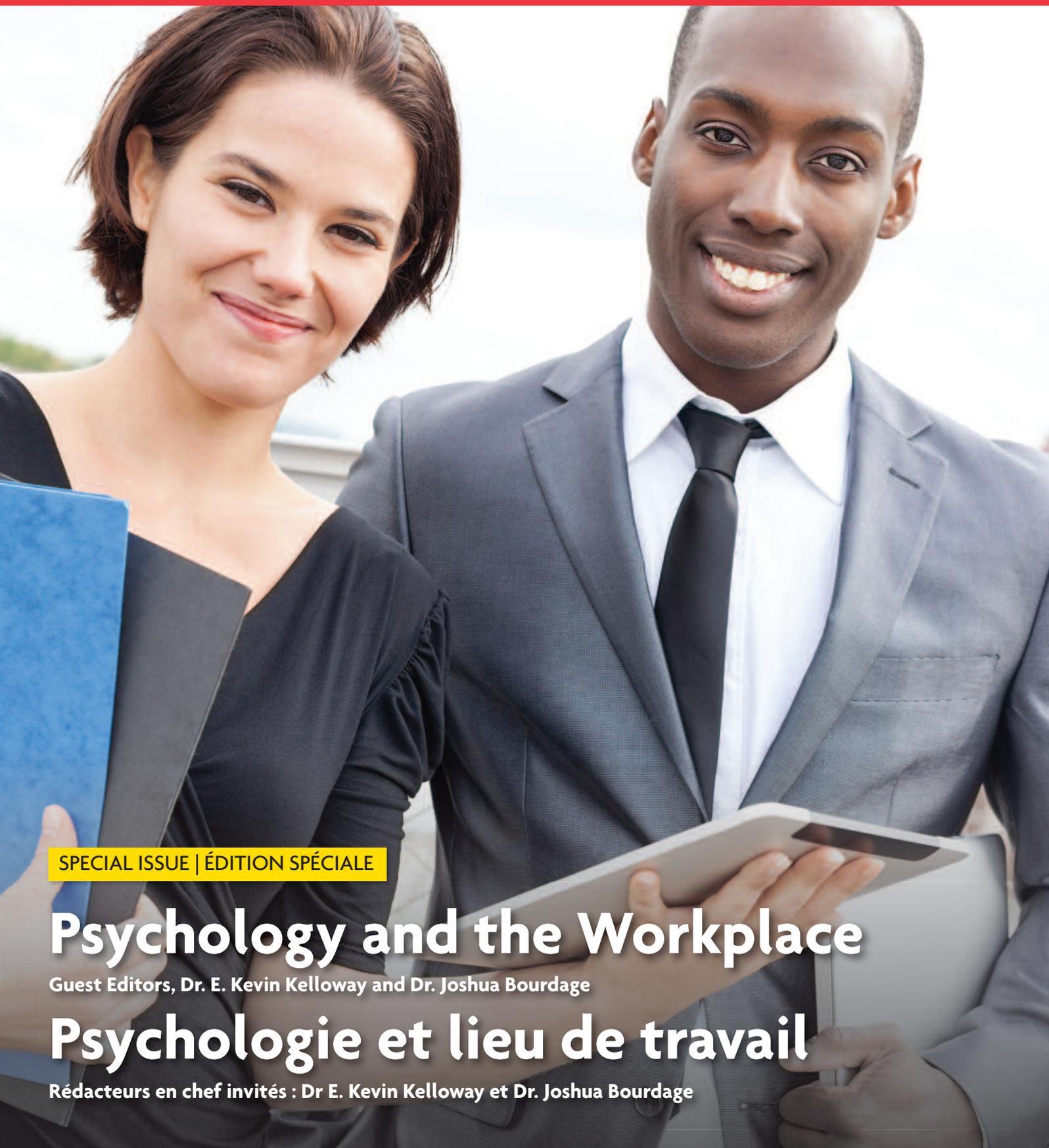


PSYNOOPSIS



CANADA'S PSYCHOLOGY MAGAZINE | LE MAGAZINE DES PSYCHOLOGUES DU CANADA

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SPECIAL ISSUE | ÉDITION SPÉCIALE

Psychology and the Workplace

Guest Editors, Dr. E. Kevin Kelloway and Dr. Joshua Bourdage

Psychologie et lieu de travail

Rédacteurs en chef invités : Dr E. Kevin Kelloway et Dr. Joshua Bourdage

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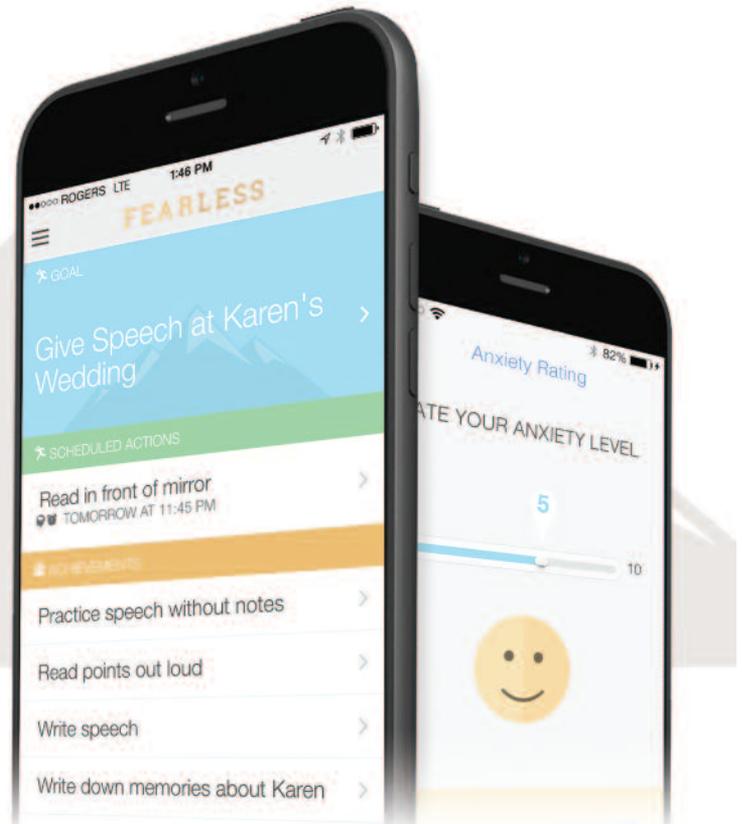
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Psychology works... at work

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

Joshua Bourdage, Ph.D., University of Calgary

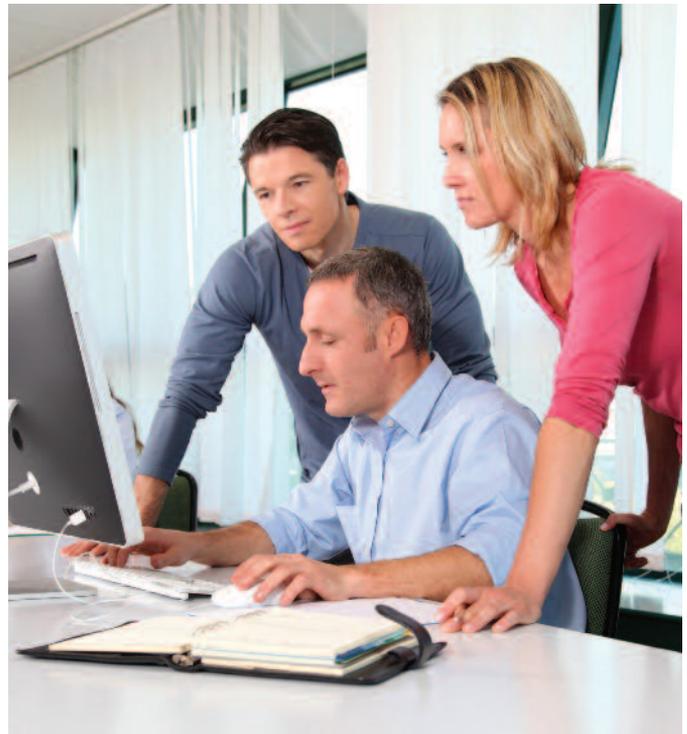
A central theme promoted by CPA for many years has been captured by the slogan “Psychology works”. The focus of much of this promotion has been the production of fact sheets designed to educate members of the public about psychology, and advocacy focused on the efficacy of psychological interventions for a broad range of mental health issues. There is no doubt that in many cases, and for many conditions, “psychology works”.

With this special issue of *Psynopsis* we extend this theme to argue that psychology works – at work. Our aim was the showcase the variety of ways in which psychological research informs, and is informed by, workplace practices. The Canadian Society for Industrial-Organizational Psychology (the I/O section of CPA) defines I/O psychology as being based on a scientist-practitioner model and being oriented toward enhancing both individual and organizational functioning (Kline, 1996). The articles in this special issue reflect both of these foci – showing how psychologists and I/O practitioners are working with and for organizations to improve both the experience of individuals and the performance of organizations.

Whether the focus is designing interventions to enhance individual well-being (see Day this issue), designing more effective interview processes (see Roulin and Bourdage this issue), or examining the effect of workplace practices on individuals and families (see Dupre and Barling this issue), psychological research is being used to shape and evaluate organizational practices. These topics are useful to psychologists in a variety of settings and areas (i.e. we all “work”).

The empirical evidence supports the effectiveness of psychologically-based interventions in the workplace. Indeed, rigorous evaluation of practices and interventions defines, for many of us, the practice of I/O psychology. Well-designed and conducted organizational training, for example, has consistently been associated with medium to large effect sizes related to changes in both learning and behavioral criteria (Winfred, Bennett, Edens, & Bell, 2003). More broadly, there is supportive evidence for a range of psychologically-based interventions in improving organizational productivity (Guzzo, Jette & Katsell, 1985), individual performance (Kluger & DeNisi, 1996), and individual well-being (Lamontagne, Keegle, Louie, Ostry, & Landsbergis, 2007).

As noted elsewhere (Kelloway, Catano & Day, 2013), we can be justifiably proud of the contributions of Canadian I/O



psychology to understanding how organizational and individual functioning can be enhanced. For instance, work on leadership (e.g., Julian Barling, Queen's U), absenteeism (e.g., Gary Johns, Concordia U), goal setting (Gary Latham, U of Toronto) and organizational commitment (John Meyer and Natalie Allen, Western University) are just a few of the many that have established Canadian I/O researchers as major contributors to the field. Beyond simply the academic study, there are many passionate and rigorously trained I/O psychologists working as practitioners to implement this best practice work around the world.

In a rapidly changing economic climate, new questions are constantly coming to the fore. In Canada, the publication of the standard Z1003 from the Canadian Standards Association and the Mental Health Commission of Canada has focused the attention of many Canadian organizations on issues of workplace mental health. The organizations are looking for proven ways to positively affect employees' well-being and psychological expertise is required to both advise and evaluate these efforts. We are confident that psychology researchers and practitioners will rise to the challenge because we know without a doubt that psychology works... at work.

For a complete list of references, please go to www.cpa.ca/psynopsis

La psychologie peut vous aider... au travail

E. Kevin Kelloway, Ph. D., Université Saint Mary's, président (2015-2016), Société canadienne de psychologie
Joshua Bourdage, Ph. D., Université de Calgary

Depuis plusieurs années, l'un des messages centraux que veut faire passer la SCP est que « La psychologie peut vous aider ». Pour y arriver, elle produit des fiches d'information destinées à sensibiliser le public sur la psychologie et mène des activités de représentation faisant valoir l'efficacité des interventions psychologiques pour traiter une grande variété de problèmes de santé mentale. Il ne fait aucun doute que, dans de nombreux cas, et pour traiter de nombreuses maladies, la « psychologie peut aider ».

Dans le présent numéro spécial de *Psynopsis*, nous étendons ce message en déclarant que « La psychologie peut vous aider – au travail ». Notre objectif est de montrer comment, de différentes manières, la recherche en psychologie oriente les pratiques en milieu de travail, et comment les pratiques en milieu de travail orientent la recherche en psychologie. La Société canadienne de psychologie industrielle et organisationnelle (SCPIO – la Section de psychologie industrielle et organisationnelle de la SCP) définit la psychologie industrielle et organisationnelle comme une discipline fondée sur le modèle scientifique-praticien et orientée vers le fonctionnement des personnes et des organisations (Kline, 1996). Les articles du présent numéro englobent ces deux aspects. Ils décrivent de quelle façon les psychologues et les praticiens en psychologie industrielle et organisationnelle travaillent avec et pour les organisations dans le but d'améliorer à la fois l'expérience des individus et le rendement des organisations. Qu'elle soit centrée sur l'élaboration d'interventions pour améliorer le bien-être individuel (voir l'article de Day, ce numéro), la conception de procédures d'entrevue plus efficaces (voir Roulin et Bourdage, ce numéro) ou l'analyse de l'effet des pratiques en milieu de travail sur les personnes et les familles (voir Dupre et Barling, ce numéro), la recherche en psychologie sert à façonner et à évaluer les pratiques des organisations. Ces sujets de recherche sont utiles aux psychologues dans différents contextes et secteurs professionnels (c'est-à-dire, partout où nous travaillons).

Les preuves empiriques appuient l'efficacité des interventions de nature psychologique en milieu de travail. En effet,

l'évaluation rigoureuse des pratiques et des interventions définit, pour beaucoup d'entre nous, la pratique de la psychologie industrielle et organisationnelle. Par exemple, des formations en milieu de travail bien conçues et bien livrées sont associées constamment à des effets d'ampleur moyenne et élevée sur le plan des changements enregistrés aux critères d'apprentissage et de comportement (Winfred, Bennett, Edens et Bell, 2003). De façon plus générale, les études montrent que différents types d'interventions de nature psychologique conduisent à l'amélioration de la productivité organisationnelle (Guzzo, Jette et Katsell, 1985), au rendement des employés (Kluger et DeNisi, 1996) et au bien-être individuel (Lamontagne, Keegle, Louie, Ostry et Landsbergis, 2007).

Comme il a déjà été mentionné (Kelloway, Catano et Day, 2013), nous pouvons, à juste titre, être fiers de l'apport de la psychologie industrielle et organisationnelle canadienne, qui a contribué à comprendre la façon d'améliorer le fonctionnement organisationnel et individuel. Par exemple, les études sur le leadership (p. ex., Julian Barling, Université Queen's), l'absentéisme (p. ex., Gary Johns, Université Concordia), l'établissement des objectifs (Gary Latham, Université de Toronto) et le degré d'identification envers l'organisation (John Meyer et Natalie Allen, Université Western) font partie des nombreux travaux qui ont fait des chercheurs en psychologie industrielle et organisationnelle canadiens des spécialistes reconnus du domaine. Mais au-delà de l'étude théorique, il y a une multitude de psychologues industriels et organisationnels passionnés, dotés d'une formation solide, qui exercent comme praticiens afin de mettre en œuvre les pratiques exemplaires issues de la recherche, partout dans le monde.

Dans un climat économique en évolution rapide, de nouvelles questions prennent constamment le devant de la scène. Au Canada, la publication de la norme Z1003, élaborée par l'Association canadienne de normalisation et la Commission de la santé mentale du Canada, a porté à l'attention de nombreuses organisations canadiennes la question de la santé mentale en milieu de travail. Les organisations recherchent des méthodes éprouvées pour améliorer le bien-être des employés; pour les conseiller et évaluer leurs efforts, l'expertise des psychologues est nécessaire. Nous sommes convaincus que les psychologues – chercheurs et praticiens – seront à la hauteur, car nous pouvons affirmer, sans le moindre doute, que « La psychologie peut aider... au travail ».

Pour la liste des références, voir www.cpa.ca/psynopsis





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)

When one hears the word “diversity” in relation to employment, people will typically think of demographic characteristics such as gender, LGBTQ status, age, race, or religious affiliation. It is also fair to say that most Canadians are aware of laws at both the Federal and Provincial levels, such as the Canadian Human Rights Act, that protect designated groups. What seems odd, however, is that when the topic of diversity comes up, employers may not immediately think of workers with disabilities – in spite of the fact that almost 4 million Canadians report some form of psychological or physical disability.ⁱ When managers talk about the prospect of hiring workers with disabilities, too often the focus is on accommodation of the candidate’s *disability* rather than on the candidate’s *abilities*. From a psychological perspective, this is akin to focusing on the differences, rather than the similarities, between the candidate and the profile of the ideal job incumbent.

