

Niche Update

Special points of interest:

- Impacts of Job Insecurity
- What is a Psychologist?
- Xmas opening hours
- New Niche website
- Using Assessment Info for Employee Development

The Impact of Job Insecurity on Employee Motivation & Well-being

There has been a marked increase in the demand for outplacement services at Niche which seems to be reflective of the current business uncertainty and climate. Recently it has been hard to turn the news on without stories covering company restructures and redundancies in New Zealand, as well as worldwide. The news and the current environment can easily create job uncertainty in employees, especially if they are also noticing a drop in sales or cost cutting measures being put in place at work. As such Georgina Ellis, our career management leader, has put together some information on the research around job insecurity and how to manage and lead your way through these times to ensure staff remain engaged through any challenging times ahead.

What has the research found about the impacts of job uncertainty?



There is a large body of research on this area. Job insecurity has been shown to have significant negative consequences for employees' health and mental well-being no matter where they sit in organisations. "Job insecurity can be one of the more important stressors in employment situations." (pg 44, Hartley et al., (1991). *Job insecurity: coping with jobs at risk*. London: Sage).

Lowered well-being and job satisfaction resulting from the uncertainty has been associated with lower work motivation and job performance, higher employee absence and turnover as well as increased workplace accidents. Even rumours about possible downsizing may have

detrimental effects on employee well-being.

Marked differences have been found in how people are impacted. Older workers, longer serving employees, more committed staff, those more financially dependent on work and with less control over the decision making are more likely to be most impacted by job insecurity.

What can be done to minimise job uncertainty?

The following have a positive impact on employee work attitudes, performance and well-being during periods of job insecurity:

- ◆ Perceptions of justice and fairness of an employer and organisation.
- ◆ Being able to participate in decision making around organisational change and uncertainty.
- ◆ Increasing feelings of control rather than uncertainty.
- ◆ Keeping the communication lines as open as possible contributes specifically to feelings of control. It also lessens the rumour mill which in itself can have a negative impact on work attitudes and motivation.
- ◆ Social support has been shown to have a positive impact on wellbeing and stress.
- ◆ Increasing group and organisational cohesiveness and identity has also been shown to have a positive impact on wellbeing and stress.
- ◆ Research shows that the more outplacement support provided, the greater the likelihood of individuals being re-employed, gaining higher paid and more satisfying work.



Inside this issue:

- Xmas Hours 2
- Employee Development 2
- What is a Psychologist? 3
- New Website 4
- Contact Details 4

Christmas is nearly here!!!! Niche Silly Season Opening Hours



Well 2008 is going by in a flash and we are counting down to Xmas again.

Niche Consulting's Christmas opening hours over the festive season are :

Closing : 24th December 2008 midday

Opening : Monday 5th January 2009

We wish you all the best for a happy and safe Christmas & New Year!

Using Recruitment Assessment Information for Developmental Purposes

How often do you assess someone as part of the recruitment process and then forget to refer to the information once the person is hired and on board?

When you think about it you have a wealth of information about the person which could be used to assist in the following:

- ◆ Creating a development plan for the individual
- ◆ Adding to a training needs analysis for the individual
- ◆ Understand better how to motivate and manage them
- ◆ Use it as a basis for a discussion about how you want to work with them and understand what they need from their manager
- ◆ Use it as a foundation for a coaching programme
- ◆ Identify any stars that should be succession managed and fast tracked
- ◆ Integrating the information into an objective and KPI setting meeting that links into your performance management process



Many of the above activities can be done by the manager, however we are most happy to assist should you need Niche to write development plans or training needs from the assessment results. Some clients also find it useful for successful candidates to receive a personal report that outlines the individual's strengths and development needs for their own reference. This report may assist as a starting point for development discussions or just be used as a reminder and reference for the individual going forward.

The Impact of Job Insecurity on Employees — Continued from page 1

Alongside substantive justification for the redundancy, procedural fairness is required to meet the Good Faith provisions that are part of the Employment Relations Act (2000) and its amendments of 2004. While Procedural Fairness does not dictate that counselling or outplacement support must be offered, it does dictate it needs to be considered.

What about outplacement programmes?

Knowing that the organisation will be providing support and professional advice to those whose jobs are made redundant will have a positive impact on remaining employees' feelings of job security and can bolster their views of their employers being "good employers" in tough times. In addition, the provision of effective change management and outplacement services will impact positively on perceptions of an organisation's image in the marketplace.

What is the Difference between a Psychologist and Non-Psychologist?

