

Psychology works... at work

E. Kevin Kelloway, Ph.D., Saint Mary's University & President (2015-2016), Canadian Psychological Association

Joshua Bourdage, Ph.D., University of Calgary

from page 4

References

- Guzzo, R.A., Jette, R.D. & Katzell, R.A. (1985). The effects of psychologically based intervention programs on worker productivity: A meta analysis. *Personnel Psychology*, 38, 275-291.
- Kelloway, E.K., Catano, V.M. & Day, A.L. (2010). People and Work in Canada: Introduction to Industrial Organizational Psychology. Toronto: Nelson.
- Kline, T.J.B. (1996). Defining the field of Industrial-Organizational Psychology. *Canadian Psychology*, *37*, 205-209.
- Lamontagne, A.D., Keegel, T., Louie, A.M., Ostry, A. & Landsbergis, P.A. (2007). A systematic review of the job-stress intervention evaluation literature 1990-2005. *International Journal of Occu*pational and Environmental Health, 13, 268-280.
- Winfred, A., Bennett, W., Edens, P.S. & Bell, S.T. (2003). Effectiveness of training in organizations: A meta-analysis of design and evaluation features. *Journal of Applied Psychology*, 88, 234-244.

Return to article

La psychologie peut vous aider... au travail

E. Kevin Kelloway, Ph. D., Université Saint Mary's Joshua Bourdage, Ph. D., Université de Calgary Joshua Bourdage, Ph.D., University of Calgary

from page 5

Références

- Guzzo, R.A. et R.D. Jette (1985). The effects of psychologically based intervention programs on worker productivity: A meta analysis. *Personnel Psychology*, volume 38, 275-291.
- Kelloway, E.K., V.M. Catano et A.L. Day (2010). People and Work in Canada: Introduction to Industrial Organizational Psychology. Toronto: Nelson.
- Kline, T.J.B. (1996). Defining the field of Industrial-Organizational Psychology. *Psychologie canadienne*, *volume 37*, 205-209.
- Lamontagne, A.D., T. Keegel, A.M. Louie, A. Ostry et P.A. Landsbergis (2007). A systematic review of the job-stress intervention evaluation literature 1990-2005. *International Journal of Occupational and Environmental Health, volume 13*, 268-280.
- Winfred, A., W. Bennett, P.S. Edens et S.T. Bell (2003). Effectiveness of training in organizations: A meta-analysis of design and evaluation features. *Journal of Applied Psychology, volume* 88, 234-244.

Return to article

The Experience of Employees with Disabilities

Silvia Bonaccio, Ph.D. (Telfer School of Management, University of Ottawa), Catherine E. Connelly, Ph.D. (DeGroote School of Business, McMaster University), Ian R. Gellatly, Ph.D. (Alberta School of Business, University of Alberta), and Kathleen A. Martin Ginis, Ph.D. (Department of Kinesiology, McMaster University)

from page 7

- i Statistics Canada. (2013). Disability in Canada: Initial findings from the Canadian Survey on Disability. Ottawa: Statistics Canada; December 2103. Catalogue no. 89-654-X.
- Wilson-Kovacs, D., Ryan, M.K., Haslam, A.S., & Rabinovich, A. (2008). "Just because you can get a wheelchair in the building doesn't necessarily mean that you can still participate": Barriers to the career advancement of disabled professionals. *Disability & Society*, 23, 705-717.
- iii Schier, M., Graham, J.R., & Jones, M.E., (2009). Barriers to employment as experienced by disabled people: A qualitative analysis in Calgary and Regina, Canada. *Disability and Society*, 24, 63-75.
- iv Schur, L., Nishii, L., Adya, M., Kruse, D., Bruyère, S. M. & Blanck, P. (2014). Accommodating employees with and without disabilities. *Human Resource Management*, 53, 593–621.
- Y Solovieva, T., Dowler, D., & Walls, R. (2011). Employer benefits from making workplace accommodations. *Disability and Health Journal*, 4, 39-45.