Research in industrial and organizational psychology as well as in fields such as occupational rehabilitation has provided knowledge on the experience of employees with disabilities. Most people with disabilities want to work and exhibit high levels of work motivation once employed. Work is seen as instrumental for psychological well-being in terms of identity, quality of life, and social integration within the community. Yet, in spite of laws prohibiting discrimination against people with disabilities and the social awareness these laws instill, individuals with disabilities still face discrimination in employment settings. People with disabilities tend to have lower employment rates and are more likely to work part-time or contingently than their able-bodied peers with similar levels of education. Workers with disabilities have lower than average salaries, are more likely to live below the poverty level, and report lower job satisfaction. Furthermore, workers with disabilities experience less career advancement (a glass ceiling) and more career stagnation and demotions (a glass cliff).^{ii iii}

Barriers to psychologically and financially meaningful employment can take on many forms. Architectural barriers, or



more aptly named built environment barriers, take the form of inaccessible washrooms, stairs, or workstations, for example. Employers have some control over these barriers. Unfortunately, a common myth is that accommodations are expensive. Managers’ lack of knowledge on appropriate accommodations has led to several human rights cases involving workers with disabilities. Interestingly, the majority of accommodations for workers with disabilities cost less than \$500, and are similar in cost to accommodations for non-disability issues (such as requesting a modified travel schedule to accommodate family demands)^{iv}. Furthermore, very few accommodations require major structural changes. Overall, when organizations do undertake physical alterations to the workspace, or provide other forms of accommodations to employees, it can signify an organizational culture that is supportive of all employees, regardless of disability status. Especially when the accommodations are made voluntarily, all employees may develop more positive attitudes towards the organization, such as increased organizational commitment and job satisfaction. In turn, these positive attitudes are linked to important organizational outcomes such as reduced turnover and higher job performance, to name a few.



Another category of employment barrier is attitudinal, and includes managers' unfounded fear of more accidents or injuries among workers with disabilities as compared to able-bodied workers, as well as the perceived difficulty of firing a worker for cause if he or she happens to have a disability. Indeed, workers with disabilities are often assumed to be more litigious and entitled than their able-bodied counterparts, which is not the case. Another set of attitudinal barriers surrounds work performance, with managers unjustly fearing that an employee with a disability may not perform as well or as consistently as an able-bodied employee. In fact, accommodations help employers retain qualified employees and help increase employees' individual productivity. Accommodations have also been linked to overall company productivity and morale.^v

In sum, when thinking about the experience of employees with disabilities, it is important to look beyond simply whether the organization hires people with disabilities. It is not sufficient to laud an organization because it happens to employ some people with disabilities: the quality of employment must also be scrutinized. For example, are workers with disabilities employed at levels commensurate with their training? Do they have the same level of responsibility as similarly-trained organizational peers? If disabilities occur later in employees' careers, are they protected from the glass cliff of demotions? Work is an important component of people's lives: it provides a sense of accomplishment, meaning, and belongingness to an entity outside the home. Given the importance of work to quality of life, it is imperative that barriers to employment be eradicated for all diversity groups.

*Author Note: Research from the Canadian Disability Participation Project was supported by the Social Sciences and Humanities Research Council of Canada.
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A Long Look in the Mirror

How Self-Stigma Can Reflect on the Care We Give

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*Ms. Louise Bradley, M.S., R.N., President and CEO
of the Mental Health Commission of Canada*

As psychologists, you are intimately aware that individuals living with a mental health problem or illness are faced with the double diagnosis of symptoms and stigma. That is why, at the Mental Health Commission of Canada (MHCC), we are eager to share the key learnings stemming from Opening Minds, our central anti-stigma initiative.

For some, it comes as a surprise that consumers tell us healthcare providers are often perceived as a barrier for individuals seeking treatment for mental illness. Essentially, that means we must be brave enough to target ourselves, heighten our self-awareness and confront our own innate, and perhaps even unacknowledged, prejudices.

In fact, what we are learning through Opening Minds is that the prevailing attitude of stoicism, which informs many of the caring professions, can lead to harmful consequences...not only for ourselves, but for our patients.

Through our research, we've gained a clearer picture of the challenges faced by front line healthcare professionals, and how these can exacerbate the stigma encountered by patients experiencing a mental health problem or illness. There is little doubt that psychologists will relate to the experiences shared by those working in the health professions more broadly.

When canvassed, healthcare providers offered a raw and honest glimpse into the reality of our work. They discussed compassion fatigue, and the use of stigmatizing language as a coping mechanism.

One survey respondent put it this way: *"You don't go into these professions if you don't care about people. But when you see the most acute cases – when you are around it all the time – you can get a bit of burnout."*

As healthcare providers, we can be prone to seeing our own mental health challenges reflected in our patients. Some of us may even recoil at the idea of being "lumped in" with the individuals we are treating. Another prevalent and concerning pattern is to dismiss one's own problems as insignificant compared with those of our patients.

And so a vicious cycle comes into play. A cycle of fear and denial, perpetuated stigma.

Stigma isn't just the attitudes and behaviours that affect the way we perceive, and treat, others. Though that is one part of the equation.

Stigma can also turn inward – with potentially dangerous consequences. As psychologists, and healthcare providers generally, we must be vigilant about the risk of self-stigma – wherein we conceal our own mental health problems or illnesses for fear of judgement, or personal or professional recriminations.

So the question becomes what we can do to combat the ill-effects of stigma. And, almost without exception, respondents agreed on the importance of seeing what recovery from a mental illness looks like.

To quote one participant: *"Much medical/healthcare education comes predominantly from a pathology perspective instead of a person perspective...We need to help students see the individuals they will be working with as people, not just diagnoses."*

Understanding the critical role healthcare providers can play in helping someone walk the journey to recovery is paramount. Because that person could be our family member, friend or colleague. It could also be you, or me.

In short, we must prioritize our own well-being. Especially those of us working in hospitals. My personal opinion is that hospitals, in particular, and healthcare settings in general, are among the most toxic places to work in the country. And I am not alone. I point to the Quality Worklife - Quality Healthcare Collaborative, a coalition of 12 national healthcare organizations established to create healthier workplaces for people in the health professions.

As one of its valuable reports says:

"A fundamental way to better healthcare is through healthier healthcare workplaces. It is unacceptable to work in, receive care in, govern, manage and fund unhealthy healthcare workplaces."

Every day, 500,000 Canadians miss work for psychiatric reasons – including health care professionals. That's to be expected, given that some seven million Canadians live with a mental illness, at a cost to the economy well in excess of \$50 billion annually.

However, mental health problems in the health professions are especially high. For example, according to Canada's



Labour Force Survey, an average of 18,900 nurses were absent from work every week in 2012 due to illness or disability.

To put this into perspective, nurses' absenteeism is 55 per cent higher than the average rate for all other occupations. And we know from our own studies that roughly 30 per cent of short- and long-term disability claims in Canada are attributed to mental health problems and illnesses. In fact, more than 80 percent of Canadian employers rate mental health problems and illnesses among the top three drivers of employee short- and long-term disability claims.

As healthcare providers, we can't be of help to others unless we put our own well-being at the top of the agenda. While there isn't a one-size-fits-all approach to achieving this goal, the MHCC has collaborated with a vast network of partners to initiate a number of projects centred on combating the ill-effects of stigma, zeroing in on workplaces as a natural place to start. Many Canadians spend more time at work than anywhere else, and the MHCC has diligently focused on reaching people no matter where they work, including non-traditional workplaces beyond office spaces – including healthcare settings.

Take the *National Standard for Psychological Health and Safety in the Workplace*, for example. This pivotal resource offers a means to begin a positive cultural shift through guidelines and tools that help employers create mentally healthier workplaces.

The *Standard* has now been downloaded more than 25,000 times, and we are currently undertaking a Case Study Project comprised of more than 40 organizations to evaluate its impact.

We are seeing promising findings within healthcare settings, including a strong link between a mentally healthy workforce and improved quality of patient care and safety.

This is being borne out at the Toronto East General Hospital, for example, where the *Standard* has been implemented in an effort to increase staff engagement and improve patient care. The organization has seen impressive results, including a decrease in healthcare costs and days absent. Even more promising, the TEGH believes this increased staff engagement is linked to improved patient satisfaction.

Then there is the Commission's *The Working Mind*, an adaptation of the Department of National Defence's Road to Mental Readiness, which is built on the mental health continuum model. *The Working Mind* offers participants a common language with which to evaluate, and communicate, their mental state. Currently, *The Working Mind* is being offered to all employees of Nova Scotia's health authority and, beginning this fall, will be made available to a significant Alberta-based healthcare union. Psychologists are among those who comprise both these workforces.

While there is much room for improvement, each and every day, progress is being made. If you are asking yourself what you can do, right now, the answer is simple. Take the time to evaluate and replenish your own mental wellness.

Look in the mirror, and dare to stare stigma in the eye. If we treat ourselves with more kindness and compassion, and do so without fear of judgement, ultimately our patients will reap the benefits.

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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

Recent research indicates that mental health disability claims now surpass cardiovascular disease as the fastest-growing category of disability costs in Canada [i,iii]. The overall cost of mental health problems in the workplace is skyrocketing, with a price tag estimated at \$6 billion annually, due to disability claims, lost productivity, as well as liability claims for harassment and bullying[iv]. The extraordinary cost and burden associated with poor mental health has implications not only for the health care system, but just as importantly for economic prosperity and the Canadian social fabric. With more than half of the Canadian population currently in the workforce, the workplace may be seen as the new battleground in the fight to improve population-based mental health outcomes.

Ottawa Public Health (OPH) is at the leading edge among municipal public health units in Canada, in the effort to promote and improve mental health in the workplace. OPH has set a strategic goal to champion mental health promotion in the nation's capital. Through a variety of initiatives that help employers create safe and healthy environments for workers, and that support employees in need, OPH uses the workplace as an distribution channel of primary mental health promotion. A highly popular e-bulletin on mental wellness is distributed to over 1,300 Ottawa workplaces. A train-the-trainer workshop, led by public health nurses, and online interactive learning sessions offer resources to employees on a variety of mental health issues, including work-life balance, coping with elder care and healthy eating.

OPH also collaborates with the Mental Health Commission of Canada and the Workplace Safety and Prevention Services to support Ottawa workplaces and employers adopt the *Psychological Health and Safety in the Workplace Standard*[v]. The response from local workplaces for workshops on the Standard has been strong. Additional support is also made available to workplaces in order to develop healthy policies and practices. These range from helping new mothers continue breastfeeding after they return to the workplace from maternity leave, to providing training for supervisors in how to best support staff with mental health problems, to enabling flexible work leave options for caregiver pressures. These initiatives are part of an evidence-based approach to mental health promotion in the workplace, where it is known that one-third of Ontario employees

do not disclose mental health problems to managers because they fear it would damage their career[vi]. The OPH initiatives aim to reduce stigma, promote mental health and lower barriers to access care.

OPH has also partnered with the Canadian Mental Health Association to promote SafeTalk in the workplace. SafeTalk is an evidence-based, suicide awareness workshop that prepares participants to identify persons with thoughts of suicide and connect them to suicide first aid resources. The aim of this training in the workplace is to provide employers with skills in suicide prevention, to reduce stigma in the workplace and to encourage employees to reach out and seek support. In Ottawa, the highest rate for suicide is among middle-aged men, account-



ing for two-thirds of all suicides in the general population [vii]. OPH has coordinated the SafeTalk program into the the City of Ottawa Human Resources Department and its Employee Assistance Program (EAP), so that SafeTalk trainers are now available throughout the workforce of approximately 17,000 staff. Recently the City of Ottawa added SafeTalk to the corporate Learning Centre training curriculum, making it the first municipality in Canada to offer such training to all staff.

With many of us spending the majority of our waking time at our jobs, the workplace provides a critical opportunity to promote the mental health and well-being of Canadian adults. Research shows that there is an economic return on investment when comprehensive workplace health promotion and stress management programs are implemented on individual and organizational levels [viii]. The economic benefit to employers can be in the form of increased productivity, reduced absenteeism and disability claims, and enhanced recruitment and retention of good employees. Recognizing and supporting mental health within workplaces contributes to healthy and safe employees and by extension, healthier and safer communities.

For a complete list of references, please go to www.cpa.ca/psynopsis



Developing Psychologically Healthy Workers and Healthy Workplaces



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

The role of psychology in the workplace has a long and accomplished history, and the discipline of Industrial/Organizational (I/O) Psychology has flourished since the early 1900's. The impact of psychologists in the workplace has been substantial, initially focusing on increasing efficiencies of the workers and workplace, and on using individual differences to improve work practices through selection and recruitment.

Despite the initial focus on productivity, the idea that work can affect worker health is not new and permeated the early works in the area. Even in his somewhat controversial work on increasing efficiencies in the early 1900's, Taylor argued that worker happiness and health could be improved by changing the job.ⁱ That is, even though the psychological health of workers has not always been the centre of research attention, the general concept of improving the work life and well-being of workers, while ensuring a productive workplace, is not new, and arguably, has been a goal of I/O Psychology since its inception. Since that time, a greater appreciation of the extent to which work can affect workers has developed. Implicit in the idea that the workplace can play an integral role in promoting the health of workersⁱⁱ is the fundamental assumption that I/O psychology (and more specifically, Occupational Health Psychology- OHP) can foster this relationship.

Historically, this concept of occupational health and safety has focused primarily on physical health and safety in terms of reducing accidents and hazards. Psychology has taken a key role in creating an evidence-based approach to develop tools to assist in creating and improving safety culture of organizations, and to examine the efficacy of interventions to reduce workplace disasters, as well as improve the physical health and safety of individual workers.ⁱⁱⁱ

This concept of 'safe and healthy work' has been expanded over the years to encompass both physical and psychological health, and various workplace health promotion efforts in terms of education programs, programs addressing cessation of unhealthy behaviours (such as smoking), screening programs, and initiatives promoting positive health behaviours and lifestyles (such as healthy eating and exercising).^{iv} Part of the education component also has addressed increasing mental health literacy at work. The Mental Health Awareness Training (MHAT) is designed to increase awareness and provide leaders with resources to respond to mental health issues. The program is associated with increased knowledge about mental health issues, more positive attitudes towards workers with mental health concerns, and higher intentions to promote mental health at work.^v

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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

Research on workplace safety, along with organizational, union and policy-maker attention on workers' safety, has increased over the past few decades. While employee safety has improved, occupational injury rates remain persistently high, and research continues to show the detrimental effects of workplace injuries for individuals, organizations, and societyⁱ. Existing research, understandably, tends to be mired in a search for the antecedents of accidents, injuries and fatalities, with less focus on their consequences. In this piece we elaborate on one of our current major research programs: extending existing knowledge on the outcomes of workplace safety by examining how injuries at work affect family members.

The research that exists on workplace safety consequences has focused primarily on the negative outcomes for those individuals who are personally injured at work. The research in this area has been conducted with little attention focused on indirect individual effects; that is, effects for individuals who are not direct victims of an injury, but exposed to a workplace injury by seeing it, hearing about it or its consequences, or by living with

its consequences on a regular basis. Research from other areas (e.g., violence, harassment) indicates that individuals are negatively affected by indirect exposure to negative workplace eventsⁱⁱ, and given that those who see or hear about workplace injuries would far outnumber those directly affected, it is important to understand the nature and consequences of indirect exposure to workplace injuries. Although indirect exposure to workplace injuries could be the result of various interpersonal relationships (e.g., coworkers, clients, customers), we argue that any effects of indirect exposure to injuries at work might be greatest for close family members, and that it is important to understand these effects given the potential implications for the well-being of individuals and their families.

Despite a great deal of data derived from well-designed research showing that work affects the personal lives of employees and their family membersⁱⁱⁱ, there has been little research on the relationship between occupational injuries and the personal lives and family members of those who are injured. Research shows that work affects individuals' overall well-being and life satisfaction, and further, that the work experience of one individual affects the well-being and relationship satisfaction of his or her family members^{iv}. Relatedly, sickness and certain injuries (e.g., cancer, brain injuries) affect interpersonal





relationship quality, and highlights relevant issues for our research. For example, with romantic partner sickness, an individual may experience a change in role from partner to caregiver, and as such potentially feel anger, fear, or hopelessness. Given that employees' work and well-being experiences affect themselves and their family members, we propose that workplace injuries will have effects for injured individuals' romantic partners/spouses, children, and parents.

Workplace injuries constitute chronic job stressors, with the potential to lead to stress, and, in turn, to strain. Our research examines how the stress resulting from the particular characteristics of the workplace injury will influence the injured individual's family members' personal relationships and overall wellbeing. In this research, we move beyond the common perspective of a workplace injury as binary (i.e., injured or not injured), and conceptualize workplace injury broadly, capturing its nuances (e.g., severity, pain). We argue that any effects of the stress experienced as a result of a workplace injury on a family member will be mediated by the family member's affective response to the injury (e.g., fear, anxiety, hopelessness). Furthermore, we expect that workplace injuries will be more likely to result in the experience of stress, and stress will be more likely to result in strain, when family members engage in activities that may further reduce their health (e.g., inadequate sleep, substance use), have limited social support (from organizations, supervisors, co-workers, family members, friends), are under financial strain, or experience stigma as a result of the injury. Our research to date has examined the effect of injuries on romantic partners, spouses and parents, and provides initial support for some of these propositions; overall, our findings suggest that when an individual is injured at work there are detrimental outcomes for romantic partners, spouses, and parents, but that these outcomes can be mitigated by various activities and experiences.