You may sometimes wonder why Niche Psychologists don't just jump on any new pop psychology trend such as the recent EQ hype and other non-scientifically based fads. This is because being a Registered Psychologist means we have a code of ethics that we operate by and we are principally scientists at heart. Below are passages out of the *New Zealand Psychological Society Code of Ethics*:

- ◆ *"Psychologists attain and maintain adequate levels of knowledge and skills in order to practice in a particular area."*
- ◆ *"Psychologists recognise the limits of their own competence and provide only those services for which they are competent, based on their education, training, supervised experience, or appropriate professional experience."*
- ◆ *"Psychologists utilise and rely on scientifically and professionally derived knowledge, and are able to justify their professional decisions and activities in light of current psychological knowledge and standards of practice"*
- ◆ *"When a client's needs falls outside of a psychologist's expertise, the psychologist refers the client to other appropriate services"*

So how hard is it to become a Registered Psychologist?



To become a Registered Psychologist you need the following:

- ◆ Firstly you need to have a Masters in Psychology, which means a minimum of 5 years of study and most of this in the area of Psychology. Five years of learning scientific methods, statistics and how people operate in different settings and stages of life.
- ◆ After this 5 years you also need to register as a Psychologist in your area of specialisation and this is generally another year with training, supervision, assignments and being tested on ethics and standards of the profession.
- ◆ Once registered, we have the code of ethics we are bound to

and if we step outside of these can potentially be struck off and stripped of your Registration which would result in us not being able to practice as a Psychologist again.

- ◆ We ask to see the research on new tools and check out the science behind it prior to adopting new tools or approaches. We are ethically bound to keep our client's best interested at heart and our code of practice means we also need to keep our knowledge up to date, which we do by regularly going to conferences and other learning opportunities.
- ◆ Registered psychologists also have access to restricted tools, like the great personality tool the CPI, which require an advanced level of psychological training to use. Like any other profession where there is a code, those who operate without the training or registration are not at risk if they advise your poorly, however those under the code are.

One of the things that has amazed us in our psychological careers is that when we worked in other HR consultancies, most would contract out much of the specialised work such as outplacement, leadership development and assessment work to non-psychologists. We at Niche are dedicated to adhering to our ethics and making sure the client experience is the best possible and most scientifically robust, this is why we employ Registered Psychologists and Interns training to become Registered.



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.....

New look Niche Consulting Website

Niche Consulting launched a new and improved website in November. After launching our company and first website back in 2005 we decided it was time to update the look and provide more information for clients and candidates. In particular we wanted the process for candidates completing online assessments to be simplified and more user friendly. Candidates now receive a simplified email with, log-on, passwords and links to the website pages that relate to the assessment process. We hope this will minimise any potential confusion for candidates and streamline the process for them. The web pages have a look as shown below and were designed by Neisha, our director, who has taken a shine to web design as a hobby.

Welcome to Niche Consulting - the Assessment & Development Experts

Home About Us Solutions Benefits The Craft The Science Contact Us

Where assessment expertise is part craft & part science

Welcome to Niche Consulting ~ Assessment & Development Specialists

Niche Consulting Limited is a specialist assessment and development firm that employs **registered psychologists** from the field of **organisational psychology**. We specialise and are expert in **psychometric assessment** products and services.

We utilise **psychometric assessment** for the purposes of:

- Recruitment & Selection
- Development
- Executive Coaching
- Team Building
- Career Coaching & Planning

We offer **competency profiling, high performance modelling, leadership development, team facilitation, career coaching and outplacement services** to our clients.

At Niche, we intentionally have a very wide range of **assessment tools** from multiple suppliers as no one publisher or distributor has all the best assessment tools in all areas.

We keep an impartial view of which assessments are the best tools to suit the situation, rather than being tied down by one provider.

We have offices in **Grafton, Auckland** and have trained **test administrators** in most **New Zealand** main and smaller centres as well as main centres in **Australia** who administer the tests on our behalf. In addition, many of our assessments can be delivered online anywhere in the world.

"I feel that the value in working with Niche Consulting comes from the experience and knowledge of their consultants. As a client I experienced both the immediate and long term practical application of psychometric assessment."

These tools, and in particular the time tested evaluation and interpretation that Niche psychologists are able to provide, enabled me as an HR practitioner to select and develop exceptional people."

Maria Cooper - former HR Manager Vector

Sitemap for Niche Consulting

We hope you like our new look website and the additional information provided on it for both clients and candidates

Check it Out!



Where assessment expertise is part craft and part science

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