organisations and the workplace. I/O psychologists are trained in the scientist-practitioner model, meaning they should apply scientifically proven approaches to the practice of psychology within organisations.

Major Topics in Industrial Organizational Psychology include:

- ◆ Employee testing
- ◆ Leadership
- ◆ Workplace design
- ◆ Workplace diversity
- ◆ Workplace performance
- ◆ Employee motivation
- ◆ Stress and Employee well-being

### **What do you need to do to become a Registered Psychologist In I/O Psychology?**

- ◆ You need to gain your Bachelor and Masters in Psychology, which you need prior to being able to register as a Psychologist, you need to do a minimum of 5 years of University full time study.
- ◆ On top of this, you have another years supervision to gain Registration where you are under the training of other psychologists and experts, where you learn, study and submit assignments while working in the organisational psychology field, and then have an end of year oral exam to pass!



- ◆ In addition, Psychologists also have to pay for and go to the same training programmes as non-psychologists on certain tools they may want to use, as required by the test makers of these tools.
- ◆ If you would want a registered builder to build the house over your head, why would you let anyone not trained or registered in Psychology inside your head? It seems a no-brainer, no pun intended.
- ◆ Like any other profession where there is a code of practice, those who operate without the training or registration are not at risk if they advise your poorly, however those like us, under the code are at risk.

### **There are Restricted Assessment Tools that only Psychologists can Use**

- ◆ There are some very good assessment tools that are restricted to people who have extensive psychological training and are Registered Psychologists due to their complex nature.
- ◆ The reason for this is that they would potentially be dangerous in the hands of non-psychologists who lack the training and ethical responsibilities to use these tools appropriately.
- ◆ These tools are more in-depth knowledge about psychometrics in order to interpret them correctly.
- ◆ Due to their complexity these tools can provide psychologists with more robust and indepth information about people and their preferences than some non expert tools that anyone can be trained in.
- ◆ We recommend the Californian Psychological Inventory (CPI) as one of these tools which can only be used by those with advanced psychological training.