This research is designed to extend knowledge on the outcomes associated with occupational safety. We know that employees who endure injuries at work often experience detrimental outcomes, but there is less evidence focusing on whether others are affected indirectly. Understanding the extent to which workplace injuries affect outcomes related to personal lives and family members will have implications for developing a conceptual understanding of the severity of a workplace injury on direct and indirect victims, theory and research on work-family and workplace safety, evidence-based knowledge guiding public policy development, and organizational and union initiatives and interventions related to work-family and workplace safety. Although organizational safety has improved over the last century, evidence that workplace injuries affect outcomes related to personal lives and families may provide further impetus to improve safety at work, and may simultaneously advance the understanding of the work-family interface.

For a complete list of references, please go to www.cpa.ca/psynopsis

Developing Psychologically Healthy Workers and Healthy Workplaces

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One of the major areas of OHP has been the impact of psychosocial work factors on individual health and well-being, not only in terms of how work can lead to stress, but also how facets of work can promote health and well-being.^{vi} For example, the CREW (Civility, Respect, & Engagement at Work) program is a validated team-based initiative that has been shown to improve the social work environment by reducing incivility from supervisors, absenteeism, and feelings of cynicism, as well as increasing coworker civility and feelings of being respected, job satisfaction, and trust in management.^{vii}

Similarly, ABLE (Achieving Balance in Life & Employment program) is a tailored phone-based coaching program that incorporates traditional goal setting and coping with increasing recovery experiences and workplace resources to improve worker health and well-being. Across two studies, it has demonstrated improvements in participant well-being (such as increase life satisfaction and positive mood, and reduced perceived stress and conflict).^{viii}

Collectively, these global areas of health and safety can be conceptualized in terms of Psychologically Healthy Workplaces, which support and foster a respectful culture, promoting workers' psychological and physical health and safety, benefiting the workers and the overall organization. Psychologically Healthy Workplace initiatives involve developing and recognizing workers, involving them in decision-making and work procedures, helping them balance their work and non-work demands, implementing safe work procedures, and developing mission statements to guide respectful workplace interactions.^{ix x xi} Although there is little longitudinal research examining the impact of psychologically healthy workplaces, the preliminary results are promising, indicating that they are associated with more positive individual and organizational outcomes.^{xiii}

Because of the amount of time we spend at work and the powerful influence work can have on our lives, the workplace has the potential for being an effective setting for improving health and well-being, especially if we can develop supportive, respectful work cultures, and if we implement valid psychological and physical health initiatives. I/O Psychology and OHP have been at the forefront of workplace health research, drawing upon both specialized OHP research and knowledge gleaned from other areas of psychology to improve working conditions (e.g., increase safety, reduce job stress) and to highlight the benefits of work and a psychologically healthy workplace (e.g., in terms of developing a sense of mastery, efficacy, and accomplishment in workers, and providing a positive social structure). Given the impact of work, the history of creating healthy workers, and the growing focus on healthy workplaces, continuing the tradition of applying psychology to improve worker well-being is a critical step in addressing overall health.

For a complete list of references, please go to www.cpa.ca/psynopsis



Influence Tactics and Deception in Employment Interviews

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

Jason is sitting across from Melanie. He's being interviewed for a regional sales manager job at a highly sought after company. The interview was going well, until Melanie asked Jason if he has experience working with budgeting software and allocating large sums of money, which is critical to the job. Unfortunately, Jason has very little budgeting experience outside of managing his own personal finances. He considers what to do, and decides that "everybody lies in interviews, don't they?" Jason tells Melanie he has extensive experience with budgeting, and it is one of his favourite aspects of being in a managerial position. Jason has just engaged in a type of interview behavior called "image creation", a deceptive form of impression management.

Organizations spend a great deal of time, energy, and money trying to select those employees who will be high performers and be a good fit for both the job and the organization. Among the many methods of selecting employees, the job interview holds a special status: it is used almost universally and is the sole means of selecting employees in many of companies¹. You'd be hard pressed to find somebody who received a job without an interview of some sort. I-O psychologists have played a fundamental role in determining the ways to enhance the likelihood of selecting the best candidate, including asking sophisticated job-related questions (e.g. behavioural questions such as "tell me about a time when you had to deal with a difficult co-worker, and how you handled it") versus questions that have little predictive value (e.g. "What kind of animal would you be?"), and having a standardized evaluation metric.

Despite these substantial advances in understanding job interviews, many concerns remain. For instance, most interviewers are confident in their abilities to sit down with someone and get to know them, and make a decision about their suitability. Yet, interviewers' evaluations are often influenced by factors beyond the actual quality of applicants' answers, such as physical attractiveness, dress, and so forth, potentially leading to bad hiring decisions.

One of these factors is impression management. Impression management can take different forms. For instance, applicants can promote their skills or past professional accomplishments, compliment the interviewer, or praise the hiring organization. Such behaviors are often expected and are indeed very common: as much as 97.5% of job applicants engage in impression managementⁱⁱ. There is also overwhelming evidence that using those tactics helps applicants obtaining higher evaluations, and increases their chances of getting the job.



Whereas some of the above-mentioned examples reflect applicants' attempts to describe their authentic qualities, some individuals may also engage in explicitly deceptive tactics, like Jason. For instance, applicants can exaggerate or even invent skills or experiences, pretend to share the interviewer's or the organization's values, or intentionally hide facts that may hurt their candidacy. Such tactics can potentially threaten the value of the employment interview as a selection method, because organizations want to make decisions based on the actual qualities that applicants possess and not those they pretend to possess.

Although less prevalent than impression management in general, deceptive tactics are still widely used. For instance, surveys with college students suggest that up to 93% of them

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Psychology and Defence



Wendy Darr, Ph.D., Anna Ebel-Lam, Ph.D.,
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Director General Military Personnel Research and Analysis
Defence Research and Development Canada

Based on preliminary results from a recent survey of Canadian psychology graduates, fewer than 250 graduates reported completing their degree in the areas of applied social psychology and industrial/organizational (I/O) psychology.ⁱ This number is small in comparison to the over 1000 specializing in clinical psychology. Yet, applied social and I/O psychology graduates are making a strong impact in the workplace. In this article, we highlight the work of defence scientists who are part of Canada's defence team, comprising the Department of National Defence (DND) and the Canadian Armed Forces (CAF), together one of the largest federal government organizations in the country. Psychology-trained defence scientists provide expertise and evidence-based advice that feed directly into defence decision-making and personnel policy. One group in particular addresses the following areas of interest to the CAF: (i) recruitment/selection, training, career management, and retention/attrition, (ii) personnel and family support, the quality of life of military members and their families, employment equity/diversity, and psychological health, and (iii) organizational dynamics, which includes the domains of military leadership, ethics, and organizational effectiveness.

To illustrate, job analysis (JA), which is a traditional I/O psychology methodology used to identify job tasks well as the knowledge, skills, abilities and other characteristics required to perform them successfully, is routinely applied in the examination of the over 100 varied occupations in the CAF. However, the constant introduction of new military capabilities and continued evolution of the CAF frequently alter the nature of work within existing occupations and occasionally introduce the need for new ones. Such developments prompted defence scientists to determine how strategic job analysis (a form of JA used to identify the parameters of future jobs)ⁱⁱ could be adapted to meet these evolving needs. This work drew upon the social psychological literature documenting various biases that undermine the accuracy of peoples' projections about the future such as the planning fallacy (i.e., the tendency to underestimate the length of time required to complete a task),ⁱⁱⁱ or the tendency for individuals to focus heavily on the central, abstract features of future events or developments, while de-emphasizing the importance of peripheral ones.^{iv} The resulting model of strategic job analysis that was developed for use in the CAF is uniquely aligned with existing occupational analysis and personnel planning processes, and is likely to contribute to more accurate perceptions of emerging (or evolving) occupations by (i) focusing on immediate (versus distant) horizons, (ii) drawing on subject matter experts (SMEs) who are involved in various stages of

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Influence Tactics and Deception in Employment Interviews

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used deceptive tactics in their last interviewⁱⁱⁱ. Moreover, interviewers are often unable to detect when applicants use such tactics and fail to correctly distinguish honest from deceptive applicants' attempts^{iv}. This means honest individuals are likely to be seen as dishonest, and dishonest individuals may get away with such behaviour and get a job they simply aren't qualified for. Depending on the job, the consequences of this can range from minimal to disastrous (such as hiring a dangerous nurse who ends up killing patients, as an extreme example^v).

However, the available research surrounding the distinction between honest and deceptive impression management is still scarce. As such, several important practical questions remain unanswered, including understanding who is honest versus deceptive in their attempts at managing impressions, how these influence interviewers' evaluations, how these different approaches are associated with workplace outcomes once hired, such as job performance or deviant behaviors (e.g., stealing), and what steps organizations can take to deal with the potentially negative impact of such tactics.

To answer those questions, our team has initiated a large multi-year research project. First, although there may be a baseline level of marginal faking that many engage in, there is quite a bit of variability in the extent to which people use such behaviors (as such, Jason's justification that "everybody lies" just isn't true). Second, honest versus deceptive means of managing impressions are associated with different types of applicants. People who fake more tend to be dishonest in terms of their personality. Once hired, people with these traits are likely to engage in several negative behaviors, such as stealing and making unethical decisions. Interestingly, they also seem to be less conscientious. Honest impression managers do not possess these same undesirable qualities. With the support of a recently-awarded research grant from the Canadian Social Sciences and Humanities Research Council, we will pursue our quest to better understand the differential antecedents and impacts of applicant influence tactics, and ultimately help interviewers and organizations make better hiring decisions.

For a complete list of references, please go to www.cpa.ca/psynopsis

Psychology and Defence

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capability development or who perform related types of work^v, and (iii) providing subject matter experts (SMEs) with frame of reference training about the possible effects of future biases on strategic job analysis.^{vi}

When the CAF experienced challenges in retaining newly-enrolled members,^{vii} defence scientists drew upon the realistic job preview (RJP) literature to determine if related factors may play a role in the retention of new members. Research in this area suggests that applicants who receive an RJP during the recruiting process may be less likely to quit their jobs compared to applicants who do not.^{viii} To determine the extent to which CAF recruiting information sources (e.g., recruiting videos, brochures, website) provided applicants with realistic (as opposed to only positive) information about the military (e.g., basic training, occupation training), defence scientists examined both quantitative and qualitative information from newly-enrolled CAF members.^{ix} Survey and focus group data suggested that CAF recruiting information sources were providing applicants with more information about the positive than the negative aspects of joining the military. The data also showed a relationship between pre-employment expectations, post-enrolment experiences, and intentions to remain in the CAF. Newly-enrolled CAF members who reported that their pre-enrollment expectations were more positive than their post-enrolment experiences were more likely to want to quit the CAF compared to members whose pre-enrollment expectations were consistent with their post-enrolment experiences. The results of this research were used to formulate recommendations for strengthening the CAF recruiting information sources.

With the aim of reinforcing ethical behaviour among defence personnel, a key interest to internal stakeholders, psychological research is used to inform aspects of the defence ethics research and training programs. For example, the Defence Ethical Decision-Making Model (DEDM) illustrates the process people use when making ethical decisions. This model is heavily influenced by George Loewenstein's^x research on visceral states. The DEDM Model underscores how emotions (e.g., anger), and other visceral states (e.g., fatigue) lead to heat of the moment thinking that can influence how people process ethical events.^{xi} Building on Baumeister's^{xii} work on self-regulation, the DEDM also highlights the role of self-control in regulating ethical behaviour. The ethics training program at Defence is also informed by findings from research on situational factors that influence how people think and behave ethically. Dual-process theories, which recognize that people sometimes think in a manner that is automatic and below their level of awareness and at other times think in a way that is controlled or deliberate,^{xiii} are used to make the case for the use of more realistic scenarios in ethics training because stress impairs deliberative effortful processing to a greater extent than automatic processing.^{xiv xv}

As illustrated, defence scientists are consumers of psychological research and applied researchers themselves. They examine the application of psychological models or principles in addressing issues shaped by the unique defence context, a context of which they must develop a strong understanding on the job and through exposure to various military activities.

For a complete list of references, please go to www.cpa.ca/psynopsis



Effects of Work Experience on Subsequent Performance

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

Work experience is considered so significant by recruiters that it is frequently listed as a prerequisite to be considered for a job, especially in times of high unemployment. Young people consider it so important in obtaining a job that they are willing to accept unpaid internships or perform extensive volunteer work in order to have some experience on their resume. But does all this “work” experience actually affect the chances of gaining a job and improving subsequent performance on that job?

Given the high value placed on work experience by both applicants and recruiters it is surprising how few studies have examined this variable. An important meta-analysisⁱ in this area reported and corrected correlation of .27 between work experience and job performance. This relationship was moderated by measurement mode (amount, time, and type of experience), level of specificity (task, job, and organization), and type of criteria (hard or soft measures). The strongest relationships were found between performance and amount of experience measured as the number of times a task or job was carried out, and with experience at the level of the task. In other words, for experience to have a sizable effect on performance one should measure the amount of experience, not time as is customary on resumes, and measure the experience on a task, not in a job as is usually done. In addition, hard or more quantitative measures of performance are more likely to be affected by experience than soft measures, such as supervisory ratings. Worth noting is that most of this research dealt with experience in the same job as was measured for performance, not experience in a different job or organization than the one where performance was measured. Not only do the findings from this study suggest that the effects of experience are limited but there is also evidence in other research that suggests that experience acquired in a different organization may have negative effects, due to the habits and attitudes brought to a new firm.

Another important area of research is the work done in cooperative education (co-op). While most of the studies deal with the learning aspect of co-op, there is a growing body of research examining the work aspectⁱⁱ. We know, for example, that co-op graduates are more likely to be employed than comparable non-co-op graduates, and at higher salary levels, though if the greater

length of co-op programs is taken into account the differences tend to disappear. Co-op graduates were also more satisfied with their jobs, but there were no differences found for either promotion rate or job turnover. An interesting facet of this work, however, is that the effects of co-op work experience were limited to those graduates who took permanent positions with a previous co-op employer. Graduates who accepted jobs with employers not previously employing them did not have higher salaries, greater job or pay satisfaction, or more satisfaction with their university program than did those attending a regular, non-co-op program, while those employed by a previous co-op employer were consistently higher on these variables.



The findings described here suggest that the effects of work experience may be limited to the performance of similar tasks or similar jobs in similar organizations. This is not surprising given that psychologists have known for decades that the greater the similarity of the tasks in one situation the greater the likelihood of transfer of training to a new situation. While we have tended to think of similarity of jobs as the important variable, it is likely that similarity of tasks is more important. But for transfer to occur learning must have occurred and what is learned must be consolidated. In order for students or young graduates to benefit from the experience may require more time than is usually spent on work terms or internships.

What then can we say about the value of work experience? For the individual, it seems that work experience makes them more marketable but not necessarily any better at performing the job unless the situations are very similar. But work experience may narrow opportunities since employers may consider only experience relevant to the job for which the person is an applicant. For the employer the enhanced performance from work experience is only a short-term gain as the effects soon disappear, and those gains come at the cost of a higher salary that an experienced applicant may demand. Moreover, using experience as a screening device, as many recruiters do, will reduce the applicant pool and have an adverse impact on those with less work experience such as those with disabilities, recent immigrants, and minority group members. In short, both individuals and employers should be careful attaching too much importance to the acquisition of work experience.

For a complete list of references, please go to www.cpa.ca/psynopsis



TOP 10

Workplace Trends for 2015



Lynda Zugec, M.A., Managing Director,
The Workforce Consultants

It has been a couple years since the National Standard of Canada for Psychological Health and Safety in the Workplace, or The Standard, was released. This voluntary standard has increased our focus on psychologically safe and healthy work environments. Additionally, the Mental Health Commission of Canada (MHCC) has been helping to ensure we have the resources to support sound psychological health and safety (PH&S) practices in the workplace for the benefit of all Canadians.

How is the workplace changing and what impact will these changes have in the workplaces of tomorrow? Industrial-Organizational Psychologists are able to identify workplace trends so that we can be proactive in our attempts to determine and fulfill future needs. The Society for Industrial and Organizational Psychology (SIOP) surveyed Industrial and Organizational Psychologists within Canada and the United States. The survey results (below) identified 10 Workplace Trends of 2015:

10 Changes in Laws May Affect Employment-Related Decisions
Changes in current laws and regulations and the passage of new ones—such as the Affordable Care Act, updated Office of Federal Contract Compliance Programs requirements, and state laws on marijuana use—have the potential to affect numerous HR and organizational practices. Industrial-Organizational Psychologists will continue to ensure the programs they implement align with these and related legal standards.

9 Growth of Corporate Social Responsibility (CSR) Programs
The measure of a good company has traditionally been its revenue or stock price, but more companies today are also being judged by what they give back to their local and global communities. CSR is becoming a business requirement for organizations that want to be seen as responsible citizens. Industrial-Organizational Psychologists are finding that these actions affect how people feel about companies, their purchasing behaviors, and the attitudes of the employees who work there.

