

Division of Occupational Psychology Annual Conference



Timetable

Please note that only the first authors are listed in the timetable, all authors will be listed in the abstracts

Topic Key			
	Plenary Session in the Grand Ballroom		Well-being and Work
	Leadership, Engagement and Motivation		Learning, Training and Development
f	Professional Affairs and Awards		Psychological Assessment at Work
	Research Design, Analytical Techniques and Practical Applications		Work Design, Organisational Change and Development
	Career Development		Pre and Post Conference Workshops
	Applied Organisational Session: Bridging evidence and practice		

WEDNESDAY 08 JANUARY							
	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
From 08:00	Registration - Hotel Reception Foyer						
Pre-Conference Workshops Please note that the below pre-conference workshops need to be pre-booked. Some require pre-reading/work so you will not be able to turn up and attend on the day. To book your place visit the conference website.							
09:00 12:00		Ref: 4090 CPD Workshop How to use Acceptance and Commitment Theory (ACT) in Coaching to Enhance Performance Welling Rachel Skews,	Ref: 4047 CPD Workshop Risk Type Compass Accreditation Workshop Geoff Trickey, Psychological Consultancy Ltd	Ref: 4088 CPD Workshop A New Approach to Evaluating Dark Triad at Work Nicola Brazil, Hogrefe Ltd	Ref: 4033 CPD Workshop Personal Resilience and Wellbeing Frances Dodd, The Wellbeing Project	Ref: 4092 CPD Workshop Positive Organisational Development Sarah Lewis, Appreciating Change	Ref: 4111 CPD Workshop An introduction to the Open Source R Statistics Software Package Mark Andrews, Nottingham Trent University & BPS

WEDNESDAY 08 JANUARY							
	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
		Goldsmiths University of London					Mathematics & Statistics Section
11:45 12:45	Lunch – Hotel Restaurant & Exhibition Areas						
12:00 12:30	Networking & Support Programme Welcome Session – Anteroom Bar (next to Grand Ballroom) (30 minutes during lunch)						
12:00 12:30	Great moves to stay active at work – Hidcote Harry Cox, Coached by Cox (30 minutes during lunch)						
12:45	Conference Chairs Welcome – Grand Ballroom						
13:00	Keynote Session – Grand Ballroom Checking in - What evidence do we have for redesigning performance management systems? Professor Frederik Anseel EAWOP President; Kings College London						
14:00	Ref: 4028 Invited Speaker Well-being and Work Managing traumatic stress in the workplace Neil Greenberg, King's College London; Royal College of Psychiatrists	Careers Brand Management Ask Jo Cooke Comms	Applied Organisational Session: Bridging evidence and practice Enabling flexible working Emma Donaldson-Feilder, Claire McCartney CIPD	Ref: 3962 Symposia Psychological Assessment at Work (S) Personality Assessment Science & Practice: Mapping Measures to the Periodic Table of Personality Rainer Kurz, Cubiks	Ref: 3809 Symposia Well-being and Work (S) Practicing Science Every Day: Case Studies of Occupational Psychology in the Civil Service Antonia Dietmann, HM Courts & Tribunals Service	Ref: 3810 Impact Paper Learning, Training and Development Who Trains the School Governors - Does theory predict transfer Brian Poxon, University of Leicester	
14:30	Ref: 3853 Standard Paper Well-being and Work The Association between Work-Related Rumination and Executive Function using the BREIF-A Hannah Collis, University of Surrey			Ref: 3964 Part of Symposia Psychological Assessment at Work 1) Locating Scales of a Multi-level 'Big 5 + Achieving' Measure on the Periodic Table of Personality Rainer Kurz, Cubiks Ref: 3968 Part of Symposia Psychological Assessment at Work	Ref: 3792 Part of Symposia Well-being and Work (1) A randomised controlled trial of the Headspace meditation app Antonia Dietmann, HM Courts & Tribunals Service Ref: 3807 Part of Symposia Well-being and Work	Ref: 3849 Impact Paper Leadership, Engagement and Motivation Identifying managerial practices related to identity leadership in managers Shalin Gehlot, University of East London Ref: 3858 Impact Paper Well-being and Work An exploration of employee experiences of working in a virtual	Workshop pre-booking is required for this workshop – limited places available WOOP (Wish, Outcome, Obstacle, Plan) Professor Gabriele Oettingen, New York University