Return to article

Reaching out through Workplaces

Linda Cove R.N., Public Health Nurse, Ottawa Public Health, Benjamin Leikin M.P.A., Supervisor of Mental Health, Ottawa Public Health,

Sherry Nigro, Manager, Health Promotion and Disease Prevention, Ottawa Public Health Lewis Leikin, Ph.D., Ottawa Board of Health

from page 10

- i Government of Ontario (2014). Open Minds, Healthy Minds Ontario Comprehensive Mental Health and Addictions Strategy Retrieved August 06, 2015 from http://www.health.gov.on.ca/en/public/programs/mentalhealth/expanded_strategy.aspx
- ⁱⁱ Mantoura, P. 2014. Defining a population mental health framework for public health. Montreal, Quebec: National Collaborating Centre for Healthy Public Policy
- iii Canadian Institute for Health Information. Return on Investment Mental Health Promotion and Mental Illness Prevention. 2011.



- Retrieved January 21, 2015 from https://secure.cihi.ca/free_products/roi_mental_health_report_en.pdf
- iv Mental Health Commission of Canada (2012). Canadian Mental Health Strategy. Retrieved from http://www.mentalhealthcommission.ca/English?node/721
- Y Smetanin, P., Stiff, D., Briante, C., Adair, C., Ahmad, S., & Khan, M. (2011). The life and economic impact of major mental illnesses in Canada: 2011 to 2041. RiskAnalytica, on behalf of the Mental Health Commission of Canada
- vi CSA Group, BNQ, Mental Health Commission of Canada (2013)Can/Csa-Z1003-13/BNQ 9700-803/2013 National Standard of Canada.
- http://shop.csa.ca/en/canada/landing-pages/z1003-psychological-health-and-safety-in-the-workplace/page/z1003-landing-page
- vii Dewa CS. Worker attitudes towards mental health problems and disclosure. International Journal of OccupationalandEnvironmentalMedicine201401Oct2014;5(4):175-186. http://www.theijoem.com/ijoem/index.php/ijoem/article/view-File/463/538
- viii Ontario Mortality Data 1986-2011, Intellihealth Ontario MOHLTC. Extracted September 5, 2014. Suicide (ICD-9: E950.0-E959.9, ICD-10-CA: X60-X84, Y87). Analyzed by Ottawa Public Health
- ix Mcdaid D, Park A. Investing in mental health and well-being: Findings from the DataPrev project. Health Promot Int 2011 12;26 Suppl 1:i108
 - i139 http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4048987/pdf/dar059.pdf

Return to article

Developing Psychologically Healthy Workers and Healthy Workplaces

Arla Day, Ph.D., Saint Mary's University

from page 13

- ⁱ Taylor, F. W. (1914). *The principles of scientific management*. Harper.
- ii Cox, T. (1997). Workplace health promotion. Work & Stress, 11(1), 1–5.
- iii CN Centre for Occupational Health and Safety (2015). Accessed at http://www.smu.ca/centres-and-institutes/cncohs.html
- iv Ibid.
- ^v Dimoff, J. & Kelloway, E.K. (2013). Mental health awareness training. Paper presented at the bi-annual conference, Work Stress and Health, Los Angeles, CA.
- vi Day, A., Hartling, N., & Mackie, B. (2015). The Psychologically Healthy Workplace: Fostering Employee Well-Being & Healthy Businesses. In P. Perrewe & J. Meurs (Eds.) Stress and Quality of Working Life, 5, Information Age Publishing.
- vii Leiter, M. P., Laschinger, H. K., Day, A., Gilin Oore, D. (2011). The impact of civility interventions on employee social behavior, distress, and attitudes. *Journal of Applied Psychology*, 96, 1258-1274.