8 Changing Face of Diversity Initiatives
Simply having a diverse workforce may not be enough to give your organization an edge in today's workplace. To make the most of a diverse workforce, leaders need to know how to properly utilize such diversity. Industrial-Organizational Psychologists are finding that programs which value and leverage such concepts as inclusion and equality have more effective managers, drive greater productivity, and attract a more diverse workforce.



7 Emphasis on Recruiting, Selecting for, and Retaining Potential

Industrial-Organizational Psychologists expect that organizations will need to increase emphasis on recruiting and selecting new employees this year, while still retaining top talent, due in part to a strengthening economy. Industrial-Organizational Psychologists will continue to contribute to these processes through the development and validation of legally defensible selection procedures and training/development programs as well as the identification of key attributes of the roles, positions, and organizations that top talent find most desirable.

6 Increased Need to Manage a Multi-Generational Workforce

Four generations make up the current US workforce—more than any number in history. These include Generations X (1965-1985) and Y (1986-1990s), the Baby Boomers (1946-1964) and the Silents/Veterans (before 1946). The generations come to work with differing perspectives, assumptions, and skills. Industrial-Organizational Psychologists are continuing to research and implement methods that maximize the potential advantages of these differences, such as increased employee learning and team collaboration.

5 Organizations Will Continue to “Do More with Less”

With declining budgets over the past few years and stakeholders calling for better management and performance of organizations, resource optimization has become core to many organization’s business strategies. Industrial-Organizational Psychologists are working to help organizations identify innovations that allow them to reduce costs, increase organizational efficiency, and generally do more with less.

4 Increasing Implications of Technology for How Work is Performed

Technology is radically transforming all aspects of work. In 2015, Industrial-Organizational Psychologists expect this trend to continue, with more automation of certain tasks and jobs and changes in how employees perform tasks and interact with others. Industrial-Organizational Psychologists will help organizations understand the implications of these changes and what they mean for the future of certain roles, the employee experience, collaboration, management styles, performance management, and HR processes.

3 Integration of Work and Nonwork Life

Reduced boundaries between work and home life as a result of new technologies (e.g., wearables, social media, smart phones, Google glass) pose challenges for maintaining a healthy work-life balance. Industrial-Organizational Psychologists are continuing to study the effect of new technologies on work-life balance and if and how these technologies can be used to improve it.

2 Continued Use of HR Analytics and Big Data

Big Data has been THE corporate phrase as of late, and it is not going anywhere. Industrial-Organizational Psychologists have long recognized the value of science and data analysis for improving business and HR decisions. With the automation of collection and storage of data, more advanced hardware and software, and larger databases, empirically-based Big Data predictions will become increasingly fundamental to workplace decisions.

1 Mobile Assessments

As technology continues to expand and develop, mobile assessments will be tapped for selection, performance management, and training and development decisions. It is increasingly important for organizations to understand how technology, including social media and social collaboration, is changing the science and practice of selection, recruitment, performance management, engagement, and learning. Industrial-Organizational Psychologists will continue working to design assessments that are valid and reliable regardless of how and where they are delivered.





Karen R. Cohen, Chief Executive Officer; Lisa Votta-Bleeker, Deputy CEO and Director, Science Directorate; Meagan Hatch, Manager of Public Affairs & Communications; Tyler Stacey-Holmes, Manager of Association Development & Membership

What follows is an update of activity undertaken by Head Office staff and leadership since the 2014-2015 year-in-review included in the Summer issue of *Psynopsis*. For any further information about any of the activities described please feel free to be in touch with us. We want to hear what you think. Unless otherwise indicated, please contact Karen Cohen (kcohen@cpa.ca) on national activities for practice. Lisa Votta-Bleeker leads our science activity (lvottableeker@cpa.ca). For information on accreditation and continuing education, contact us at accreditation@cpa.ca. Meagan Hatch is responsible for public affairs, government relations and advocacy (mhatch@cpa.ca). For information on membership, contact Tyler Stacey-Holmes (styler@cpa.ca).



Staff Complement

There have been some changes to our Head Office complement since our last update.

A few CPA staff have resigned their positions in 2014/15 and moved on to other opportunity. As previously announced, Dr. Melissa Tiessen (Registrar, Accreditation and Director, Education Directorate) resigned in July. Dr. Stewart Madon will join CPA in October. Dr. Madon joins as Registrar, Accreditation and Ethics Officer. In September, we said good-bye to Ms. Amy Barnard (Manager, Practice Directorate) and Mr. Kevin McCann (Manager, IT Systems and Administration). In the fall, CPA will be moving its databases and systems to an external service provider. This decision followed from an extensive process of consultation and review and our every anticipation is that CPA's internal operations, as well as the functionality extended to members and Sections, will be greatly enhanced. When the Board meets in November, it will be reviewing the recommendations of a governance review it commissioned in June. Further hiring decisions will be deferred until the Board review is complete.

CPA is very appreciative of the hard work and significant contributions of its staff but greatly supports and encourages the personal and career opportunities that lie ahead for them.

Knowledge Transfer and Exchange

Call for Submissions – *Psynopsis*. The Winter 2015 issue of *Psynopsis* Magazine – Canada's Psychology Magazine, is devoted to Mental Health, Homelessness and Housing, particularly the complex bio-psycho-social factors that determine one's entrance and exit from homelessness. CPA's Deputy CEO, Dr. Lisa Votta-Bleeker, will serve as Guest Editor for this issue. We are inviting researchers and practitioners to submit articles that look at this issue from a number of perspectives, including but not limited to: understanding the problems facing

individuals who are homeless or at-risk of being homeless; prevention; finding effective solutions as relates to housing, coping, and employment; assessment; increasing access to psychologists and psychological services; and innovative ways to streamline systems and service delivery. Send 400-900 words to Managing Editor, Tyler Stacey-Holmes (styler@cpa.ca). Submissions are due by December 1st, 2015. Please note that submissions may be edited with the author's consent. If you have ideas for *Psynopsis* themes, please contact its Editor-in-Chief, Dr. Karen Cohen (kcohen@cpa.ca) *Psynopsis* is an important vehicle for knowledge transfer and translation as well as advocacy. Please consider making a submission!

Canadian Psychology Graduates Survey. At CPA's 2013 Summit on Supply, Need and Demand of Psychologists in Canada, participants learned about the knowledge gaps left by the cancellation of key Statistics Canada's surveys (University and College Academic Staff System, Survey of Earned Doctorates, Mandatory Long-Form Census). In response to an identified need to collect data on Canada's psychology graduates and address this knowledge gap, in 2014/15 the CPA developed a survey to collect this data. The CPA conferred with the APA and obtained their permission to modify and use the APA's Doctoral Employment Survey for the Canadian context. The survey is designed to produce a minimum dataset with a limited number of questions tagged as mandatory. The survey launched in April 2015 and will remain open until December 2015; it calls upon everyone across the country that has *ever* completed a terminal master's or doctoral degree in any area of psychology to complete the survey: <http://web2.cpa.ca/membersurveys/index.php?sid=87239&lang=en> To date, over 4,400 individuals have completed the survey. If you haven't already completed the survey, please take a moment to do so and be entered to win in another round of great prizes!

Knowledge Mobilization Summit. On Thursday November 12, 2015, the CPA will host a 1-day Summit on Knowledge Mobilization. The Summit is being organized in direct response to feedback from members who have expressed concern at not knowing what the funders are looking for in terms of the knowledge mobilization components of grants. In response, we have secured a representative from CIHR, SSHRC, NSERC and the NCEs to come and speak about this specific topic from the "funder" perspective; we have also secured a number of speakers with known success in implementing knowledge mobilization plans. This is an event not to be missed. There is no registration fee to attend but space is limited. To register go to http://www.cpa.ca/docs/File/News/2015/RegistrationForm_KM_Summit2015_Final.pdf

Convention 2015. CPA's 2015 convention took place in Ottawa from June 4th through the 6th <http://www.cpa.ca/Convention/> We welcomed 1372 delegates - 798 of which were students - to the CPA's convention. 2015 was a co-convention year with the North American Correctional and Criminal Justice Psychology Conference (NACCJPC) which brought 335 addi-

tional delegates (160 of which were students). The NACCJPC had its own convention program, with all of their sessions open to CPA delegates and vice versa. The program included 842 posters and 204 presentations. Innovations for convention 2015 included more access to digital posters, an interactive online scheduler, and a revised convention app that included a searchable convention schedule and abstracts, social media and alert functions, maps and more. Additional highlights included the annual graduate and internship fairs, the fifth annual high school science awards, fun run and an evening of dancing and dessert.



Government Relations, Advocacy and Outreach

Election 2015. With a federal election set for October 19, 2015, the CPA has launched an advocacy campaign <http://www.cpa.ca/Advocacy/2015fedelection> In addition to developing letters and requesting meetings of the political parties, we have developed an e-campaign to facilitate members' contacting their candidates. We also developed a short questionnaire that we sent to the headquarters of each political party asking about investments in mental health services and research funding. Our election webpage has a newsfeed about election coverage as well as profiles the election activities in which CPA and our science and practice alliances are engaged. CPA participated in a Hill Times health platform election event <http://www.hilltimes.com/news/2015/09/10/next-canadian-government-needs-to-take-federal-leadership-on-health-care-issues-say/43338>

Our election messages focus on:

- Overall mental health funding
- Access to psychological services in areas where the Federal Government has direct responsibility
- Increased research funding
- Funding for post-secondary education



Education and Training Highlights

A more fulsome update of Accreditation activities will be reported in the winter issue of Psynopsis by which time our new Registrar will be installed. Over the summer months, accreditation activity has been ably managed by our Accreditation Assistant, Sarah Fletcher in consultation with the Panel Chair, CEO and Dr. Tiessen on Skype from India. Summer activities have included fielding inquiries from health authorities across the country about resourcing internship/residency training, liaising with the Association of Psychology Post-Doctoral and Internship Centres (APPIC) about promoting the mutual recognition agreement on CPA and APA accreditation, and working with the APA on a review and re-affirmation of the First Street Accord on mutual recognition agreement between the APA and CPA on accreditation.

Continuing Professional Development. Fourteen pre-convention workshops were scheduled for the 2015 CPA convention. Four of the 14 (Workshop numbers 1, 9, 12 and 13) were video-recorded for later access through our online learning site <http://www.cpa.ca/Convention/preconventionworkshops> and should be released later this year.



Partnerships and Representation in Science

Canadian Consortium for Research (CCR). CPA's Deputy CEO, Dr. Lisa Votta-Bleeker continues to serve as Chair of the CCR. The CCR will host its 4th annual breakfast with the funders on Wednesday December 9, 2015 at the Head Offices of the CPA. Senior officers of CIHR, SSHRC, NSERC, CFI and Mitacs will be in attendance. Each will share their views and positions on research funding in 2015/16.

The research community remains concerned about the minimal increases made to the granting councils for discovery-based research, as well as the inequity in research funds across the three funding agencies. These issues, along with funding for students and Canada's larger research infrastructure, formed the basis for the CCR's 2016 pre-budget submission and election activities. The CCR sent a questionnaire to the federal parties and will post responses on the CCR's website in advance of the election.

Science Advocacy. Members are encouraged to inform the CPA of issues affecting psychological research in Canada. In the coming months, the CPA will be liaising with NSERC regarding a recent decision to limit the number of times an individual can apply for post-doctoral funding to one. The CPA will also be liaising with CIHR regarding its deadline for applications for Banting Post-Doctoral Fellowships.

The CPA's Deputy CEO continues to send out *PSYience Update*, a newsletter devoted to profiling the activity in which the CPA is engaged on behalf of the discipline and science of psychology.

The CPA continues to liaise with Mitacs to identify means of facilitating connections between psychology graduate students and Mitacs University Business Development Officers so that students can pursue applications to Mitacs Accelerate program – internships involving industry-partners.

Alongside Dr. Wolfgang Linden, Dr. Jean Saint-Aubin, and Dr. Don Saklofske, Dr. Votta-Bleeker presented a Workshop during the CPA's 2015 Convention that focussed on conducting research without funding.



Partnerships and Representation in Practice

Activity June to October 2015. Note that the breadth and depth of this work and activity is significantly enhanced by the work of Meagan Hatch, our Manager of Public Affairs and Communications.

July 2015. House of Commons Standing Committee on Finance Pre-budget Consultations 2014. CPA's submission



focused on increasing caps for psychological services for federal employees; ensuring core research funding for Canada's granting councils; and increased funding for students through scholarships, internships and travel grants <http://www.cpa.ca/docs/File/Government%20Relations/Canadian%20Psychological%20Association's%202015%20pr-e-budget%20submission.pdf>

July 2015. Meeting with the Mental Health Commission of Canada on continuing professional education around recovery-oriented practice

August 2015. Invitation from the External Panel on Options for a Legislative Response to Carter v. Canada to inform their work on physician assisted suicide.

August 2015. Invitation to CPA and its membership to respond to a survey undertaken by the Assembly of First Nations (AFN) and the Health Canada – First Nations and Inuit Health Branch (FNIHB) as they undertake a joint review of the Non-Insured Health Benefits Program (NIHB). This announced in CPA News

August/September 2015. CPA joins the Alliance for a National Seniors Strategy launched by the Canadian Medical Association and the Canadian Association of Social Workers <http://www.demandaplan.ca/about>

September 2015. Meeting with Partners for Mental Health about access to psychological services campaigns

September 2015. Consultation with health authorities in Nova Scotia and Alberta about resourcing and support for psychology internship/residency training

September 2015. Hill Times Election 2015 Health Panel participant <http://www.hilltimes.com/events/pf-2015-health.html>

September 2015. Visit to Vancouver Coastal Health. CPA's CEO presented on CPA practice and science activity and advocacy agendas.

September 2015. Participation in Vancouver leadership exchange convened by the International Initiative for Mental Health Leadership, e-mental health <http://www.iimhl.com/using-joomla/extensions/components/content-component/article-categories/118-iimhl-leadership-exchange-2015-vancouver.html>

Advocacy for enhanced access to psychological services. Following from the findings and recommendations of our access report: An Imperative for Change: Access to Psychological Services for Canadians http://www.cpa.ca/docs/File/Position/An_Imperative_for_Change.pdf as well as our commissioned report on the Efficacy and Effectiveness of Psychological Treatments http://www.cpa.ca/docs/File/Practice/TheEfficacyAndEffectivenessOfPsychologicalTreatments_web.pdf CPA has been working hard to advance access discussions with decision-makers and funders.

In May/June 2015, the Globe and Mail ran an excellent series on gaps in accessing evidence-based care for mental disorders; namely psychological services. This series followed discussion with CPA and a deep dive into the reports commissioned and referenced above. Building on this public awareness, CPA will be partnering with one or more provincial

association to mount a lobby of a provincial government in an effort to redress this gap. The hope is that change in one jurisdiction will incent change in others. CPA invited all provincial associations to partner in this initiative. Five expressed interest and we are in the process of determining in which one or two we are most likely to be successful as a start.

Health Action Lobby (HEAL). Following from the December 2014 release of its consensus paper entitled, *The Canadian Way. Accelerating Innovation and Improving Health System Performance*, HEAL's co-chairs have convened meetings with the PMO's office as well as each of the health critics to discuss the recommendations of the Canadian Way. CPA's CEO continues as co-chair of HEAL and in that capacity joined a panel of medical colleagues convened by the Hill Times to discuss health in the context of the 2015 federal election <http://www.hilltimes.com/events/pf-2015-health.html> In addition, HEAL and its member organizations have issued a number of press releases as well as articles in community newspapers calling on the federal parties to address the recommendations in the Canadian Way. The recommendations include calling on the federal government to develop a federal vision for health care, take on a leadership and collaborative role with provinces and territories, as well as develop a performance framework to guide system improvements, options for financial stability, strategic investments in areas of need (e.g. seniors, access to prescription drugs), and the development of national health system indicators.

Canadian Alliance of Mental Illness and Mental Health (CAMIMH). CAMIMH next meets in October during Mental Illness Awareness Week to convene meetings with government and celebrate its 2015 Faces campaign. For more information go to <http://www.camimh.ca/>

Mental Health Commission of Canada (MHCC). In budget 2015, the federal government announced its intention to renew the mandate of the MHCC. Several of MHCC recent activities include the launch of guidelines for recovery oriented practice, release of a caregiver mobilization toolkit, a report on support for emerging adults, and convening the International Initiative for Mental Health Leadership <http://www.mentalhealthcommission.ca/English/news-update> Dr. Cohen attended the international meeting whose delegates included psychologists from around the world with interest and expertise in mental health leadership. For more information about the leadership exchange go to <http://www.mentalhealthcommission.ca/English/initiatives-and-projects/knowledge-exchange-centre/international-initiative-mental-health-leadership>

Leadership Summit. CPA's Practice Directorate Council is convening a Leadership Summit in February 2016 which will focus on the development of advocacy and leadership skills. To find out about the Summit and opportunities for participation go to <http://www.cpa.ca/practitioners/practicedirectorate/initiatives> or contact executiveoffice@cpa.ca

Karen R. Cohen, chef de la direction; Lisa Votta-Bleeker, directrice générale associée et directrice de la Direction générale de la science; Meagan Hatch, gestionnaire des affaires publiques et des communications; Tyler Stacey-Holmes, gestionnaire du développement et de l'adhésion

Voici une mise à jour des activités entreprises par le personnel et la direction du siège social depuis le compte rendu de l'année 2014-2015 paru dans le numéro d'été de *Psynopsis*. Pour avoir des renseignements supplémentaires sur les activités décrites ici, n'hésitez pas à communiquer avec nous. Nous voulons avoir votre opinion. À moins d'indication contraire, la personne avec laquelle communiquer pour toute question relative aux activités nationales touchant la pratique est Karen Cohen (kcohen@cpa.ca). Lisa Votta-Bleeker dirige nos activités relatives à la science (lvottableeker@cpa.ca). Pour plus d'informations sur l'agrément et la formation continue, écrivez à accreditation@cpa.ca. Meagan Hatch est responsable des affaires publiques, des relations gouvernementales et de la représentation (mhatch@cpa.ca). Pour plus d'informations sur l'adhésion, communiquez avec Tyler Stacey-Holmes (styler@cpa.ca).