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
				(2) Mapping Hogan Bright Side, Dark Side and Inside Scales to the Periodic Table of Personality <i>Melanie Groenewald, Cubiks</i> Ref: 3970 Part of Symposia Psychological Assessment at Work (3) Mapping Lumina Spark to the Periodic Table of Personality <i>Stewart Desson, Lumina Learning</i>	(2) A grounded theory analysis of women's managerial career development after maternity leave <i>Heather Yaxley, HM Courts & Tribunals Service</i> Ref: 3828 Part of Symposia Psychological Assessment at Work (3) Getting Prison Officer Recruitment Right <i>Felicity Hill-Miers, Ministry of Justice</i>	team environment <i>Afshan Iqbal, University of Leeds</i> Ref: 3897 Impact Paper Learning, Training and Development Retraining and empowering older adults for employment: Overcoming stereotypes <i>Alma Au, Hong Kong Polytechnic University</i> Ref: 3884 Impact Paper Work Design, Organisational Change and Development 'It's everything you need to do your job, that isn't your job': discourses of workplace politics <i>Kirsty Denyer, Birkbeck, University of London</i> Ref: 3870 Impact Paper Research Design, Analytical Techniques and Practical Applications Mobile Technology for Well-being; Acceptability and Implementation <i>Catherine Smith, University of Nottingham</i>	
15:00	Ref: 3833 Standard Paper Well-being and Work Developing self-	Ref: 3676 Workshop Learning, Training and Development Becoming an	Ref: 3806 Standard Paper Work Design, Organisational Change	Ref: 3871 Standard Paper Leadership, Engagement and Motivation	Ref: 3801 Standard Paper Leadership, Engagement and	Ref: 3866 Standard Paper Well-being and Work Evaluation of an	

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
	compassion in healthcare professionals utilising a brief online intervention <i>Amanda Super, Amanda Super Consulting Ltd</i>	Occupational Psychologist - Stage 2 (2019) route information session <i>Gail Steptoe-Warren, Arden University</i>	and Development Building perspective-taking as organizational capability: A change intervention in healthcare <i>Tom Calvard, University of Edinburgh Business School</i>	Organisational Adaptivity: Starting with One Relationship at a Time. <i>Eren Behget, University of Leicester</i>	Motivation Probationer Police Officers' Career Priorities: Change, stability and implications for practice <i>Fran Boag-Munroe, Police Federation of England and Wales</i>	Intervention to Promote Health and Wellbeing in Small and Medium Sized Enterprises <i>Laura Kudrna, University of Warwick</i>	
15:30 16:00	Refreshment Break - Exhibition Areas						
15:30 16:00	Robert Goate Writing for OP Matters Hidcote (during Refreshment Break)						
16:00	Keynote Session – Grand Ballroom Future Thought and Behavior Change Professor Gabriele Oettingen New York University						
17:00	Ref: 3794 Standard Paper Learning, Training and Development Carry on chatting: Do social conversations improve relationships, performance, & reduce loneliness? <i>Antonia Dietmann, HM Courts & Tribunals Service</i>	Ref: 3918 Standard Paper Learning, Training and Development Exploring the impact of a Reflective Goal Setting on students' academic growth <i>Cheryl Travers, Loughborough University</i>	Applied Organisational Session: Bridging evidence and practice Neurodiversity at work <i>Nancy Doyle and Practitioner</i>	Ref: 3908 Symposia Psychological Assessment at Work (S) Creating fairer and more accessible assessment content <i>Alex Livesey, SHL</i>	Ref: 3916 Impact Paper Psychological Assessment at Work Towards gender balance in police officers: A review of recruitment and promotion barriers <i>Andrew Clements, University of Bedfordshire</i>	Ref: 3983 Invited Speaker Well-being and Work The Psychology of Health and Wellbeing at Work Working Group – “A Guide for Practitioners” <i>Karen Royle, The Psychology of Health and Wellbeing at Work Working Group</i>	
17:30	Ref: 3940 Standard Paper Work Design, Organisational Change and Development Virtual Teams: Cohesion, Clarity and	Ref: 3857 Standard Paper Research Design, Analytical Techniques and Practical Applications Language Matters: A		Ref: 3894 Part of Symposia Psychological Assessment at Work (1) Mobile-first assessment design: encouraging diversity whilst retaining scientific rigour <i>Gerianne de Klerk - van Someren, SHL</i>	Ref: 3752 Impact Paper Well-being and Work Gender influence on perceptions of psychosocial risks & efficacy of stress-management	Ref: 3791 Standard Paper Research Design, Analytical Techniques and Practical Applications Conducting a	