- viii Day, A., Francis, L., Stevens, S., Hurrell, Jr., J.J., & McGrath, P. (2014). Improving employee health and work-life balance: Developing and validating a coaching-based ABLE (Achieving Balance in Life and Employment) Program. In C.L. Cooper, R. Burke, & C. Biron (Eds). Creating Healthy Workplaces: Stress Reduction, Improved Well-being, and Organizational Effectiveness. London: Gower
- ix Day, A., & Randell, K. D. (2014). Building a Foundation for Psychologically Healthy Workplaces and Well-Being. In A.Day, E. K. Kelloway, & J. J. Hurrell, Jr., (Eds). Workplace Well-being: How to Build Psychologically Healthy Workplaces, Wiley, London.
- x Grawitch, M. J., Gottschalk, M., & Munz, D. C. (2006). The path to a healthy workplace: a critical review linking healthy workplace practices, employee well-being, and organizational improvements. Consulting Psychology Journal: Practice and Research, 58(3), 129-147.
- xi Kelloway, E. K., & Day, A. L. (2005). Building healthy workplaces: What we know so far. *Canadian Journal of Behavioural Science*, 37(4), 223-235.
- xii Randell, K., Day, A., & Kelloway, E. K. (2010). Psychologically Healthy Workplace Practices: Implications for Organizations and Employees. Presentation at the annual meeting of the European Association of Occupational Health Psychology, Rome, Italy, March 30, 2010.

Return to article

Organizational Safety and Outcomes for Families

Kathryne E. Dupré, Ph.D., Department of Psychology, Carleton University & Julian Barling, Ph.D., Queen's School of Business, Queen's University

from page 46

- ⁱ Barling, J., & Frone, M. (2004) (Eds.) *The psychology of workplace safety*. Washington, DC: American Psychological Association.
- Ü Dupré, K.E., Barling, J., & Dawe, K. (2014). Harm to those who serve: Effects of direct and vicarious customer-initiated workplace aggression. *Journal of Interpersonal Violence*, 29, 2355-2377
- iii Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. Academy of Management Review, 31, 72-92.
- iv Bakker, A., Demerouti, E., & Burke, R. (2009). Workaholism and relationship quality: A spillover-crossover perspective. *Journal of Occupational Health Psychology*, 14, 23-33.

Return to article



Influence Tactics and Deception in Employment Interviews

Nicolas Roulin, Ph.D. University of Manitoba Joshua Bourdage, Ph.D., University of Calgary

from page 16

- ⁱ Huffcutt, A. I., & Culbertson, S. S. (2011). Interviews APA Handbook of Industrial and Organizational Psychology (Vol. 2: Selecting and developing members for the organization, pp. 185-203). Washington, D.C.: American Psychological Association.
- Ellis, A. P. J., West, B. J., Ryan, A. M., & DeShon, R. P. (2002). The use of impression management tactics in structured interviews: A function of question type? Journal of Applied Psychology, 87, 1200-1208.
- iii Levashina, J., & Campion, M. A. (2007). Measuring faking in the employment interview: Development and validation of an interview faking behavior scale. Journal of Applied Psychology, 92, 1638-1656.
- iv Roulin, N., Bangerter, A., & Levashina, J. (2015). Honest and deceptive impression management in the employment interview: Can it be detected and how does it impact evaluations? Personnel Psychology, 68, 395-444.
- http://www.heraldsun.com.au/news/law-order/angels-of-death-tellshow-nurse-charles-cullen-killed-patients/story-fni0fee2-1227175609487