Effectif

Depuis notre dernière mise à jour, la composition de l'effectif du siège social a changé.

Quelques membres du personnel de la SCP ont démissionné en 2014-2015 pour profiter d'autres possibilités d'emploi qui se sont présentées à eux. Comme nous l'avons annoncé précédemment, la D^{re} Melissa Tiessen (registraire de l'agrément et directrice de la Direction générale de l'éducation) a démissionné en juillet. Le D^r Stewart Madon se joindra à la SCP en octobre. Le D^r Madon occupera le poste de registraire de l'agrément et agent d'éthique. En septembre, nous avons dit au revoir à Mme Amy Barnard (gestionnaire, Direction générale de la pratique) et à M. Kevin McCann (gestionnaire, Systèmes informatiques et administration). À l'automne, la SCP transférera ses bases de données et ses systèmes à un fournisseur de service externe. Cette décision a été prise à la suite d'un vaste processus de consultation et d'examen, et, selon toutes nos prévisions, les activités internes de la SCP, ainsi que celles des membres et des sections, qui auront dorénavant accès aux bases de données et aux systèmes, seront grandement améliorées. Lorsque le conseil d'administration se réunira en novembre, il examinera les recommandations issues de l'examen de la gouvernance qu'il a commandé en juin. Les autres décisions en matière de recrutement seront suspendues, jusqu'à ce que le conseil d'administration ait terminé son analyse.

La SCP est très reconnaissante du travail acharné de son personnel et des importantes contributions qu'il lui apporte, mais elle encourage aussi ses employés à saisir les possibilités de carrière et de développement personnel qui se présentent à eux.

Transfert et échange de connaissances

Appel d'articles — *Psynopsis*. Le numéro d'hiver 2016 de *Psynopsis* – le magazine des psychologues du Canada – est consacré à la santé mentale, à l'itinérance et au logement, et traitera plus précisément des facteurs biopsychosociaux complexes qui font qu'une personne se retrouve dans une situation d'itinérance, et en sort. La directrice générale associée de la SCP, la D^{re} Lisa Votta-Bleeker, est la rédactrice en chef invitée de ce numéro. Nous invitons les chercheurs et les praticiens à soumettre des articles, qui explorent cette question selon différents points de vue, notamment : comprendre les problèmes auxquels font face les personnes itinérantes ou à risque de le devenir; prévention de l'itinérance; recherche de solutions efficaces en matière de logement, d'adaptation et d'emploi; évaluation; accroissement de l'accès aux psychologues et aux services; moyens novateurs pour rationaliser les systèmes et la prestation de services. Envoyez votre texte (de 400 à 900 mots) au directeur des services de rédaction, Tyler Stacey-Holmes (styler@cpa.ca). La date d'échéance pour soumettre un article est le 1^{er} décembre 2015. Veuillez noter que les textes peuvent être modifiés avec le consentement de l'auteur. Si vous avez des idées de thèmes pour les prochains numéros de *Psynopsis*, veuillez écrire à la rédactrice en chef de *Psynopsis*, la D^{re} Karen Cohen (kcohen@cpa.ca). *Psynopsis* est un moyen particulièrement utile pour le transfert et la mise en application des connaissances, et pour la défense des intérêts des psychologues. Nous attendons vos propositions d'article!

Sondage sur les diplômés en psychologie au Canada. Les participants du Sommet sur l'offre, le besoin et la demande de psychologues au Canada organisé en 2013 par la SCP ont été mis au fait des lacunes sur le plan des connaissances causées par l'abandon de certaines enquêtes majeures menées par Statistique Canada (collecte de données par l'intermédiaire du Système d'information sur le personnel d'enseignement dans les universités et les collèges, l'Enquête auprès des titulaires d'un doctorat et le questionnaire détaillé obligatoire du recensement). Pour donner suite au besoin clairement exprimé de recueillir des données sur les diplômés en psychologie au Canada et s'attaquer à ces lacunes, la SCP a, en 2014-2015, élaboré un sondage à cette fin. La SCP a discuté avec l'American Psychological Association (APA) et a obtenu la permission d'utiliser et de réviser l'enquête de l'APA sur la situation professionnelle des titulaires d'un doctorat afin d'adapter celle-ci au contexte canadien. Le sondage a été conçu pour produire un ensemble minimal de données, ainsi qu'un petit nombre de questions obligatoires. Le sondage a été lancé en avril 2015 et prendra fin en décembre 2015. Quiconque, au Canada, a déjà obtenu une maîtrise ou un doctorat dans n'importe quel champ de la psychologie est invité à y répondre <http://web2.cpa.ca/membersurveys/index.php/surveys/publiclist?lang=fr>. Jusqu'à présent, plus de 4 400 personnes ont rempli le sondage. Si vous n'avez pas déjà rempli le questionnaire, veuillez prendre un moment pour le faire; vous serez alors admissible au tirage d'une autre série de superbes prix!



Sommet sur la mobilisation du savoir. Le jeudi 12 novembre 2015, la SCP sera l'hôte d'un sommet d'une journée sur la mobilisation du savoir. L'organisation de ce sommet émane directement des commentaires transmis par les membres, qui s'inquiètent de ne pas connaître ce que recherchent les bailleurs de fonds en ce qui a trait au volet de la mobilisation du savoir requis par les subventions. Pour donner suite à ces préoccupations, nous avons invité des représentants des Instituts de recherche en santé du Canada (IRSC), du Conseil de recherches en sciences humaines (CRSH), du Conseil de recherches en sciences naturelles et en génie (CRSNG) et des Réseaux de centres d'excellence (RCE), qui ont accepté de venir présenter le point de vue du « bailleur de fonds »; nous pourrions également compter sur la présence de conférenciers reconnus, qui ont déjà mis en œuvre des plans de mobilisation du savoir. C'est un événement à ne pas manquer. L'événement est gratuit, mais les places sont limitées. Pour vous inscrire, veuillez remplir le formulaire d'inscription, qui se trouve à l'adresse http://www.cpa.ca/docs/File/News/2015/RegistrationForm_KM_Summit2015_Final.pdf.

Congrès de 2015. Le congrès de la SCP de 2015 s'est tenu à Ottawa, du 4 au 6 juin <http://www.cpa.ca/Congres/>. Au total, 1 372 délégués, dont 798 étudiants, y ont participé. Il se tenait de concert avec la Conférence nord-américaine de psychologie de la justice pénale et criminelle (CNAP JPC), qui a attiré 333 délégués supplémentaires, dont 160 étudiants. La CNAP JPC avait sa propre programmation; toutes ses séances étaient ouvertes aux délégués de la SCP, et vice versa. Elle avait, au programme de cette année, 842 affiches et 204 présentations. Nous avons introduit certaines innovations au congrès de 2015, notamment : un plus grand accès aux présentations par affiches numériques, un calendrier personnel virtuel en ligne et une nouvelle application mobile, donnant accès à l'horaire du congrès et au livre des résumés, à une fonctionnalité d'alerte et des liens vers les médias sociaux, à des cartes, et plus encore. D'autres activités intéressantes ont ponctué le congrès, notamment le Salon des diplômés et le Salon des internats, la cinquième édition des Prix scientifiques annuels pour les élèves du secondaire, la course amicale, ainsi que la soirée de danse et le buffet dessert qui était offert aux délégués.



Relations gouvernementales, représentation et sensibilisation

Élections de 2015. Pour se préparer aux élections fédérales qui se tiendront le 19 octobre 2015, la SCP a lancé une campagne de sensibilisation <http://www.cpa.ca/Advocacy/2015fedelection>. En plus de rédiger des lettres et de solliciter des rencontres avec les partis politiques, nous avons mis en place une campagne électronique afin de faciliter les contacts des membres avec leurs candidats. Nous avons aussi élaboré un court questionnaire, que nous avons envoyé au bureau de cha-

un des partis politiques, afin de savoir s'ils prévoient, dans leur programme électoral, des investissements dans les services de santé mentale et dans le financement de la recherche. La page de notre site Web consacrée aux élections est alimentée par un fil d'actualités, qui présente la couverture médiatique des élections, ainsi que les activités auxquelles participent la SCP et les directions générales de la science et la pratique dans le cadre de la campagne électorale. La SCP a participé à l'activité électorale « Platform 2015 on Health » organisée par le Hill Times <http://www.hilltimes.com/news/2015/09/10/next-canadian-government-needs-to-take-federal-leadership-on-health-care-issues-say/43338>.

Les messages que nous voulons passer pendant la campagne portent sur les sujets suivants :

- Le financement global de la santé mentale
- L'accès aux services psychologiques dans les domaines où le gouvernement fédéral a une responsabilité directe
- L'augmentation du financement de la recherche
- Le financement de l'enseignement postsecondaire



Faits saillants de l'éducation et de la formation

Une mise à jour plus complète des activités liées à l'agrément sera fournie dans le numéro d'hiver de *Psynopsis*, au moment où notre nouveau registraire aura pris ses fonctions. Au cours des mois d'été, les activités du bureau d'agrément ont été menées avec compétence par notre adjointe à l'agrément, Sarah Fletcher, en collaboration avec la présidente du Jury d'agrément, la chef de la direction et la D^{re} Tiessen via Skype, depuis l'Inde. Cet été, le bureau d'agrément a répondu à des questions de la part de différentes autorités de la santé du pays au sujet des ressources mises à la disposition des internats et des résidences, a pris contact avec l'Association of Psychology Postdoctoral and Internship Centers (APPIC) pour faire la promotion de la reconnaissance mutuelle de l'agrément par la SCP et l'APA et a travaillé avec l'APA à l'examen et à la reconfirmation du *First Street Accord*, la déclaration de reconnaissance mutuelle sur l'agrément conclue entre la SCP et l'APA.

Cours de perfectionnement professionnel. Quatorze ateliers précongrès étaient prévus au congrès de la SCP de 2015. Quatre d'entre eux (ateliers numéro 1, 9, 12 et 13) ont été enregistrés sur vidéo et seront accessibles plus tard cette année sur notre site d'apprentissage en ligne <http://www.cpa.ca/Congres/ateliersprecongres/>.



Partenariats et représentation en science

Consortium canadien pour la recherche (CCR). La directrice générale associée de la SCP, la D^{re} Lisa Votta-Bleeker, oc-

cupe toujours la fonction de présidente du CCR. Le mercredi 9 décembre 2015, le CCR tiendra le quatrième petit-déjeuner annuel avec les bailleurs de fonds au siège social de la SCP. Des cadres supérieurs des IRSC, du CRSH, du CRSNG, de la Fondation canadienne pour l'innovation (FCI) et de Mitacs y seront. Chacun d'eux fera part de son point de vue et de sa position sur le financement de la recherche en 2015-2016.

Le milieu de la recherche demeure préoccupé par les faibles hausses accordées aux organismes subventionnaires pour financer la recherche axée sur la découverte, et par l'inégalité de la répartition des fonds de recherche dans les trois conseils subventionnaires. En plus de ces préoccupations, le financement des étudiants et la situation de l'infrastructure de recherche au Canada sont les sujets principaux de la présentation du CCR dans le cadre des consultations prébudgétaires de 2016 et des activités reliées aux élections. Le CCR a envoyé un questionnaire aux partis politiques fédéraux et publiera sur son site Web, avant le jour du scrutin, les réponses reçues.

Représentation au nom de la science. Les membres sont encouragés à informer la SCP de toute question qui concerne la recherche en psychologie au Canada. Dans les mois à venir, la SCP entrera en contact avec le CRSNG afin de discuter d'une décision, prise récemment, limitant à une seule le nombre de demandes de bourse postdoctorale qu'un chercheur est autorisé à présenter. La SCP prendra également contact avec les IRSC afin de discuter de la date limite de présentation des demandes de bourse postdoctorale Banting.

La directrice générale associée de la SCP continue d'envoyer *PSYence Update*, un bulletin trimestriel qui décrit les activités dans lesquelles est engagée la SCP au nom de la psychologie en tant que science.

La SCP continue de travailler en liaison avec Mitacs afin de trouver des moyens de faciliter les contacts entre les étudiants diplômés en psychologie et les spécialistes du développement des affaires de Mitacs dans les universités, de sorte que les étudiants puissent présenter des demandes au programme Mitacs Accélération, qui offre des stages faisant appel à des partenaires de l'industrie.

Aux côtés des D^{rs} Wolfgang Linden, Jean Saint-Aubin et Don Saklofske, la D^{re} Votta-Bleeker a présenté un atelier au dernier congrès de la SCP, qui portait sur la réalisation de recherches non financées.



Partenariats et représentation au nom de la pratique

Activités menées entre juin et octobre 2015. Nous tenons à mentionner que, sans le travail compétent de Meagan Hatch, notre gestionnaire des affaires publiques et des communications, nous n'aurions pu effectuer un travail et des activités de cette ampleur et de cette profondeur.

Juillet 2015. Présentation au Comité permanent des finances de la Chambre des communes dans le cadre des consultations prébudgétaires de 2014. Dans sa présentation, la SCP faisait va-

loir l'importance de hausser les plafonds imposés aux employés fédéraux pour le remboursement des services des psychologues, d'assurer le financement de base de la recherche par l'entremise des conseils subventionnaires et de financer davantage les étudiants, avec des bourses d'études, des stages et des bourses de voyage. <http://www.cpa.ca/docs/File/Government%20Relations/Canadian%20Psychological%20Association's%202015%20pre-budget%20submission.pdf>

Juillet 2015. Rencontre avec la Commission de la santé mentale du Canada pour discuter de l'enseignement professionnel continu sur la pratique axée sur le rétablissement.

Août 2015. Invitation du comité externe chargé d'examiner des options pour une réponse législative à l'affaire *Carter c. Canada* afin d'orienter son travail sur le suicide médicalement assisté.

Août 2015. Invitation lancée à la SCP et à ses membres à la suite d'un sondage entrepris par l'Assemblée des Premières Nations (APN) et la Direction générale de la santé des Premières nations et des Inuits (DGSPNI) de Santé Canada, au cours de l'examen conjoint du Programme des services de santé non assurés (SSNA). Annoncé dans les Nouvelles de la SCP.

Août/septembre 2015. La SCP rejoint l'Alliance pour une stratégie nationale sur les aînés, mise sur pied par l'Association médicale canadienne et l'Association canadienne des travailleuses et travailleurs sociaux. http://www.exigeonsunplan.ca/une_strategie_nationale_pour_les_aines/

Septembre 2015. Rencontre avec Partenaires pour la santé mentale afin de discuter des campagnes sur l'accès aux services psychologiques.

Consultation auprès des autorités de la santé de la Nouvelle-Écosse et de l'Alberta au sujet des ressources et du soutien destinés aux internats et aux résidences en psychologie.

Septembre 2015. Participation à l'activité électorale « Platform 2015 on Health » organisée par le Hill Times Hill. <http://www.hilltimes.com/events/pf-2015-health.html>

Septembre 2015. Visite à la Vancouver Coastal Health. Le chef de la direction de la SCP a fait une présentation sur les activités de la SCP en lien avec la pratique et la recherche scientifique, et son programme d'activités de représentation.

Septembre 2015. Participation à un échange sur le leadership tenu à Vancouver, convoqué par l'Initiative internationale sur le leadership en matière de santé mentale, sur le thème de la cybersanté mentale. <http://www.iimhl.com/using-joomla/extensions/components/content-component/article-categories/118-iimhl-leadership-exchange-2015-vancouver.html>

Représentation pour l'amélioration de l'accès aux services psychologiques. Pour donner suite aux constatations et aux recommandations issues de notre rapport sur l'accès aux services psychologiques, intitulé *An Imperative for Change: Access to Psychological Services for Canadians* http://www.cpa.ca/docs/File/Position/An_Imperative_for_Change.pdf, et à celles du rapport que nous avons commandé sur l'efficacité et l'efficacités des traitements psychologiques <http://www.cpa.ca/docs/File/Practice/TheEfficacyAndEffect>



[ivenessOfPsychologicalTreatments_web.pdf](#), la SCP a travaillé activement à faire progresser les discussions à cet égard avec les décideurs et les bailleurs de fonds.