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
	Communication <i>Helen Rayner, The Myers Briggs Company</i>	Critical Discursive Psychological Analysis of Managers' Talk about Young People <i>Emma Parry, University of Sheffield</i>		Ref: 3905 Part of Symposia Psychological Assessment at Work (2) Autism and Recruitment: Considerations for Assessment Providers <i>Noma Khabo, SHL</i> Ref: 3909 Part of Symposia Psychological Assessment at Work (3) A Culture-First Approach to Global Talent and Assessment Practice <i>Samantha Lonigro, SHL</i>	interventions <i>Joanne Gray, Ms</i> Ref: 3954 Impact Paper Leadership, Engagement and Motivation How do Muslim women employees talk about voice and silence at work? <i>Muneerah Al-Ghamdi, University of East London</i> Ref: 3851 Impact Paper Research Design, Analytical Techniques and Practical Applications Voice Behaviours: Exploring Migrant Narratives of Voice in the Land of a Hundred Thousand Welcomes. <i>Yvonne Tougher, u1530012@uel.ac.uk</i> Ref: 3888 Impact Paper Learning, Training and Development A thematic analysis of the experiences of women participating in returnships in the UK. <i>Lorena Gayoso-Aguado, UEL</i>	Systematic Review (Career decisions of working mothers) <i>Susie Phillips-Baker, SPB Work Psychology</i>	
18:00 18:45		DOP AGM					

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
19:15 20:00	Drinks Reception – Terrace Lounge & Bar						
20:00	Networking Dinner – Grand Ballroom <i>Pre-booking required</i>						

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
From 08:00	Registration - Hotel Reception Foyer						
09:00	Conferences Chair Welcome – Grand Ballroom						
09:10	Keynote Session – Grand Ballroom This is not working: An evolutionary mismatch perspective on job stress Professor Mark van Vugt Vrije Universiteit Amsterdam						
10:10	Poster Snapshot Session						Workshop <i>pre-booking is required for this workshop – limited places available</i> WOOP (Wish, Outcome, Obstacle, Plan) Professor Gabriele Oettingen, New York University
10:40 11:00	Refreshment Break - Exhibition Areas						
10:40 11:00	Networking & Support Programme Welcome Session Anteroom Bar (next to Grand Ballroom) <i>(during Refreshment Break)</i>						
11:00	Ref: 4034 Invited Speaker Symposia Well-being and Work (S) Mental ill-health care, sickness absence and well-being: What	Enhancing Career via PD <i>Rachel Lewis</i>	Ref: 3882 Symposia Research Design, Analytical Techniques and Practical Applications (S) Psychology's Role	Ref: 3931 Impact Paper Psychological Assessment at Work Using Hogan Assessments to explore team culture	Award 1	Ref: 3959 Symposia Work Design, Organisational Change and Development (S) Too late to make a difference: How can	Rob Briner