Return to article

Psychology and Defence

Wendy Darr, Ph.D., Anna Ebel-Lam, Ph.D., Manon Mireille LeBlanc, Ph.D., and Deanna L. Messervey, Ph.D.* Director General Military Personnel Research and Analysis Defence Research and Development Canada

from page 16

- ¹ Canadian Psychological Association (2015). 2015 Canadian psychology graduates survey: Preliminary results as of 28 May 2015. Retrieved from http://www.cpa.ca/docs/File/PGS/Brief%20Results%20-%20as %20of %20 May % 2028.pdf
- ii Schneider, B., & Smith, B. D. (2014). Strategic job analysis. In C. L. Cooper (Ed.), The Blackwell Encyclopedia of Management. Retrieved from http://www.blackwellreference.com/proxy.li-brary.carleton.ca/subscriber/tocnode.html ?id=g9780631233176_chunk_g978140511697822_ss1-50
- ⁱⁱⁱ Buehler, R., Griffin, D., & Ross, M., (2002) Inside the planning fallacy: The causes and consequences of optimistic time predictions. In T. Gilovich, D. Griffin, & D. Kahneman, (Eds), *Heuristics and biases: The psychology of intuitive judgment* (pp. 250-270). New York, NY, US: Cambridge University Press.
- iv Trope, Y., & Liberman, N. (2010). Construal-level theory of psychological distance. Psychological Review, 117, 440-463. doi: 10.1037/a0018963
- Y Ford, L. A., Campbell, R. C., Campbell, J. P., Knapp, D. J., & Walker, C. B. (2000). 21st century soldiers and noncommissioned

- officers: Critical predictors of performance (USDA TR 1102). Virginia: U. S. Army Research Institute for the Behavioral and Social Sciences Human Resources Research Organization.
- vi Aguinis, H., Mazurkiewicz, M. D., & Heggestad, E. D. (2009). Using web-based frame-of-reference training to decrease biases in personality-based job analysis: An experimental field study. Personality Psychology, 62, 405-438. doi: 10.1111/j.1744-6570.2009.01144.x
- vii Attrition and Retention Team of DGMPRA (2009). Annual Report on Regular Force Attrition 2007/2008. Annual Report, DGM-PRA. Department of National Defence, Ottawa, Ontario, Canada.
- viii Phillips, J. M. (1998). Effects of realistic job previews on multiple organizational outcomes: A meta-analysis. Academy of Management Journal, 41, 673-690.
- ix LeBlanc, M., Williams, L. & Takacs, T. (2012). Realistic job preview: An examination of the Canadian Forces recruiting information sources. DGMPRA TM 2012-013. Director General Military Personnel Research and Analysis, National Defence Headquarters, Ottawa, Ontario, Canada.
- x Loewenstein, G. (1996). Out of control: Visceral influences on behavior. Organizational
- Behaviour and Human Decision Processes, 65(3), 272-292. doi:10.1006/obhd.1996.0028
- xi Messervey, D. L., Nelson, E. A., & Peach, J. M. (2015). Ethical decision making in the military context: A dual-process model. Manuscript submitted for publication.
- xii Baumeister, R. F., & Tierney, J. (2011). Willpower: Rediscovering the greatest human strength. New York: Penguin Press.
- xiii Evans, J. St. B. T., & Stanovich, K. E. (2013). Dual-process theories of higher cognition: Advancing the debate. *Perspectives on Psychological Science*, 8, 223-241. doi: 10.1177/1745691612460685
- xiv Messervey, D. L. (2013). What drives moral attitudes and behaviour? [Director General Military Personnel Research and Analysis Technical Report 2013-003]. Ottawa, ON: Defence Research and Development Canada.
- xv Messervey, D. L., & Peach, J. M. (2014). Battlefield ethics: What influences ethical behaviour on operations? In G. Ivey, K. Sudom, W. H. Dean, and M. Tremblay, (Eds.). *The Human Dimensions of Operations: A Personnel Research Perspective* (pp.83-101). Kingston, ON: Canadian Defence Academy Press.

Return to article

Effects of Work Experience on Subsequent Performance

Patricia M. Rowe, Ph.D. University of Waterloo

from page 17

- ⁱ Quinones, M.A., Ford, J.K., & Teachout, M.S. (1995) The relationship between work experience and job performance: A conceptual and meta-analytic review. *Personnel Psychology*, 48, 887-910.
- ii Rowe, P. M. (2015). Researchers' reflections on what is missing from work-integrated learning research [special issue]. *Asia-Pacific Journal of Cooperative Education*, 16(2), 101-107.