En mai et juin 2015, le *Globe and Mail* a publié une série d'articles intéressants sur les lacunes au chapitre de l'accès aux soins fondés sur des données probantes pour traiter les troubles mentaux, notamment les services psychologiques. Cette série donnait suite à une discussion avec la SCP et une lecture approfondie des rapports commandés par la SCP, dont il est question ci-dessus. En misant sur la sensibilisation du public générée par les articles du *Globe and Mail*, la SCP s'associera à une ou à plusieurs associations provinciales dans le but de créer un lobby qui exercera des pressions sur le gouvernement provincial afin de corriger ces lacunes. Nous espérons que les changements apportés dans une province ou un territoire inciteront les autres à faire de même. La SCP a invité toutes les associations provinciales à prendre part à cette initiative. Cinq d'entre elles se sont dites intéressées; nous voulons, pour commencer, choisir une ou deux associations avec lesquelles nous aurons plus de chance d'atteindre notre objectif.

Groupe d'intervention action santé (GIAS). À la suite de la publication, en décembre 2014, de sa déclaration de consensus intitulée *Le modèle canadien : Accélérer l'innovation et améliorer le rendement du système de santé*, le GIAS et ses coprésidents ont organisé des réunions avec le cabinet du premier ministre et avec chaque porte-parole en matière de santé, afin de discuter des recommandations formulées dans le *Modèle canadien*. En tant que coprésidente du GIAS, la chef de la direction s'est jointe à un groupe de collègues médecins invités par le *Hill Times* pour discuter de la santé dans le contexte de l'élection fédérale de 2015 <http://www.hilltimes.com/events/pf-2015-health.html>. En outre, le GIAS et ses organisations membres ont publié des communiqués de presse ainsi que des articles dans les journaux communautaires, demandant aux partis fédéraux d'étudier les recommandations proposées dans *Le modèle canadien*. Dans sa déclaration de consensus, le GIAS recommande de demander au gouvernement fédéral d'élaborer la vision fédérale des soins de santé, d'assumer un rôle de leadership auprès des provinces et des territoires, dans une optique

de collaboration, et de concevoir un cadre de rendement pour orienter les améliorations à apporter au système, les options à envisager pour assurer la stabilité financière, la réalisation d'investissements stratégiques dans les domaines qui en ont besoin (p. ex. personnes âgées, accès aux médicaments d'ordonnance) et l'élaboration d'indicateurs nationaux du rendement du système de santé.

Alliance canadienne pour la maladie mentale et la santé mentale (ACMMSM). L'ACMMSM se réunira en octobre pendant la Semaine de sensibilisation aux maladies mentales afin de tenir des rencontres avec le gouvernement et de célébrer les « Visages de la maladie mentale » de 2015. Pour en savoir plus, rendez-vous à l'adresse <http://www.camimh.ca/>.

Commission de la santé mentale du Canada (CSMC). Dans le budget de 2015, le gouvernement fédéral a annoncé son intention de renouveler le mandat de la CSMC. Les plus récentes activités menées par la CSMC sont les suivantes : lancement du Guide de référence pour des pratiques axées sur le rétablissement, dévoilement de la Trousse de mobilisation à l'intention des proches aidants et tenue de l'Initiative internationale sur le leadership en matière de santé mentale <http://www.mentalhealthcommission.ca/Francais/news-update>. La D^{re} Cohen a assisté à la réunion internationale, à laquelle ont participé des psychologues de partout dans le monde, qui s'intéressent au leadership en santé mentale et ont de l'expérience à ce chapitre. Pour plus d'information sur les jumelages de leadership, rendez-vous à l'adresse <http://www.mentalhealthcommission.ca/Francais/iimhl>.

Sommet sur le leadership. Le conseil d'administration de la Direction générale de la pratique de la SCP organise un Sommet sur le leadership, qui se tiendra en février 2016. Le sommet portera sur le développement des compétences en représentation et en leadership. Pour avoir de l'information sur le sommet et sur les possibilités de participation, visitez le www.cpa.ca/praticiens/generalepratique/initiatives/ ou écrivez à executiveoffice@cpa.ca.



La psychologie sur la sellette...

Vous avez reçu une subvention, une bourse ou une chaire de recherche? Vous avez instauré une pratique novatrice, obtenu des résultats de recherche importants, reçu un prix? Nous voulons le savoir! Faites-nous parvenir un article d'au plus 900 mots, dans lequel vous décrivez vos réalisations, et nous le publierons dans une nouvelle rubrique de Psynopsis, appelée La psychologie sur la sellette. Pour en savoir plus, communiquez avec Tyler Stacey-Holmes, à l'adresse publicrelations@cpa.ca.



Psychology needs your input!

Since April 23, 2015, CPA has collected over **4,400 responses** to the Canadian Psychology Graduate Survey! If you have already responded, thank you so much for your input!

Every day we get a bit closer to obtaining a complete census of all psychology graduates across the country. But – we still need your help to fill a major data gap left by the cancellation of various Statistics Canada surveys! The survey will remain open until December 1, 2015.

What you can do:

If you have not yet responded – please do so now! The survey will only take 10-15 minutes of your time, but will provide the discipline of psychology with critically important information about your educational and workforce history. If you have EVER completed a terminal master's or doctoral degree (even if it was in 1945!), in ANY field of psychology, have trained or worked (or both) in Canada, and are no longer enrolled as a student, you are eligible to take part.

www.cpa.ca/PGS

Whether or not you have responded – please help us reach even more CPA members and non-members alike, as the more people who complete the survey, the more powerful the results. Please forward this message to any of your friends and colleagues – let's not leave any psychology master's or doctoral graduate out.

As a thank you for your participation, we will be holding **MULTIPLE PRIZE DRAWS**.

Anyone who completes the survey by 12pm midnight (PST) October 30, 2015, will be eligible to enter their name in a draw for a \$200 Air Canada gift card and a \$100 Chapters gift card.

Anyone who completes the survey by 12pm midnight (PST) November 30, 2015 will be eligible to enter their name in a draw for a \$100 Air Canada gift card and a \$100 Chapters gift card.

On December 2, 2015, all respondents who completed the survey since it opened in April will have their name entered to win the grand prize: an iPad mini!

**From one psychology graduate to another
– thank you for your participation!**

More details about the survey are available on the PGS Website (www.cpa.ca/PGS). Please note that a paper copy of the survey is also available from the PGS Website site or by contacting psychgradsurvey@cpa.ca.

La psychologie a besoin de vous!

Depuis le 23 avril 2015, plus de **4 400** personnes ont répondu au Sondage de la SCP sur les diplômés en psychologie au Canada. Si êtes l'une d'elles, un grand merci pour vos commentaires!

Chaque jour, nous approchons de notre but, à savoir faire le recensement complet de tous les diplômés en psychologie du pays. Mais... Nous avons encore besoin de votre aide pour combler les graves lacunes statistiques laissées par l'annulation de différentes enquêtes de Statistique Canada. Le sondage reste ouvert jusqu'au 1^{er} décembre 2015.

Ce que vous pouvez faire :

Si vous n'avez pas encore répondu au sondage, veuillez le faire maintenant! Même si le questionnaire ne prend que 10 à 15 minutes à remplir, il fournira à la discipline de la psychologie des renseignements essentiels sur vos antécédents scolaires et professionnels. Si vous DÉTENEZ une maîtrise ou un doctorat (même si cela remonte à 1945!) dans N'IMPORTE QUEL champ de la psychologie, et avez suivi votre formation ou travaillé (ou les deux) au Canada, vous êtes admissible au sondage.

www.cpa.ca/PGSfr/

Que vous ayez ou non répondu au sondage, nous vous demandons de nous aider à rejoindre encore plus de membres de la SCP et de non-membres, car plus les réponses au sondage sont nombreuses, plus les résultats sont représentatifs. Veuillez transmettre ce message à vos collègues et amis – n'excluons aucun titulaire d'une maîtrise ou d'un doctorat en psychologie.

En guise de récompense pour votre participation, nous ferons **TIRER PLUSIEURS PRIX**.

Toutes les personnes qui rempliront le sondage avant minuit (HNP) le 30 octobre 2015 seront admissibles au tirage d'une carte-cadeau d'Air Canada d'une valeur de 200 \$ et d'une carte-cadeau de Chapter's d'une valeur de 100 \$.

Toutes les personnes qui rempliront le sondage avant minuit (HNP) le 30 novembre 2015 seront admissibles au tirage d'une carte-cadeau d'Air Canada d'une valeur de 100 \$ et d'une carte-cadeau de Chapter's d'une valeur de 100 \$.

Le 2 décembre 2015, toutes les personnes qui ont rempli le sondage depuis son lancement, en avril dernier, seront admissibles à notre grand prix : un iPad mini!

**D'un diplômé en psychologie à un autre
– merci de votre participation!**

Vous trouverez des renseignements supplémentaires sur le site Web du sondage (www.cpa.ca/PGSfr/). Veuillez noter qu'une copie papier du sondage est également disponible sur le site du sondage; vous pouvez également écrire à psychgradsurvey@cpa.ca pour vous en procurer une.



CALL FOR NOMINATIONS FOR ELECTION TO THE STATUS OF FELLOW OF THE CANADIAN PSYCHOLOGICAL ASSOCIATION 2016

The Committee on Fellows invites you to recognize the distinguished contributions of your colleagues by nominating them for consideration by the Committee. Nominees must be Members in good standing of the Association.

Any Member, except current members of the CPA Board of Directors, can be nominated for Fellow status. Members may not nominate themselves and current CPA Board members may not nominate. As noted in the By-Laws, there are three ways to achieve Fellow status: (1) distinguished contributions to the advancement of the science of psychology; (2) distinguished contributions to the advancement of the profession of psychology; and (3) exceptional service to national or provincial associations of psychologists.

Nominations must be made as follows:

- Nominations must include a current curriculum vitae for the nominee and **at least three endorsing letters** written in the last calendar year by current Fellows or Members. Preferably, the letters should be authored by members/fellows from three different institutions, with no more than one coming from the nominee's home institution.
- The letters should be specific about the ways in which the nominee's research or practice has contributed to the advancement of the science or profession of psychology or as to ways the person's service to national or provincial associations of psychologists have been exceptional. In the case of nominations based upon accomplishments other than published theory or research, the specific innovative

contributions and their impact on psychology should be described.

- The letters of nomination should point out evidence of the quality of journals in which the nominee has published, awards received, etc. In the case of nominations based upon exceptional service to national or provincial associations of psychologists, the letters of nomination should point the nature of the associations (e.g., nature of the associations, number of members, services they provide).
- Normally, the nominee should have completed his or her post-secondary training 10 years prior to being nominated for Fellow status. Someone with less than 10 years experience following graduation, but more than 5 years of experience, could be elected Fellow if his or her contributions or services have been found by the Committee to be truly exceptional.

Nominations must be submitted preferably by email (in PDF format) **by NOVEMBER 30**, and must be accompanied by the nominee's curriculum vitae/resume, together with **supporting statements by at least three nominators**, to:

governance@cpa.ca

Chair, CPA Committee on Fellows and Awards
Canadian Psychological Association

141, Laurier Ave. West, Suite 702, Ottawa, Ontario K1P 5J3
The list of CPA Fellows is available on the CPA Web Site at:
<http://www.cpa.ca/aboutcpa/cpaawards/fellows/>

2016 Elections for the CPA Board of Directors

Voting procedures have changed. CPA received its certificate of continuance under the new CNCA (Canada Not-for-profit Corporations Act) governing not-for-profit organizations in 2013/14 and the association's by-laws were revised accordingly and fully adopted by the membership.

Under the new by-laws, CPA Head Office cannot issue a call for nominations to its Board any earlier than 65 days before an Annual General Meeting (AGM) and candidates for election cannot be nominated any later than 30 days before an AGM.

This change in procedure means that an election call will not be issued in the fall as is the custom. The call will be issued 65 days before the AGM and a call for an advance vote will be issued 29 days before the AGM. Advance voting will occur much like it has in the past. Procedures are being developed for voting at the AGM, as is required by the new by-laws.

In 2016, a call will be issued for the following 7 positions:

- President-Elect
- Scientist
- Scientist-Practitioner
- At-large
- At-large reserved for a Francophone
- At-large reserved for a Masters level member
- Director representing the Council of Canadian Departments of Psychology (CCDP)

Please take this opportunity to speak with colleagues and friends over the next few months about running for a seat on the CPA Board of Directors. Your association needs you – membership engagement makes for a strong and successful organization!

APPEL DE PRÉSENTATION DE MISE EN CANDIDATURE POUR LE TITRE DE FELLOW DE LA SOCIÉTÉ CANADIENNE DE PSYCHOLOGIE POUR 2016

Le Comité des fellows vous invite à souligner la contribution de vos collègues en lui présentant leur candidature. Les candidats doivent être membres en règle de la Société.

Tous les membres, sauf les membres actuels du Conseil d'administration de la SCP, peuvent être mis en candidature au titre de fellow. Les membres ne peuvent pas se mettre eux-mêmes en candidature et les membres du Conseil d'administration actuels ne peuvent pas proposer de candidature. Comme il est indiqué dans le règlement, il y a trois façons d'obtenir le statut de fellow : 1) une contribution éclatante au développement scientifique de la psychologie; 2) une contribution éclatante au développement professionnel de la psychologie; et 3) un service exceptionnel aux associations nationales ou provinciales de psychologues.

Les mises en candidature doivent être faites de la façon suivante :

- Les mises en candidature doivent inclure le curriculum vitae à jour de la personne en nomination et **au moins trois lettres d'appui** rédigées au cours de la dernière année civile par des fellows ou des membres actuels. Préférentiellement, les personnes qui font les mises en candidature devraient provenir de trois organismes différents, un seul au plus venant du même organisme que celui de la personne mise en candidature.
- Les lettres de mise en candidature doivent être précises quant aux façons dont la recherche ou la pratique de la personne en nomination a contribué au développement scientifique ou professionnel de la psychologie ou aux façons dont le service de la personne à son association nationale ou provinciale de psychologues a été exceptionnel. Dans le cas de mises en candidature fondées sur des réalisations

autres que de la théorie ou de la recherche publiée, les contributions novatrices précises et leur incidence sur la psychologie devraient être décrites.

- Les lettres de mise en candidature devraient mettre en valeur la qualité des revues où la personne en nomination a publié, les prix qu'elle a reçus, etc. Dans le cas d'une mise en candidature fondée sur un service exceptionnel à son association nationale ou provinciale de psychologues, les lettres de mise en candidature devraient souligner la nature des associations (p. ex. la nature des associations, le nombre de membres, les services fournis, etc.).
- Normalement, la personne mise en candidature devrait avoir terminé sa formation post-secondaire dix ans avant sa mise en candidature au titre de fellow. Une personne possédant moins de dix ans d'expérience après avoir obtenu son diplôme, mais plus de cinq années d'expériences, pourrait être élue fellow si sa contribution ou son service a été trouvé vraiment exceptionnel par le Comité.

Les mises en candidature doivent parvenir préférentiellement par courriel (en format PDF) au plus tard **LE 30 NOVEMBRE** et doivent être accompagnées du curriculum vitae du candidat ou de la candidate et **au moins trois lettres d'appui** à l'adresse suivante :

governance@cpa.ca

Président du Comité des fellows et des prix
Société canadienne de psychologie

141 avenue Laurier ouest, bureau 702, Ottawa, Ontario K1P 5J3
Veuillez consulter la liste des fellows actuels sur notre site web:
<http://www.cpa.ca/aproposdelascp/prixdelascp/fellows/>

Élection des membres du conseil d'administration de la SCP – AGA de 2016

La procédure de vote a changé. La SCP a reçu son certificat de prorogation en vertu de la nouvelle Loi BNL (Loi canadienne sur les organisations à but non lucratif), qui régit les organismes sans but lucratif. Les règlements généraux de l'association ont été modifiés en conséquence et adoptés en 2013 par les membres.

En vertu des nouveaux règlements, l'appel de mises en candidature aux postes du conseil d'administration ne peut être lancé par le siège social de la SCP que dans les 65 jours précédant la tenue de l'assemblée générale annuelle (AGA), et pas avant, et les candidats à l'élection doivent être mis en candidature dans les 30 jours précédant la tenue de l'AGA, et pas avant.

Par conséquent, compte tenu de cette nouvelle procédure, l'élection ne sera pas déclenchée à l'automne, comme le voulait la coutume. L'appel de mises en candidature sera publié 65 jours avant l'AGA et l'annonce du vote par anticipation sera publiée 29 jours avant l'AGA. Le vote par anticipation se fera sensiblement comme dans le passé. Les procédures relatives au

déroulement du scrutin qui se tiendra à l'AGA sont en cours d'élaboration comme l'exigent les nouveaux règlements.