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
11:15	are the challenges and what works? <i>Roxane Gervais, Independent Practitioner</i> Ref: 4029 Invited Speaker Part of Symposia	Prof. Dev WG <i>Tammy Tawadros</i>	in Performance Management Transformation: Data and Theory Driven Case Studies <i>Ryan O'Leary, PDRI</i>	and unconscious bias. <i>David Biggs, Advanced People Strategies</i> Ref: 3957 Impact Paper Well-being and Work The relationship between perceived abusive supervision and employee mental health <i>Joel Slater, Department of Organizational Psychology, Birkbeck, University of London, UK</i> Ref: 3890 Impact Paper Well-being and Work The beliefs and attitudes of serving Irish Defence Forces personnel towards a resilience briefing <i>John Lalor, Self</i> Ref: 3876 Impact Paper Psychological Assessment at Work Impact of Rainbow Lanyards at University of Edinburgh <i>Vinisha Prakash, University of Edinburgh Business School</i> Ref: 3874 Impact Paper Work Design, Organisational Change and Development The effect of visual distractions and workload on physiological stress levels		Occupational Psychology contribute to going green? <i>Jan Maskell, Training and Development Solutions</i> Ref: 3943 Part of Symposia Work Design, Organisational Change and Development (1) Framing the issue – communicating for change <i>Jan Maskell, Training and Development Solutions</i> Ref: 3948 Part of Symposia Work Design, Organisational Change and Development (2) Leadership for rapid change <i>Louise Thompson, University of Nottingham</i> Ref: 3950 Part of Symposia Work Design, Organisational Change and Development (3) Role models for change – the impact of lifestyle choices <i>Jan Maskell, Training and Development Solutions</i> Ref: 3956 Part of Symposia	
11:30	Well-being and Work (1) Supporting return to work after ill health: Essential for high performing organisations <i>Roxane Gervais, Independent Practitioner</i> Ref: 4030 Invited Speaker Part of Symposia Well-being and Work (2) Sickness presenteeism: causes, consequences and management <i>Gail Kinman, University of Bedfordshire</i> Ref: 4031 Invited Speaker Part of Symposia Well-being and Work (3) Developing and sustaining psychological resilience at work through peer support <i>Neil Greenberg, Kings College London</i> Ref: 4032 Invited Speaker Part of Symposia Well-being and Work (4) Transparency and Compassion in Workplace Mental Health	Ref: 3676 Workshop Learning, Training and Development Becoming an Occupational Psychologist - Stage 2 (2019) route information session <i>Gail Steptoe-Warren, Arden University</i>	Ref: 3878 Part of Symposia Research Design, Analytical Techniques and Practical Applications (1) The Role of Agility in Competitive Success: Implications for Performance Management <i>Elaine Pulakos, PDRI</i> Ref: 3879 Part of Symposia Research Design, Analytical Techniques and Practical Applications (2) Performance Management at AbbVie: Building a High-performing Culture <i>Sergey Gorbato, AbbVie</i> Ref: 3880 Part of Symposia Research Design, Analytical Techniques and Practical Applications (3) Implementing the PID Scheme in HM Courts & Tribunals Service		Award 2		

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	<i>John Gration, Representative member of the Mental Health (MH) Special Interest Group of the Society of Occupational Medicine (SOM)</i>		<i>Antonia Dietmann, HM Courts and Tribunal Services</i> Ref: 3881 Part of Symposia	<i>Nikita Jain, University of Leeds</i>		Work Design, Organisational Change and Development (4) Eco Warrior or Eco Worrier? – managing eco-anxiety <i>Jan Maskell, Training and Development Solutions</i>	
12:00		PhD Forum Careers <i>Fiona Beddoes-Jones</i>	Research Design, Analytical Techniques and Practical Applications (4) Psychology's Role in the Implementation of Technology- supported Performance Management <i>Ryan O'Leary, PDRI</i>	Ref: 3969 Impact Paper Research Design, Analytical Techniques and Practical Applications The language of homecare: Exploring the role of language use in homecare workers' reflective diaries <i>Cheryl Travers, Loughborough University</i>	Award 3		
12:30		Research on OP Careers <i>David Guest</i>		Ref: 3864 Impact Paper Work Design, Organisational Change and Development The Thinking, Intentions and Traits Behind Behaviours that Affect Safety at Work <i>Emily Kitson, University of Surrey</i> Ref: 3798 Impact Paper Psychological Assessment at Work A Situational Judgement to Assess Mindsets: Are Firefighters Prepared to Learn from Mistakes? <i>Ali Brown, Coventry University</i> Ref: 3796 Impact Paper Psychological	Award 4		

