

# Careers in Organisational/Occupational Psychology



the british  
psychological society  
promoting excellence in psychology

**RUTH MULLALLY, CHARTERED ORGANISATIONAL  
PSYCHOL., A.F.P.S.S.I.**

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# Today we are going to explore...



- What is Organisational/Occupational Psychology
- Work of an Org/Occ Psychologist
- Master's Courses
- Professional bodies and Accreditation
- Coaching Psychology
- International Links



# What is Organisational/Occupational Psychology?

# Real examples of what Occ/Org Psychologists do

Sel/Dev  
Centre

Talent  
Management/Success  
ion Planning

L&D

Graduate  
Recruitment

Coaching &  
Mentoring

Org Change

Job Seeking  
Transitional

Strategic Workforce  
Planning

Culture



# Where you might work



# What Masters subjects might you study?

- Human Resources Development
- Psychometric Testing
- Selection and Assessment
- Leadership and Decision Making
- Skills Development
- Industrial Relations / Employee Relations
- Motivation and Satisfaction

- Health Psychology, Wellbeing, Stress
- Design of Environment and Work: Health and Safety / Ergonomics
- Organisational Theory and Change
- Training and Development
- Research Methods and Research Project/Thesis

# Master's Courses



- **Dublin City University**

- MSc Work and Organisational – 2 years part-time. Tues 3:00-8:15pm. Rolling application.
- Deadline 31<sup>st</sup> July for EU applicants and 1<sup>st</sup> July for non-EU.
- Post-grad Open Day, Wednesday, 27<sup>th</sup> March 2024 from 4.00-7.00pm

- **University of Limerick**

- MSc in Work & Organisational Psychology (1 year full time and 2 years part time options – Two days a week: Tues & Thurs 1pm-9pm). Deadline: 15<sup>th</sup> March. Full time programme commences in September for 2024/5 and applicants for part time will resume for academic year 2024/5

- **Univeristy College Cork**

- MA in Work & Organisational Psychology  
1 year full time/2 years part time options – blended learning (50% online/50% in person). Wed 2-8pm  
Rolling deadline. No later than 30<sup>th</sup> June for non-EU applicants.

- **8 UK courses currently accredited – see BPS website [www.bps.org.uk](http://www.bps.org.uk)**

- 2 accredited Distance or Blended Learning options:
- Leicester and University of the West of England

# Becoming an Organisational Psychologist (PSI)



1. PSI accredited honours undergrad or conversion course
2. Completion of an equivalent qualification overseas

=

GRADUATE  
MEMBER OF PSI

PSI  
Criteria

Full Member  
DWOP



Supervised  
Chartership  
Experience



Chartered  
Work &  
Organisational  
Psychologist

1. Completed a Recognised Masters in Work & Organisational Psychology (or equivalent)
2. Min 3 years experience in the Domains of Technical Expertise

1. 4 years **supervised** experience demonstrating a breadth & depth of Domains Technical Expertise = 460 days

DWOP  
Criteria



# Professional Accreditation



## Chartered Psychologist (PSI)

- Statutory Registration of Psychologists
- Professional Learning and Development
- Visit [www.psychologicalsociety.ie](http://www.psychologicalsociety.ie) for further information

## Chartered Psychologist (BPS)

- Supervised training and evaluation by a Chartered Psychologist plus Continuing Professional Development
- See [www.bps.org.uk](http://www.bps.org.uk) and [www.psychtesting.org.uk](http://www.psychtesting.org.uk)

# More Information on Org/Occ Psych



## Psychological Society of Ireland (PSI)

- Visit [www.psychologicalsociety.ie](http://www.psychologicalsociety.ie) for further information
- **Get involved....**with Division of Work and Organisational Psychology (DWOP)
- Also Special Interest Group in Coaching Psychology

## British Psychological Society (BPS)

- Visit [www.bps.org.uk](http://www.bps.org.uk) for further information on Occupational Psychology and Coaching Psychology
- Get involved with the Division of Occupational Psychology in the Northern Ireland branch
- NIBPS also have a Special Interest Group in Coaching Psychology

# Coaching Psychology



- Applied Positive Psychology
- Draws on and develops established psychological approaches, theories and concepts
- Focuses on enhancing life experience, work performance and wellbeing for individuals, groups and organisations
- Clients usually do not have clinically significant mental health issues or abnormal levels of distress

# Subjects Covered in Coaching Psychology



- Life, Business, Executive, Performance, Career, Well-Being Coaching
- Background, History, Coaching qualities, skills and competencies
- Coaching Approaches, models and coaching interventions
- Solutions Focused, Cognitive-Behavioural, Evidence Based, Mindfulness Models

- Group and Team Coaching
- Coaching and the Coaching context
- The Psychology of Coaching and Perspectives on the Self
- Intra / Inter personal Communication and Awareness
- Coaching Project – Research and review Coaching material
- Coaching practice & supervision

# International Links



- European Association of Work & Organisational Psychologists (EAWOP)
- American Psychological Association (APA)
  - Society of Industrial-Organizational Psychologists (SIOP)

# Thank you!



My contact details:

Ruth Mullally  
mpghrconsulting@gmail.com



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