En 2016, sept postes seront vacants :

- Président désigné
- Administrateur – scientifique
- Administrateur – scientifique-praticien
- Administrateur non désigné
- Administrateur non désigné représentant les francophones
- Administrateur non désigné représentant les psychologues au niveau de la maîtrise
- Représentant du Conseil canadien des départements de psychologie (CCDP)

Nous vous invitons donc à encourager vos collègues et vos amis, au cours des prochains mois, à envisager de siéger au conseil d'administration de la SCP. Votre association a besoin de vous. Le dynamisme et la réussite de l'organisation dépendent de l'engagement de ses membres!



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

The Ethical Imperative of Self-Care

The Canadian Psychological Association's *Canadian Code of Ethics for Psychologists*,ⁱ refers to the ethical importance of self-care. In adhering to the Principle of Responsible Caring, under the subheading of competence and self-knowledge, the *Code* states that psychologists would "engage in self-care activities that help to avoid conditions (e.g., burnout, addictions) that could result in impaired judgment and interfere with their ability to benefit and not harm others" (II.12). Furthermore, it directs psychologists to "seek appropriate help and/or discontinue scientific or professional activity for an appropriate period of time, if a physical or psychological condition reduces their ability to benefit and not harm others" (II.11). Stated otherwise, it is essential for psychologists, including psychologists-in-training, to take appropriate steps to maintain individual well-being in order to be able to engage ethically in their activities with others.

Given their profession, one might assume that psychologists are more aware of the importance of self-care and exemplify good mental health. However, a review of the research suggests that psychologists are prone to burnout, and subsequent impairment in their roles.ⁱⁱ Although varying across studies, findings indicate that more than half of psychologists report emotional exhaustion and depressed mood, with upwards of 40% reporting suicidal thoughts, and a minority reporting substance abuse, at some time during their career.ⁱⁱ Furthermore, while 85% of psychologists in one survey believed it was unethical to work when they were overly distressed, 60% of them had done so.ⁱⁱⁱ A clear need for greater self-care is not restricted to clinicians. High rates of burnout are also reported amongst university faculty, with professors who supervise larger numbers of graduate students reporting greater emotional exhaustion than those who supervise smaller numbers.^{iv} Thus, psychology graduate students are likely to train with and learn from psychologists who may be struggling to engage in adequate self-care themselves. Indeed, psychology graduate students also struggle with high levels of stress that interfere with their professional functioning and personal well-being.^{v,vi,vii,viii} Commonly cited stressors include academic responsibilities, finances/debt, anxiety, and poor school-life balance.^{vi}

Opportunities for Fostering Self-Care

In their review of impairment amongst psychologists, Smith & Mossⁱⁱ highlight the importance of preventing burnout by addressing the issue during graduate training. Previous research suggests that the more knowledge psychologists have about



burnout prevention techniques, the stronger they report believing it is unethical to practice while impaired.^{ix} This supports the importance of fostering the development of appropriate self-care strategies within graduate psychology programs. However, the vast majority of psychology training programs reportedly offer only a single opportunity that focuses on fostering self-care (e.g., as part of one course).^x Very few programs integrate an ongoing emphasis on self-care throughout the graduate programming. Perhaps of greater concern is that more than half of psychology graduate students do not believe that their program encourages or promotes self-care.^{xi} So, what can be done?

Several strategies have been suggested for engendering a culture of self-care within the profession and graduate training programs. These include the development by graduate programs of peer support groups that foster a sense of community, open dialogue amongst faculty and students about the challenges of adequate self-care, and faculty members modeling good self-care.^{vii,xii} Such self-care includes exercise, adequate sleep, healthy eating, and leisure activities that do not have a connection to work or school, such as a regular vacation and engaging in activities unrelated to the profession.^{ii,viii} Research has shown that graduate students are more likely to engage in self-care activities when they believe that their mentors support their self-care strategy.^{xiii} It has also been suggested that programs integrate self-care opportunities into student schedules and maintain flexibility over how students meet academic and training requirements^{xiii}. Indeed, increased perceived control over one's work environment and activities appears particularly important for students and psychologists in preventing burnout.ⁱⁱ Benefit has also been shown from student participation in formal graduate course offerings such as mindfulness-based classes.^{xiv}

By including discussions of self-care from the moment of first orientation for new graduate students and throughout their courses and clinical training opportunities, students are more likely to receive the message that self-care is an essential ongoing part of the profession. Furthermore, self-care should not be seen as an extra or bonus activity that occurs only when or if there is time, and students should be helped to understand the importance of learning one's own early signs of burnout.



Case Discussion*

“You are a graduate student whose research supervisor has high expectations of the members of her lab. There seems to be an ‘unwritten rule’ that graduate students may not decline work (paid or unpaid) that is assigned by the supervisor. However, your physical and psychological health has been declining due to lack of sleep and what you believe is an unreasonable workload. You believe you cannot take the pressure much longer, but you need your supervisor to provide you with a reference letter, and if you complain you would be perceived as incompetent or lazy.” (*Case #22 reprinted from Pettifor, J.L., McCarron, M.C.E., Schoepp, G., Stark, C., & Stewart, D. (2010). *Resource guide for psychologists: Ethical supervision in teaching, research, practice, and administration*. Ottawa, ON: Canadian Psychological Association.)

What options are open to the student? What can the supervisor do to encourage adequate self-care by the student? What can be done at a program level to support the student’s well-being?

Invitation: Please feel free to send your comments about this article or any ideas you have regarding topics for future Ethics Corner articles to ethicscttee@cpa.ca.

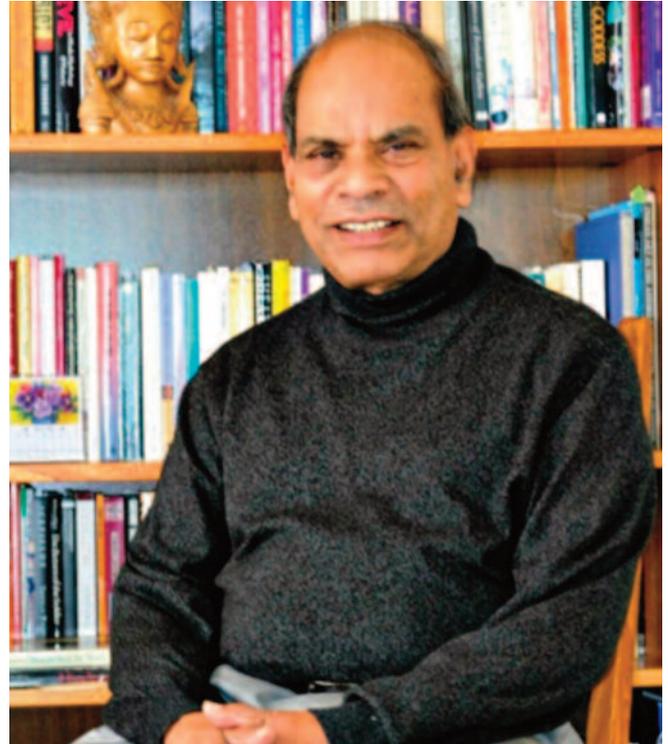
For a complete list of references, please go to www.cpa.ca/psynopsis

CPA Welcomes Dr. Stewart Madon as the new Registrar of Accreditation and Ethics Officer!

Dr. Stewart Madon is a clinical psychologist who completed his Ph.D. at Lakehead University and his undergraduate degree at Laurentian University. Though his graduate training was in clinical psychology, his doctoral research was in the visual neurosciences and psychophysics; specifically, the impact of photosensitive retinal ganglion cells on conscious visual processing. He completed his predoctoral internship and post-doctoral supervised practice with the Mental Health and Addictions programs at Health Sciences North in Sudbury, Ontario, where he also served as the psychology professional practice leader. During that time, he had the opportunity to guide the practice of psychology, work on the promotion of psychology within the hospital, as well as liaise with practice leaders from other disciplines. On a personal note, Dr. Madon is married with 2 wonderful children, and enjoys stereotypical hobbies such as golf, swimming and bad handwriting.

As the new registrar of accreditation, it is Dr. Madon’s goal to facilitate the promotion and elevation of psychological training and practice in Canada.

Reshaping Our Intelligence J.P Das named to the Order of Canada for his work in intelligence & cognitive psychology



What does it mean to be intelligent? Jagannath Prasad (J.P.) Das has been asking this question since he was a child. Even at a young age, Das recognized that intelligence went beyond a person’s schooling and basic knowledge of facts. Determined to understand intelligence outside the conventions of an IQ test, Das has dedicated his career to explaining the roots of intelligence in neuropsychology and cognition since 1975. Throughout his studies, Das found that intelligence is a comprehensive facet of thinking and knowing, which embodies the processes of planning, attention, simultaneous comprehension and sequencing. Together with his colleague Jack Naglieri, Das developed an intelligence assessment system that reduces cultural and educational biases. Today, psychologists use the theory and the Das-Naglieri Cognitive assessment system as an educational intervention in several parts of the world. In recognition of his contributions to psychology, J.P Das was appointed to the Order of Canada on July 1.

Learn More about Dr. Das and The JPDas Centre on Developmental & Learning Disabilities at the University of Alberta:

<http://dascentre.educ.ualberta.ca>
www.childlearningprogram.com



Development of an International Declaration on Core Competences in Professional Psychology: Update



*The IPCP Working Group, Feb 2015
From left: Moana Waitoki, Amy Hilson, Germán Gutiérrez,
Janel Gauthier, Sverre Nielsen, Stephen DeMers,
Dave Bartram, Dragos Iliescu, and Buxin Han.*

*Janel Gauthier, Ph.D.
Chair, International Relations Committee*

The purpose of this article is to present a brief progress report on a highly important international initiative in psychology called “International Project on Competence in Psychology” (IPCP). The aim of this project is to develop a global agreement on core competences in psychology that can be used worldwide as a template to develop and review laws and regulations for the practice of psychology, as well as guidelines and standards for the creation and accreditation of training programmes in professional psychology. As a member of the Working Group created to develop this agreement, I am pleased to provide an overview of the project, a brief history of how it came into being, and an update on what has been achieved so far

Competence as a Common Language for Professional Identity and International Recognition

The International Project on Competence in Psychology (IPCP) is an outcome of the 5th International Congress on the Licensure, Certification and Credentialing of Psychologists held in Stockholm in July 2013. Unlike the previous four congresses, this one took the form of a series of breakout group sessions interspersed with plenary group sessions, where the invited delegates worked with facilitators to begin the process of defining what a practicing psychologist is and spelling out the competences they

need in order to practice safely and effectively. It should be noted that the emphasis was on defining professional competence rather than specifying curricula or training requirements.

Included in the Congress were senior officers of international and regional organizations as well as representatives of many of the world’s psychological associations: 150 invitations were issued; 75 individuals participated in the congress; 18 countries from five continents were represented. The Canadian Psychological Association was represented by its Chief Executive Officer, Dr. Karen Cohen. I had the honor to represent the International Association of Applied Psychology as the President-Elect of the Association.

The work on defining the competences of psychologists who practice psychology was undertaken before the Congress by examining the competence models developed in Australia, Canada, the U.K and the U.S.A The purpose of this review was to develop an understanding of the construct of competence and prepare a discussion paper which would be used by the delegates attending the international congress in Stockholm to arrive at an agreement on the definition of competence for the practice of psychology.

During the Congress, delegates recognised the need to consider in the longer term how an international agreement on core competences in professional psychology might help to inform diverse national approaches to defining, developing, assessing, and certifying competence.

At the end of the Congress, delegates agreed to take the process forward in a project that would be internationally supported by the International Association of Applied Psychology (IAAP) and the International Union of Psychological Science (IUPsyS). The goal was to promote the development of a global agreement on identifying the core competences that define the professional practice of psychology. It was agreed to name the project *The International Project on Competence in Psychology* (IPCP).

Subsequently, a working group was created. This Working Group includes psychologists from Australia, Canada, China, Colombia, New Zealand, Norway, Romania, South Africa, the U.K., and the U.S.A. It is chaired by Dr. Sverre L. Nielsen, Senior Advisor, Norwegian Psychological Association.

Since its creation, the Working Group had several meetings to develop a framework to draft the global agreement in the light of comments and suggestions made by various groups at different conferences in different countries across different continents. In addition, the Working Group has reviewed comments and suggestions made at different points in time by a “Reference Group”, a worldwide network of over 250 psychologists. This group consists of all the delegates in the Congress in Stockholm who expressed the wish to continue providing inputs in the development of a global agreement on competence in psychology as well as all the participants in focus-group discussions who have volunteered to join the Reference Group and provide feedback on the model under development.

Provisionally called “International Declaration of Core Competences in Professional Psychology”, the document includes a preamble followed by a presentation of the core competences and a glossary defining some of the terms used in the document. The core competences are presented in three separate sections, each relating to a different area of competences: (a) Knowledge and Skills, (b) Professional Behaviour, and (c) Professional Activities. Each section includes a list of core competences as well as statements defining each one of them.

A full version of the draft agreement was released for broad international consultation on December 5, 2014. It has since been revised. The revised version is now available for consultation on the CPA website <http://www.cpa.ca/aboutcpa/committees/internationalrelations>

The deadline to provide feedback to the Working Group is December 1, 2015. Comments should be sent directly to Dr. Nielsen at sverre@psykologforeningen.no

The “final” version of the proposed “International Declaration on Core Competences in Professional Psychology” will be considered for adoption by IAAP and IUPsyS at the International Congress of Psychology in Yokohama in July 2016.

Section for Women & Psychology (SWAP) Annual Student Awards



Submitted by: E.B. Brownlie, Ph.D., Student Awards Coordinator, Section for Women and Psychology.

The Section on Women and Psychology (SWAP) is pleased to announce that Hillary McBride is the 2015 winner of the SWAP Student Paper Award. The winning paper, entitled “*Healthy Body Image in Young Adult Women*”, was presented at the 2015 CPA annual convention. Ms. McBride is a graduate student in the Counselling Psychology program in the Department of Education, University of British Columbia, supervised by Dr. Judith Daniluk. The \$500 award was presented to Ms. McBride at the SWAP annual business meeting at the CPA convention.

SWAP also awards \$250 travel bursaries to students presenting papers or posters particularly relevant to women and/or feminism at the CPA convention or a SWAP-sponsored pre-conference Institute. The 2015 travel bursary winners are Taslim Alani (Lakehead University), Kaitlyn Goldsmith (University of New Brunswick), Alyssa Mabey (University of New Brunswick), Jessica McCutcheon (University of Saskatchewan), Jennifer Andrea Moore (University of Calgary), Carley Pope (Lakehead University), and Kathleen Webb (Athabasca University).



International Society for Theoretical Psychology (ISTP) 15th Biennial Conference: June 2015, Coventry England

Randal G. Tonks, Ph.D.

Member: International Relations Committee

The **International Society for Theoretical Psychology (ISTP)** was established in 1985 following years of work coming out of Edmonton's *Centre for Advanced Study in Theoretical Psychology*. As such, from the beginning there has been a strong Canadian contingency which continues today where outgoing president of ISTP Thomas Teo (YorkU) handed over the reins to new president Lorraine Radtke (UCalgary).

This year's conference took place in Coventry, located some 150 Km North-West of London, UK. As the Medieval Capital of England, Coventry is also home to Kenilworth and Warwick Castles which have been the sources of political and social resistance and renewal over the centuries. The conference theme *Resistance and Renewal* captured this historical context well.

Scholars from over 30 countries presented some 230 papers related to these themes. Canadians featured prominently in the program first authoring 22 papers along with 40 papers by UK scholars, 16 from US, 28 from Brazilian, and a whopping 47 from Danish scholars. All continents were represented at the conference while German, South African, Swiss, Japanese and Chilean works also featured prominently throughout the program.

The conference was very well organized and offered many opportunities to extend dialogue with others over coffee and light meals at the conference Welcome Centre. Not only was there great international collaboration within almost every session, many papers were co-authored across international boundaries making this a truly international conference.

The conference began with a Keynote Address by Erica Burman (University of Manchester, UK) on a feminist account of psycho-education and political change based on the works of Fanon and Foucault. She discussed how Fanon attempted to resist colonization as he struggled with private and public disorder; not too different from what has been happening in Canada with the *Truth and Reconciliation Commission*. The second Keynote Address was by Ian Burkett (University of Bradford, UK) who presented on *Emotions, Social Relations and Resistance*, drawing from the works of James, Dewey and Bakhtin.