Return to article



Addressing Self-Care as Integral in Teaching Professional Ethics to Psychology Graduate Students

Kathryn A. Birnie, BA(Hons), Ph.D. Candidate Department of Psychology and Neuroscience, Dalhousie University, Halifax, Nova Scotia Student Representative, Committee on Ethics, Canadian Psychological Association

from page 31

- ⁱ Canadian Psychological Association. (2000). *Canadian Code of Ethics for Psychologists*, 3rd *Edition*. Ottawa, ON: Author.
- ii Smith, P.L. & Moss, S.B. (2009). Psychologist impairment: What is it, how can it be prevented, and what can be done to address it? *Clinical Psychology: Science and Practice*, 16(1), 1-15.
- iii Pope, K. S., Tabachnick, B. G., & Keith-Spiegel, P. (1987). Ethics of practice: The beliefs and behaviors of psychologists as therapists. *American Psychologist*, 42, 993–1006.
- iv Lackritz, J.R. (2004). Exploring burnout among university faculty: Incidence, performance, and demographic issues. *Teaching and Teacher Education*, 20, 713-729.
- Schwartz-Mette, R.A. (2009). Challenges in addressing graduate school impairment in academic professional psychology programs. *Ethics & Behavior*, 19(2), 91-102.
- vi El-Ghoroury, N.H., Galper, D.I., Sawaqdeh, A., & Bufka, L.F. (2012). Stress, coping, and barriers to wellness among psychology graduate students. *Training and Education in Professional Psychology*, 6(2), 122-134.
- vii Kovach Clark, H., Murdock, N.L., & Koetting, K. (2009). Predicting burnout and career choice satisfaction in counseling psychology graduate students. *The Counseling Psychologist*, 37(4), 580-606.
- viii Myers, S.B., Sweeney, A.C., Popick, V., Wesley, K., Bordfeld, A., & Fingerhut, R. (2012). Self-care practices and perceived stress levels among psychology graduate students. *Training and Educa*tion in Professional Psychology, 6(1), 55-66.
- ix Skorupa, J. & Agresti, A.A. (1993). Ethical beliefs about burnout and continued professional practice. *Professional Psychology: Re*search and Practice, 24(3), 281-285.
- x Schwebel, M. & Coster, J. (1998). Well-functioning in professional psychologists: As program heads see it. *Professional Psychology: Research and Practice*, 29(3), 284-292.
- xi Munsey, C. (2006). Questions of balance: An APA survey finds a lack of attention to self-care among training programs. gradPSYCH, 4(4). Retrieved September 1, 2015 from http://www.apa.org/gradpsych/2006/11/cover-balance.aspx.
- xii Barnett, J.E. & Cooper, N. (2009). Creating a culture of self-care. *Clinical Psychology: Science and Practice*, 16(1), 16-20.
- xiii Dearing, R.L., Maddux, J.E., & Tangney, J.P. (2005). Predictors of psychological help seeking in clinical and counseling psychology graduate students. *Professional Psychology: Research and Practice*, *36*(3), 323-329.
- xiv Shapiro, S., Brown, K.W., & Biegel, G.M. (2007). Teaching self-care to caregivers: Effects of mindfulness-based stress reduction on the mental health of therapists in training. *Training and Education in Professional Psychology*, 1(2), 105-115.

Section Update from the Chair of the CPA Section for Students in Psychology

Zarina Giannone, B.A., Chair of the CPA Section for Students in Psychology

from page 35

- ¹ See: http://www.cpa.ca/students/mentorship
- ² Please check our website in the coming months for more information: http://www.cpa.ca/students/resources/studentawards/
- ³ For more information, please see out website:

http://www.cpa.ca/students/facultyrepresentatives/

For Zarina's contact information, see:

http://www.cpa.ca/students/about/executive

Return to article