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
				Assessment at Work Best of both worlds: enhancing candidate experience while maintaining psychometric rigour <i>Gerianne de Klerk - van Someren, SHL</i> Ref: 3797 Impact Paper Well-being and Work iAmAware: a coproduction evaluation to inform development of a computer-based psychoeducation tool <i>Trisha Forbes, Queen's University Belfast</i>			
13:00 14:00	Lunch – Hotel Restaurant & Exhibition Areas (Two servings – 13:00 & 13:30) Poster Viewing Session – Terrace Atrium 13:00-13:30 <i>presenters to stand by their posters to discuss and answer questions about their research</i>						
13:00				(30 minutes during 1st lunch serving) Ref: 3666 Workshop Learning, Training and Development Qualification in Occupational Psychology (Stage 2) Co-ordinating Supervisor Training <i>Gail Steptoe-Warren, Arden University</i>			(30 minutes during 1st lunch serving) Great moves to stay active at work <i>Harry Cox, Coached by Cox</i>

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
13:30		(60 minutes – 30 minutes during 2 nd lunch serving) Marketplace <i>Careers Forum</i>	(30 minutes during 2 nd lunch serving) Ref: 3885 Standard Paper Learning, Training and Development Facilitating habit change via a smartphone app: user behaviour and the impact of repeated practice <i>Dan Hughes, PSI Services LLC</i>			(30 minutes during 2 nd lunch serving) Ref: 3906 Standard Paper Well-being and Work An exploration of employee experiences of working in a virtual team environment <i>Afshan Iqbal, University of Leeds</i>	
14:00	Invited Speaker Ref: 4151 Symposia Psychological Assessment at Work (S) What Can Data Science Contribute to Assessment? <i>Helen Baron, Independent</i>	OP Careers in HR <i>Marc Adams</i>	Ref: 3960 Symposia Well-being and Work (S) Applications of Occupational Health Psychology to UK Policing <i>Laura Longstaff, Northumbria University</i>	Ref: 3938 Discussion Psychological Assessment at Work Is behavioural assessment “robot-proof”? The role of humans vs machines in assessment centres. <i>Tom Parker, PSI Services</i>	Award 5	Ref: 3763 Standard Paper Psychological Assessment at Work Learning Agility – Staying engaged as a leader through significant change <i>James Bywater, Mr</i>	
14:30	Psychological Assessment at Work (1) Algorithms for Psychological Assessment: New Technology and Old Notions <i>Marise Ph.Born, Erasmus University Rotterdam</i>		Ref: 3887 Part of Symposia Well-being and Work (1) HSE Line Manager Stress Management Competency Framework in English Policing <i>Jonathan Houdmont, University of Nottingham</i>	Ref: 3814 Discussion Research Design, Analytical Techniques and Practical Applications What’s the future of	Award 6	Ref: 3965 Standard Paper Learning, Training and Development Development, Implementation, & Evaluation of a Coaching Program to Enable Leaders and Teams <i>Nicole Francavilla, Cisco</i>	
14:45	Ref: 4153 Park of Symposia		Ref: 3892 Part of Symposia				

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
15:00	Psychological Assessment at Work (2) Pymetrics: Marrying IO Psychology with Data Science for improved volume assessment <i>Michael Callans, Pymetrics</i> Ref: 4154 Part of Symposia Psychological Assessment at Work (3) From psychometrics to psychographics – emerging dystopias in the online world <i>John Rust, Psychometrics Centre</i> Ref: 4155 Part of Symposia Psychological Assessment at Work (4) Data Science and Workplace Analytics: Opportunities and Threats <i>Peter Saville, 10x Psychology</i>	Panel Discussion International Perspective (Brexit) <i>Chaired by Ritsa or Ingrid</i>	Well-being and Work (2) Bobby come back: Police leavers' attitudes to re-joining the police service <i>Natalie Wellington, Police Federation of England and Wales</i> Ref: 3903 Part of Symposia Well-being and Work (3) Mindfulness in policing: A randomized controlled trial of two online mindfulness resources <i>Helen Fitzhugh, College of Policing</i> Ref: 3952 Part of Symposia Well-being and Work (4) Aspirations and expectations of White and BME Female Police Officers' Career Progression <i>Laura Longstaff, Northumbria University</i>	work and organisational psychology? <i>Zoe Sanderson, University of Bristol</i>	Ref: 3924 Standard Paper Psychological Assessment at Work How secure are you? Links between personality and cybersecurity attitudes and behaviour <i>John Hackston, The Myers-Briggs Company</i>	Ref: 3912 Standard Paper Psychological Assessment at Work Implicit measures of moral disengagement and tendency to misbehave. <i>Roberta Fida, Norwich Business School</i>	
15:30	Refreshment Break – Exhibition Areas						
16:00	Poster Viewing – Terrace Atrium						
16:00	Keynote Session – Grand Ballroom Meaningful work in contemporary digital society Professor Gillian Symon <i>Royal Holloway, University of London</i>						