Plenary sessions included "Whither Theoretical Psychology: Looking back and to the Future" by Hank Stam (UCalgary), Rene van Hezewijk (Open University of the Netherlands), Michael Hyland (Plymouth University, UK) and Rachel Joffe Falmagne (ClarkU). Here there was discussion around the Edmonton Centre and the contributions of Canadian psychologists Joe Royce and Leo Mos to the development of ISTP. Michael Hyland (Chair of the first conference in Plymouth) also drew from Kurt Lewin's premise that "there is nothing as practical

Coventry Cathedral

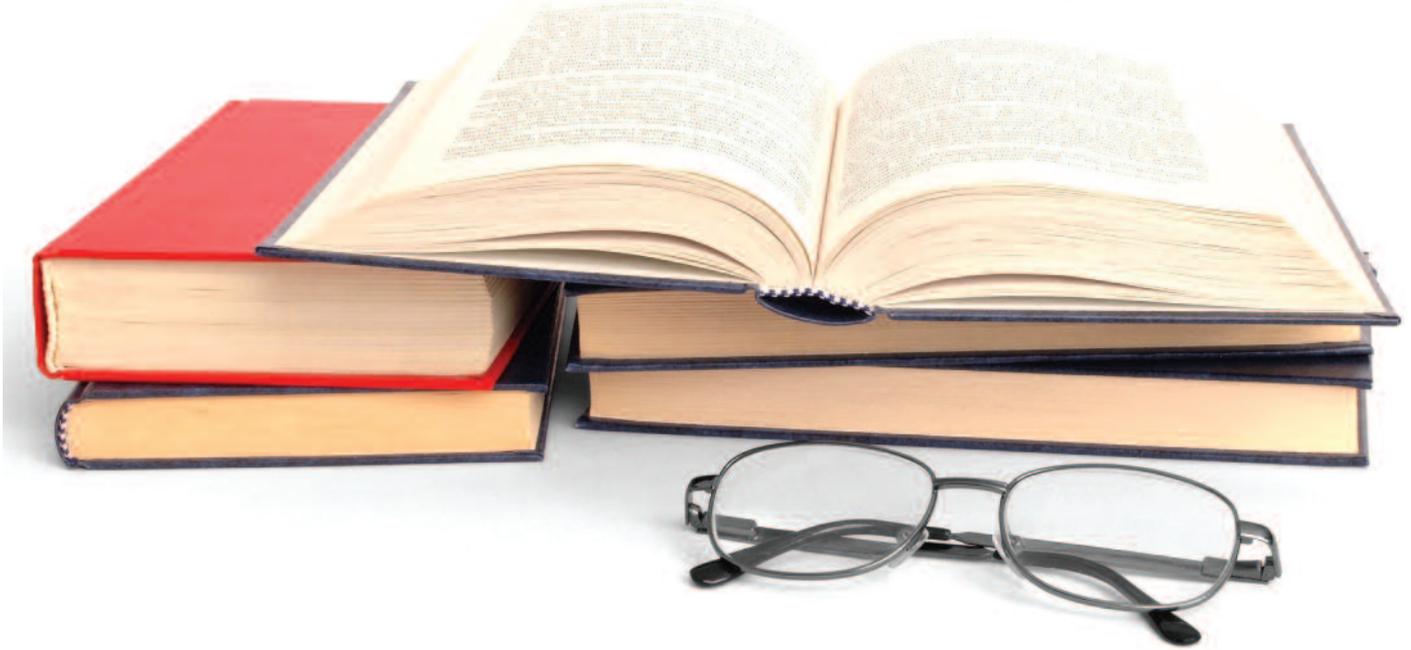


as a good theory" in presenting his work on body reprogramming and systems theory. The final plenary session was on "Theorizing the future of psychology and theoretical psychology" presented by Svend Brinkmann (University of Aalborg, Denmark), Lisa Osbeck (UWest Georgia), and Vanessa Lux (Center for Literacy and Cultural Research, Berlin, Germany) providing rich discussion and reflection on the current state of our discipline and possible future directions.

Most of the conference was filled with "parallel sessions" covering topics such as: Histories of Health Psychology, Feminist Theory Reconstructed, Transdisciplinarity, Narratives and Discourse, as well as issues of power and post-colonial perspectives in developmental and indigenous psychology. I was most stimulated by the presentations of culture theory including those of Jaan Valsiner (Aalborg University, Denmark) on *gegenstand*, and Danilo Silva Guinaraes (University of Sao Paulo, Brazil) on dialogical approaches to intercultural research.

Next conference will be held at Rikkyo University, Ikebukuro, Tokyo; August 21 - August 26, 2017.

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

Hello, my name is Zarina Giannone. I am a Master of Arts Student in Counselling Psychology at the University of British Columbia, and the Chair of the CPA Section for Students in Psychology. It has been a privilege to serve as an elected leader of psychology students in Canada and work towards advancing our Section's mandate of promoting student participation both within our Section and the larger psychology community. Student Affiliates make up approximately 25% of CPA's membership and provide an important perspective on the growth and development of our profession. The purpose of my report is to keep you abreast on current Section initiatives and opportunities, which may be useful in spurring increased engagement with psychology students at your institution.

The Section for Students has been keeping busy since our last update at Convention in June, 2015. A large and significant undertaking has been the launch of the CPA Student Mentorship Program¹. With approximately 200 active program participants, the Program Coordinators have been working very hard to match mentors (graduate students) with mentees (undergraduate students) in mentoring dyads based on shared areas of interest in psychology. This program was founded to provide undergraduate students with the opportunity to gain guidance and support in navigating their degrees from peer mentors. We encourage faculty and psychologists to consider directing students who are seeking this type of experience to the CPA Student Mentorship Program.

Upon receiving CPA Board approval in March 2015, the Section for Students have developed two new funding opportunities for Student Affiliates which will become available this fall². The first opportunity, CPA Student Research Grants, aims to recognize and support student research efforts by awarding two research grants, valued at \$500 each, to help alleviate a small portion of the financial burden of research. This award is intended to support students in undergraduate or graduate programs in any domain or discipline within psychology who are actively engaged in research. The second opportunity, CPA Campus Initiative Grants, supports the development of campus projects, programs, initiatives, and events that support the educational, networking, and training objectives of the Section and its members. The Section has allocated two \$500 awards per year to outstanding project or activity initiatives from student-run groups or individual students.

Our Campus Representative Program, wherein undergraduate/graduate students and faculty serve as campus liaisons with CPA, has been steadily improving but still requires your help! To make this program even stronger and to expand the reach of CPA, we are currently recruiting faculty members to serve as Faculty Representatives for this program. The time commitment is minimal and the inherent reward in mentoring and assisting students is vast. Please contact me for more information³. Wishing you all a very successful year!

For a complete list of references, please go to www.cpa.ca/psynopsis



Environmental Psychology 2015 Robert Sommer Award for Best Student Paper

Lisa Nisbet, Ph.D., Chair of the Section on Environmental Psychology

At the Ottawa convention, the Section on Environmental Psychology awarded the fourth annual Robert Sommer Award for Best Student Paper in Environmental Psychology. The award commemorates the role of psychologist Robert Sommer in the creation of the field with his research at the Saskatchewan Hospital in Weyburn in the 1950s, which was described in the landmark book *Personal Space: The Behavioral Basis of Design*. Robert Sommer's prolific body of work covers many topics, but the common theme has always involved staying close to the real world and trying to make a difference in what he sees around him.

The award is judged by an independent panel of three reviewers based on extended abstracts of original research in environmental psychology for which the first author is an undergraduate or graduate student. Recipients receive a certificate and a cheque for \$300.

The 2015 winner is Colin Capaldi, a current Ph.D. student of Carleton University (supervisor: Dr. John Zelenski), for his research entitled "*The relationship between nature connectedness and happiness: a meta-analysis.*" This study was published in 2014 in *Frontiers in Psychology* (Vol 5):

<http://journal.frontiersin.org/article/10.3389/fpsyg.2014.00976/full>

Shortened Abstract:

Contact with nature can improve people's mood, cognition, and overall health. Individuals, however, differ in the extent to which they experience a sense of connection to nature. This meta-analysis was conducted to examine the relationship between stable individual differences in nature connectedness and happiness. Based on 30 samples ($n = 8523$), a fixed-effect meta-analysis found a small but significant effect size ($r = 0.19$). Those who are more connected to nature tended to experience more positive affect, vitality, and life satisfaction compared to those less connected to nature. Publication status, year, average age, and percentage of females in the sample were not significant moderators. Vitality had the strongest relationship with nature connectedness ($r = 0.24$), followed by positive affect ($r = 0.22$) and life satisfaction ($r = 0.17$). In terms of specific nature connectedness measures, associations were the strongest between happiness and inclusion of nature in self ($r = 0.27$), compared to nature relatedness ($r = 0.18$) and connectedness to nature ($r = 0.18$). This research highlights the importance of considering personality when examining the psychological benefits of nature. The results suggest that closer human-nature relationships do not have to come at the expense of happiness. Rather, this meta-analysis shows that being connected to nature and feeling happy are, in fact, connected.

Congratulations to Colin for his outstanding work. Students, watch for the call for the 2016 Robert Sommer Award competition, with dates and submission information to be announced at the end of this year.

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College and University Mental Health Treatment can be an anchor for Emerging Adults but must be recognized by Health Funders



John Meissner, Ph.D., Carleton University

If mental health is the ‘orphan’ of the health system, under recognized and underfunded, then recognition and funding support for mental health on college and university campuses is the orphan of the mental health system.

Seventy-five percent of mental health disorders emerge between the ages of 16-24. Eighty percent of these emerging adults attend classes in the Post Secondary Education (PSE) system. This congregated population provides a prime opportunity for early and effective treatment. PSE students can benefit from educational programs to improve well-being and self-care. Initiatives to promote awareness and programming have been under way and supported by provincial ministries.

Missing in this equation is a higher level of psychotherapeutic support. Some universities have some medical staff with funding through provincial health care systems. Medical staff work double duty between therapeutic counseling and straight-out health services. Sometimes additional counselling supports are funded through student fees but these are not adequate to meet the demand.

The National Collegiate Health Assessment identifies 1 in 5 students in Canada as having received treatment or been diagnosed for a disorder. In large sample U.S. studies only 36% of students with disorders try to get help. As greater awareness arises from mental health awareness campaigns these demands are likely to continue to increase.

Students are more open to service support when they receive services where they live and believe that services that fit their needs. In a recent meta-analytical review patients needing treatment were three times more likely to request psychotherapy

over medication, and especially so if they were younger or female.

Students who are untreated for major depression and anxiety are three times more likely to drop out of school. This is not only related to problems with attendance and avoidance, but also to significant weaknesses in memory associated with depression. Research shows that with treatment, grades improve as does student retention improving graduation rates.

The loss of human capital at this starting point of adult life can be particularly debilitating when students are suspended or drop-out. The loss in future earnings is significant with Statistics Canada data showing a two-fold increase in earnings with, as opposed to without, a university degree. The complications of servicing student debt with lower paying jobs and unresolved mental health issues can be unmanageable and lead to a lifetime of complications.

To begin to reverse this situation we need to:

- Identify the importance of colleges and universities as a key staging point that subsumes a large majority of emerging adults for intervention in our national mental health strategy.
 - Understand the clear relationship between mental health and PSE achievement/graduation essential at this formative stage of adult life.
 - Encourage discussion between the government ministries that share responsibility in supporting emerging adults to make a difference in the lifelong psychological well-being and work life of its citizens.
-

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Joseph-Armand Bombardier Canada Graduate Scholarship

Tiffany Beks

Master of Science in Counselling Psychology student
University of Calgary

In April of 2015, I was fortunate enough to receive the Joseph-Armand Bombardier Canada Graduate Scholarship. This award supports Master's students who exemplify a high standard of achievement in their undergraduate and early graduate studies. A significant component of the evaluation criteria is based upon the quality, relevance, and impact of the applicant's research proposal. My goal for this article is to share the experience that inspired the research I am currently undertaking at the University of Calgary in the MSc in Counselling Psychology program.

Early in 2013, I had the privilege of hearing the remarkable story of a wife of a veteran with posttraumatic stress disorder (PTSD). As she recounted the challenges that she and her husband faced as they battled PTSD, she elaborated on the roles she had acquired over time: caregiver, advocate, protector, and provider. Not only was she dealing with significant levels of stress and burden, but her own mental wellbeing had suffered in the process. Yet, I was alarmed to learn that she experienced several barriers to accessing services to address these concerns. I wondered if this was a unique case, or a symptom of a much larger systemic problem.

I engaged the literature and discovered that research into the experiences of partners of veterans with PTSD is in its infancy. Research suggests that partners experience high levels of vicarious traumatization, marital distress, depression, and anxiety. Yet, research also demonstrates a positive relationship between spousal support and mental health service utilization among veterans with PTSD. Therefore, partners play a central role in the rehabilitation of veterans with PTSD, but they also experience distress that warrants significant attention. Mental health services have been implemented to address the needs of partners but, despite these efforts, access and utilization remain low. As it stands, relatively little is known about barriers to care within this population.

To address this gap, I proposed to explore the barriers and facilitators to seeking, accessing, and utilizing mental health services among partners of veterans with PTSD. As such, I anticipate that the findings from this study will provide insights for designing accessible supports, services, and interventions tailored to the needs of partners. Additionally, I intend that this information will have implications for the development of Canadian social policy related to military families affected by PTSD. Finally, it is my hope that this study will provide direction for future research into Canadian military families

Psynopsis Magazine – Winter Issue

Call for Submissions

The Winter 2016 issue of *Psynopsis Magazine* is devoted to looking at **Mental Health, Homelessness, and Housing**, particularly the complex bio-psycho-social factors that determine one's entrance and exit from homelessness. We are inviting researchers and practitioners to submit articles that look at this issue from a number of perspectives, including but not limited to: understanding the problems facing individuals who are homeless or at-risk of being homeless; prevention; finding effective solutions as relates to housing, coping, and employment; assessment; increasing access to psychologists and psychological services; and innovative ways to streamline systems and service delivery. Submissions of 400-900 words can be sent directly to Tyler Stacey-Holmes (styler@cpa.ca) before December 1, 2015.



Psynopsis - Numéro d'hiver

Appel d'articles

Le numéro d'hiver 2016 de *Psynopsis* est consacré à la **santé mentale, l'itinérance et le logement**, et plus précisément sur les facteurs biopsychosociaux complexes qui font qu'une personne se retrouve dans une situation d'itinérance et en sort. Nous invitons les chercheurs et les praticiens à soumettre des articles qui explorent cette question selon différents points de vue, notamment : comprendre les problèmes auxquels font face les personnes itinérantes ou à risque de le devenir; prévention de l'itinérance; recherche de solutions efficaces en matière de logement, d'adaptation et d'emploi; évaluation; accroissement de l'accès aux psychologues et aux services; moyens novateurs pour rationaliser les systèmes et la prestation de services. Les articles (de 400 à 900 mots) doivent être envoyés au directeur des services de rédaction, Tyler Stacey-Holmes (styler@cpa.ca), avant le 1^{er} décembre 2015.

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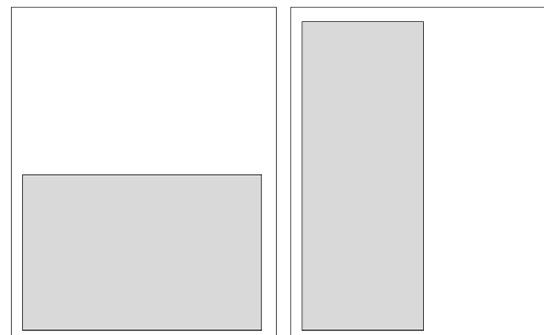
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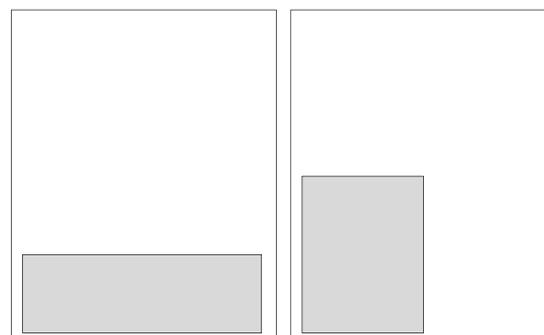
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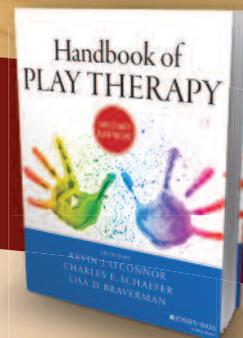
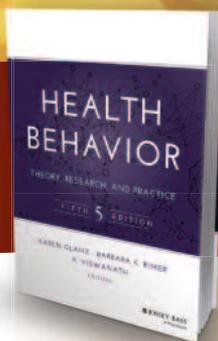
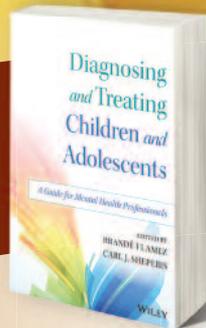
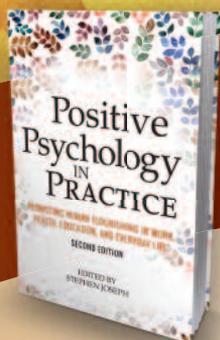
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Sherry Nigro, Manager, Health Promotion and Disease Prevention, Ottawa Public Health
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Addressing Self-Care as Integral in Teaching Professional Ethics to Psychology Graduate Students

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