



Sue Colton

Why did you apply to be certified at the ABP?

To me, the ABP is a highly valued and revered workplace psychology community that shares best practise and evidenced based research and methodologies, encouraging knowledge sharing, stimulating debate and insights on the most topical business-related psychological issues. It also provides many independent workplace psychologists, in addition to those employed psychologists, a place to share, learn and collaborate on many current and historical psychological concepts and theories.

I have been a member for 12 years and had already been awarded Principal Practitioner level within the Association. Quite rightly the Association decided to undertake a 'postnominal review' which culminated in me needing to provide increased evidence if I wanted to achieve the title of Certified Principal Business Psychologist (CPBP). This was partly because I had not previously attained a degree in psychology; my highest-ranking educational level was a master's degree in Human Resource Management, alongside various certificates in psychometric testing and qualifications recognised by the British Psychological Society in (BPS).

Can you describe the process?

Initially I attended an online ABP event which talked about the transition process and how best to approach it, hosted by Steve Apps. The session backed up and elaborated upon the explanatory notes that had already been circulated. I then set about completing the spreadsheets and the proformas which were emailed and form part of the ABP membership website. The forms are pretty much self-explanatory. Perhaps the easiest part was in gathering together my academic and educational achievements relevant to the field of business and psychology and documented these in date order.

The next section of the pro-forma required evidence of Continuing Commitment to Excellence, which was by way of examples of CPD activities undertaken in the previous five years. I had during the recent months of lockdown trained as a mental health first aider as well as completed several training programmes in psychometric instruments. I was able therefore to write detailed accounts of the purpose of the training, the underpinning psychological theories and practises involved as well as the business benefits and potential applications of the materials. This format is pretty much standard in response to all the sections that require completion throughout the process, including that of the more detailed and comprehensive spreadsheet.

Is there any advice you would give to others who might apply?

Prepare to take time over it and really reflect on your learnings. The challenge also comes in keeping your responses within the 750-word limit. I found it difficult at times to narrow down the many psychological theories and models that might underpin the work I undertake, not least because they

could be so many of them, or because over the years we just do what we do without remembering the psychological principles that might underpin our approach. However, it was good practice for me to remind myself of the theories and concepts involved, and to reflect on the learning and business benefits my work involves. Also, members of the ABP team will review your submission and give you a steer as to where additional input would help strengthen your application so do make use of them. I'm honoured to say I am now a CPBP of the ABP!