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLENHEIM	PACKWOOD	WARWICK	HIDCOTE
17:00		Workshop Career Crafting <i>Vicky Elsey</i>	Ethics Richard K	Ref: 3834 Standard Paper Psychological Assessment at Work Under-representation of women and minority leaders, over time and with personality <i>John Hackston, The Myers-Briggs Company</i>	Ref: 3883 Standard Paper Leadership, Engagement and Motivation Ready, steady, lead: In an evolving and complex market how do you prepare your leaders for success? <i>Nairita Paul, SHL</i>	Ref: 3855 Standard Paper Learning, Training and Development Supporting employees with low self-confidence: A Delphi study to develop executive coach guidelines <i>Michelle Murtagh, Clavey Consulting</i>	
17:30 18:00			TBC	Ref: 3911 Standard Paper Leadership, Engagement and Motivation Machiavellianism, ideal leadership concepts and organisational crisis on abusive supervision and OCB <i>Zainal Ezzat Adel Bin Zainal Azman, Birkbeck University of London</i>	Ref: 3955 Standard Paper Well-being and Work Evaluating effects of stress-management intervention exposure & ratings with brief survey measures <i>John Hudson, Nottingham Trent University</i>	Ref: 3847 Standard Paper Well-being and Work Positive Thinking in organisations: to fake or not to fake? <i>Shafag Garayeva, Birkbeck, University of London</i>	
18:45	Pre-Dinner Drinks – Terrace Lounge & Bar						
19:30	DOP Awards and Recognition Ceremony Join us to celebrate the achievements of our members and support the winners of the awards <i>Pre-booking required</i>						
20:00	DOP 2020 Awards Dinner – Grand Ballroom <i>Pre-booking required</i>						

