



**ABP Newsletter**  
**December 2020**



# Welcome

From the Chair Alex Forsythe

Welcome to our final newsletter of 2020, It has been a difficult year, but I'm extremely of proud of how we as a Society have adapted and evolved to weather the storm, including those students on our accredited university courses. They have persevered through these unprecedented times and still continued to produce great results, with special congratulations going to our Student Award Winners. Congratulations also to Mary Andrews and Steve Whiddett for the successful launch of last month's book club!



Looking forward to 2021, we've got a fantastic programme of thought-provoking and engaging events, including: '**Neurodiversity: New Thinking on Thinking Differently**' with Nancy Doyle & Uzma Waseem. We also have the next meeting planned for our **ABP Book Club**, and don't forget to register your place on the forthcoming session of our hugely popular '**ABP Afternoon Tea**' series.

On behalf of all at the ABP, we hope you enjoy the festive season and have a wonderful New Year.

See you in 2021.

Alex

## Student Award Winners 2020

As has been the case for many others, this year has been incredibly challenging for the students on our accredited university courses. Nonetheless, they've endured, overcome and succeeded with amazing results. So, we are therefore delighted to announce the 2020 ABP Student Award winners:

- **Clare McInerney** at City University of London, studying MSc Organisational Psychology
- **Aneeka Avlani** at Coventry University, studying Business and Occupational Psychology
- **Saskia Lara Koeglmeier** at Kingston University London, studying MSc in Occupational and Business Psychology
- **Regan Briscoe** at Birkbeck, University of London, studying BSc Business Psychology

They produced some outstanding work for their final projects and dissertations, which they will be sharing shortly.



## ABP Book Club 'Between the Wines'

The first meeting of the ABP Book Club, 'Between the Wines' was described as positive, energising and inspiring. We had all read 'Why We Work' by Barry Schwartz and overall gave it 4 out of 5. See below for future book club dates. Space is limited, so book now if you'd like to attend:

- Thursday 14<sup>th</sup> January - '**Emotional Equations**' by Chip Conley. **Book now**
- Friday 5<sup>th</sup> February - '**Flourish**' by Martin Seligman. **Book now**
- Friday 23<sup>rd</sup> April - '**Neuroscience for Organisational Change**' by Hilary Scarlett. **Book now**



## What is the best career test?

Career aptitude tests are popular. A quick Google search of 'career test' and

you get overwhelmed by the results which appear. You can waste a huge amount of time and energy taking these tests, some of which are very disappointing. The aim of this review is to shortcut you to the best of what is currently and freely available.

**Read now.**



## **POW Podcast**

### **The Future of Work is Here - An Interview with Dr Tomas Chamorro-Premuzic**

In this latest episode of the Psychology of Work podcast, Conference Keynote, Dr Tomas Chamorro-Premuzic's discusses the critical role of leadership in the pandemic, and the challenges and opportunities it presents. Tomas also shares his thoughts on the importance of acting on data-driven insights; distinguishing between confidence and competence when evaluating leadership potential, diversity and inclusiveness; the characteristics of great CHROs; and the ever-increasing value of business psychology to organisations.

**Listen now.**

## **13th January - Constructed Development Theory and**

## the link to psychometrics, the missing link to more robust Personality Data with Dr. Darren Stevens

The Theory of Constructed Development focuses on how human beings utilise shortcuts in their thinking in order to construct their Intention, Awareness, Choice and Response in the moment. The greater their awareness of intention based on the use of multiple Cognitive Intentions, the greater their capacity to respond in the moment.



It is an extremely useful way of cognitively determining our outward behaviour and is used as a framework for ethical coaching.

In this session, Dr Darren Stevens will explore how the introduction of the four pillars of Constructed Development Theory (IACR) can positively impact psychometric testing, by showing examples and application in organisations.

*To register [click here](#).*

## 19th January - Neurodiversity: New Thinking on Thinking Differently with Nancy Doyle & Uzma Waseem.

Inclusion is a moral, social, and economic imperative: we all lose when human potential is squandered. We need systemic inclusion but above all a more nuanced approach to identifying those with genuine disabilities, but who have the potential to be high performers and who can achieve this in work with appropriate support. Despite recent initiatives, there is a stubborn reluctance to try to understand the real issues and drivers behind continuing mass exclusion from the workforce where only 16% of autistic people are in full time employment, a third of unemployed people are dyslexic and 25% of the prison population.

Business Psychologists are in a position to help facilitate the successful integration of new recruits into the increasingly specialized 'new' jobs such as cyber security and applications of AI etc. However, more needs to be done to nudge organisations in developing ongoing, universal design features into human resources and avoiding segregation, amateurism, and tokenism. This session will facilitate discussion on how Business Psychologists can become more involved in this work.

To register **click here**.



## **22nd January - Are recruitment processes fit for people with speech disorders? Afternoon Tea Session with Betony Kelly**

An interactive session where we invite those with an interest and experience in recruitment to explore some of the issues with current recruitment processes and what better approaches would look like.

Betony is not an expert in recruitment but is a specialist in organisational development and is a person who stammers. She's concerned current



approaches are flawed and rely too heavily on verbal fluency. This unwittingly excludes those candidates with speech and wider neurological disorders, which can mean recruiters miss identify skills and strengths. Betony is coming at this topic as someone who stammers and who is vice chair of STAMMA, the national charity for people who stammer.

*To register **click here**.*

## Event Reports

A huge thank you to Richard Taylor who has yet again written up this month's helpful summaries of our speaker events. See below for his latest event reports:

**Three simple (but not necessarily easy) steps to address Emotionally Toxic Cultures** - Phil Wilcox.

**ABP 20th Anniversary Conference event report**

## Member Survey

As we move towards the end of 2020, we'd like to take a moment and reflect on what lessons we can learn. In addition, thinking forward to 2021, what we can start, stop or keep doing - so that we can serve you, our members, in the best way possible.

We really appreciate you taking the time to fill in the survey and are already looking forward to sharing with you what we learn and how that will inform what we do going forward.

**Complete Survey**

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