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
From 08:30	Registration - Hotel Reception Foyer						
09:00	Ref: 3819 Symposia Well-being and Work (S) The Race Pay Gap: The Role of Occupational Psychologists <i>Binna Kandola, Pearn Kandola LLP</i> Ref: 3822 Part of Symposia Well-being and Work (1) The Race Pay Gap: The Role of Occupational Psychologists. An Overview <i>Binna Kandola, Pearn Kandola LLP</i> Ref: 3823 Part of Symposia Well-being and Work (2) Lessons from the Gender Pay Gap in Tackling the Ethnicity Pay Gap <i>Nic Hammarling, Pearn Kandola LLP</i> Ref: 3818 Part of Symposia Well-being and Work (3) Race-related experiences of African & Caribbean professionals in the workplace <i>Ryan Lewis, Pearn Kandola LLP</i> Ref: 3824 Part of Symposia	Ref: 3914 Standard Paper Psychological Assessment at Work Reducing adverse impact of SJTs: Exploring the role of item design <i>Mary Mescal, PSI</i>	Ref: 3922 Symposia Psychological Assessment at Work (S) Ensuring and Enhancing Fairness and Validity in Civil Service Recruitment and Selection <i>Paul Weldon, Civil Service HR</i> Ref: 3930 Part of Symposia Psychological Assessment at Work (1) Blending Strengths- and Competency-Based Assessment in Interviews: A Predictive Validity Study <i>Carl Barnes, Civil Service</i> Ref: 3927 Part of Symposia Psychological Assessment at Work (2) Ensuring fairness: making multimedia SJT assessments fully inclusive <i>Paul Weldon, PSI Services</i> Ref: 3928 Part of Symposia Psychological Assessment at Work (3) Situational	Ref: 3929 Symposia Psychological Assessment at Work (S) Validity: The Long and Short of It <i>Rab MacIver, Saville Assessment</i> Ref: 3935 Part of Symposia Psychological Assessment at Work (1) Validity – Are Candidates Really Bothered? <i>Katie Herridge, Saville Assessment</i> Ref: 3936 Part of Symposia Psychological Assessment at Work (2) Taking Short Cuts <i>Rab MacIver, Saville Assessment</i> Ref: 3932 Part of Symposia Psychological Assessment at Work (3) Scales of Potential <i>Lauren Jeffery-Smith, Saville Assessment</i> Ref: 3934 Part of Symposia Psychological Assessment at Work (4) Short and Valid! <i>Jake Smith, Saville Assessment</i>	Ref: 3782 Standard Paper Psychological Assessment at Work Using values fit to guide self-selection decisions <i>Alanna Harrington, Cubiks</i>	Ref: 3790 Standard Paper Research Design, Analytical Techniques and Practical Applications Alternative perspectives in work and organisational psychology research <i>Zoe Sanderson, University of Bristol</i>	
09:30		Applied Organisational Session: Bridging evidence and practice Work design/physical work space <i>Jo Yarker/Jennifer Duckworth, FCA</i>			Ref: 3835 Standard Paper Work Design, Organisational Change and Development How to Develop Growth Mindset Attitudes and Behaviours to Improve Organisational Performance <i>Emma Lee, Matthew Syed Consulting</i>	Ref: 3812 Standard Paper Research Design, Analytical Techniques and Practical Applications Do we know when we should take a break? Effect of fixed and discretionary break on creative thinking <i>Ut Na Sio, University of Sheffield</i>	

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
	Well-being and Work (4) Don't be racist towards the temp: Ethnicity difference in temporary employment <i>David Biggs, Advanced People Strategies Ltd</i>		Judgement Tests and Neurodiverse Candidates – An Investigation into Accessibility. <i>Katy Welsh, Civil Service</i>				
10:00			Ref: 3799 Standard Paper Well-being and Work Prison officers' experiences of aggression and quality of sleep: the importance of switching off <i>Gail Kinman, University of Bedfordshire</i>		Ref: 3848 Standard Paper Psychological Assessment at Work Lay theories and ageist attitudes towards older workers <i>Shaun Hiu, University of Exeter</i>	Ref: 3910 Standard Paper Well-being and Work Exploring the connection between Emotional Intelligence and work engagement <i>Stephanie Noble, JCA Global</i>	
10:30 10:50	Refreshment Break - Exhibition Areas						
10:50	Ref: 4082 Invited Speaker Work Design, Organisational Change and Development Working in a World of Uncertainty: The role of Responsible Disruption <i>Terri Morrissey, This Is</i>	Applied Organisational Session: Bridging evidence and practice Business travel and risky behaviours <i>Rachel Lewis and Rodrigo Rodriquez-Fernandez, International SOS</i>	Ref: 3923 Impact Paper Leadership, Engagement and Motivation The Role of Moral Self-Efficacy in Mitigating the Effect of Moral Disengagement on Misbehaviour <i>Roberta Fida, Norwich Business School</i>	Ref: 3827 Symposia Psychological Assessment at Work (S) The Practice of Science in Candidate Assessment: Examples from high-profile recruiters <i>Martin Kavanagh, Saville Assessment</i> Ref: 3941 Part of Symposia Psychological Assessment at Work (1) The Practice of Science in Candidate Assessment: Are our choices informed by	Ref: 3832 Standard Paper Psychological Assessment at Work "To boldly go where no psychologist has gone before"- Examining test impact on Deaf BSL users <i>Jenny Koehring, University of Wolverhampton</i>	Ref: 3862 Discussion Research Design, Analytical Techniques and Practical Applications What makes for successful (and scientific) projects? A 4 M's delivery approach? <i>Michael Towl, Arup</i>	
11:20	Ref: 3904 Standard Paper Psychological Assessment at Work Towards a more		Ref: 3913 Impact Paper Well-being and Work Attitudes between Generations in the		Ref: 3753 Standard Paper Well-being and Work Combining Mindfulness and		

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	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
	granular analysis of Emotional Intelligence and the Dark Triad <i>Jolyon Maddocks, PSI</i>		Workplace <i>Lydia English, University of Leicester/Trans2 Performance</i> Ref: 3869 Impact Paper Leadership, Engagement and Motivation Paid charity work: 'A wee understanding of life choices' <i>Maria Falsone, Birkbeck University</i> Ref: 3933 Impact Paper Psychological Assessment at Work Making assessments innovative, digital and future focussed in a candidate driven Indian market. <i>Anneloes Hak, Royal Bank of Scotland</i> Ref: 3899 Impact Paper Work Design, Organisational Change and Development Personality Change Following Job Transition: A Preliminary Analysis <i>Hannah Collis, University of Surrey</i>	science? <i>Lisa Waugh, Saville Assessment</i> Ref: 3944 Part of Symposia Psychological Assessment at Work (2) Positive & negative prediction:a criterion-related validity study with a Global IT company <i>Matthew Cauldwell, Saville Assessment</i> Ref: 3945 Part of Symposia Psychological Assessment at Work (3) Introducing a candidate selection method in an evidence-based way: An example from a UK retailer <i>Tammy Ross, Sainsbury's</i>	Physical Exercise - a multi-tasking intervention at work <i>Nicki Tanner, Loughborough University</i>		
11:50	Ref: 3841 Standard Paper Psychological	Ref: 3901 Standard Paper Well-being and Work	Ref: 3949 Standard Paper Psychological	Ref: 3867 Standard Paper Research Design,	Ref: 3942 Standard Paper Psychological	Ref: 3844 Standard Paper Learning, Training and	

FRIDAY 10 JANUARY

	GRAND BALLROOM	CHARLECOTE	HAREWOOD	BLenheim	PACKWOOD	WARWICK	HIDCOTE
	Assessment at Work How do gendered stereotypes impact the careers of LGBT individuals? <i>Ashley Williams, Alliance Manchester Business School</i>	Understanding the Quality of Working Life and Well-being in Turkish Working Environments <i>Zeynep Mercan, University of Portsmouth</i>	Assessment at Work Going global: Transporting a Situational Judgement Test Across Cultures <i>Ali Shalfrooshan, PSI Services</i>	Analytical Techniques and Practical Applications Pursuing organizational impact: A socio-technical approach <i>Helen Hughes, Leeds University Business School</i>	Assessment at Work Emerging technology and the candidate experience: Are applicants and HR on the same page? <i>Tom Parker, PSI Services</i>	Development Understanding the impact of personality questionnaire feedback: the MBTI process <i>Nikhita Blackburn, The Myers-Briggs Company</i>	
12:20	DOP Chair's Address - Grand Ballroom						
12:30	Keynote Session – Grand Ballroom Public Lecture Culture change toward openness and reproducibility Prof. Brian Nosek <i>Centre for Open Science</i>						
13:30	Grab 'n' Go Lunch						
13:30							Great moves to stay active at work <i>Harry Cox, Coached by Cox</i>
Post-Conference Workshops <i>Please note that the below post-conference workshops need to be pre-booked. Some require pre reading/work so you will not be able to turn up and attend on the day. To book your place visit the conference website</i>							
14:00 17:00		Ref: 4086 CPD workshop Understanding the elements of successful mental health training for managers <i>Bridget Juniper, Work and Well-Being Ltd</i>	Ref: 4080 DOP CPD workshop What Leads to Organizational Agility? ... It's Not What You Think! <i>Ryan O'Leary, PDRI</i>	Ref: 4104 CPD workshop The A-Z of behaviour change <i>Brooke Ward, Mind Gym</i>	Ref: 3975 CPD workshop Organisation Design - Practical application of the what and the how <i>Peter Turgoose, On The Mark</i>	Ref: 4070 CPD workshop Resilience Quotient Inventory (RQi) Practitioner training <i>Matthew Critchlow, Thrive Training Ltd</i>	Ref: 3793 CPD workshop Lies, Damn Lies and Statistics <i>Helen Baron, Independent</i>