

Transforming & Training the I/O Program's Competencies

Handout

Aniqa Banderkar, Serena Meshram, & Alka Panicker

Advisor: Dr. Larry Martinez

This handout contains visual aids that illustrate the key concepts and projects discussed in our presentation. It is intended to help you visually engage with and understand the material presented. Specific slides with visual aid will be mentioned throughout the handout

Slide: Review of Competency Interviews

The Original Nine Competencies taken from the I/O Psychology Graduate Handbook

MS Psychology (I/O) Graduate Student Competencies

1. **General Knowledge and Skills** – Exhibits an understanding of topics related to overall course, as demonstrated by grades and observations from instructors.
2. **Learning Orientation** – Seeks out and appreciates the value of learning new information and skills, putting forth a sustained effort to achieve the most out of the course.
3. **Open to Growth and Development** – Takes time to understand and incorporate constructive feedback of ideas into performance and course deliverables.
4. **Pride in Work** – Effectively monitors progress toward goals and prioritizes tasks so they are completed in a timely and satisfactory manner.
5. **Motivation** – Exerts clear and noteworthy determination to attain goals, proactively looking for ways to improve performance.
6. **Accountability** – Takes responsibility for own behavior and course performance, accepting responsibility for mistakes and making an effort to ameliorate problems.
7. **Problem Solving** – Makes common sense decisions based on facts and logic, taking steps to discover obvious information before seeking help from others.
8. **Maturity** – Demonstrates respectful behavior among peers, faculty and staff, maintaining a positive attitude even when things do not go own way.
9. **Establish and Leverage Relationships** – Seeks out opportunities to connect by proactively developing effective learning relationships with others (all I/O students, students from other programs, professors, field professionals).

Slide: Revised Competencies

MS Psychology (I/O) Graduate Student Competencies

1. **Adaptive Learning:** Actively seeks learning opportunities, applies new knowledge effectively, and integrates constructive feedback to enhance performance.
2. **Academic Effort:** Demonstrates a commitment to high-quality work by effectively managing tasks, meeting deadlines, and maintaining attention to detail. Approaches academic responsibilities with persistence and actively works to enhance performance through sustained effort and goal-driven focus.
3. **Problem Solving:** Makes common sense decisions based on facts and logic, taking steps to discover obvious information before seeking help from others.
4. **Professionalism:** Takes responsibility for actions and performance while demonstrating respect and self-discipline. Maintains composure in challenging situations, communicates effectively, and upholds high standards of conduct in academic and professional settings.
5. **Building connections:** Seeks out opportunities to connect by proactively developing effective learning relationships with others (all I/O students, students from other programs, professors, field professionals).

Slide: Competency Guidebook, Curriculum, and Appraisal

The following pages is the guidebook: “*Mastering UTA I/O Psychology’s Competencies: Guide for Academic and Professional Excellence*”

**Mastering I/O Psychology’s Competencies:
Guide for Academic and Professional Excellence**

M.S Industrial and Organizational Psychology

Purpose of the Guide

This guide is designed to serve as a comprehensive guide for students who are aiming to enhance their personal and professional capabilities across the program's key competencies. It offers insights and practical behaviors for mastering skills essential for success in academic and professional settings. By focusing on critical areas such as Adaptive Learning, Academic Effort, Problem Solving, Professionalism, and Building Connections, this guide allows students to proactively develop their competencies, preparing them for various challenges and opportunities in their careers and educational paths.

Importance of Developing These Competencies

In both academic and professional environments, the ability to adapt and learn plays a crucial role in individual success. Developing these competencies enables students to:

- **Navigate Complex Challenges:** By enhancing skills such as Problem Solving and Adaptive Learning, students can effectively tackle complex and unpredictable challenges that may arise in both academic and workplace settings.
- **Achieve Higher Performance Standards:** Competencies like Academic Effort and Professionalism drive students to produce high quality work consistently, meet deadlines, and uphold standards that are critical for academic achievements and career advancements.
- **Create and Maintain:** Developing the competency of Building Connections helps students create and maintain valuable relationships that can provide friendships, mentorship, and career guidance.

By practicing and mastering these essential skills, individuals not only enhance their immediate learning and working environments but also set the stage for long term career success and personal growth. This guide aims to provide the tools and knowledge necessary for this journey of continuous improvement.

Adaptive Learning

Adaptive Learning: Actively seeks learning opportunities, applies new knowledge effectively, and integrates constructive feedback to enhance performance.

Adaptive learning is essential as it prepares you to effectively respond to change, embrace new knowledge, and incorporate feedback, which improves your problem solving skills and fostering ongoing personal and professional development. Here are some of the ways this can be incorporated:

- Revise work based on feedback to improve understanding and adaptability
- Contribute questions and comments in discussions to demonstrate comprehension of new concepts
- Apply learned theories to practical scenarios effectively

Adaptive Learning is important for navigating academic and professional challenges. By embracing adaptability, integrating feedback, and applying new knowledge, you enhance your ability to tackle some of these challenges effectively to continue your personal and professional growth. Each step in Adaptive Learning contributes to building a flexible skill set. This competency boosts your problem closing capabilities and prepares you to thrive in dynamic settings.

Academic Effort

Academic Effort: Demonstrates a commitment to high-quality work by effectively managing tasks, meeting deadlines, and maintaining attention to detail. Approaches academic responsibilities with persistence and actively works to enhance performance through sustained effort and goal-driven focus.

Academic Effort is important as it prepares you for academic and professional challenges by fostering skills like time task management and meeting deadlines. It enhances learning outcomes and promotes personal growth by encouraging attention to detail and goal driven focus. Here are some ways this can be incorporated:

- Submit assignments that ensure consistent attention to detail.
- Maintain attendance and stay engaged.
- Seek clarification to ensure accurate completion of tasks.

Academic Effort is key to excelling academically and professionally. By mastering some of these skills, you equip yourself to navigate challenges effectively. These are all crucial for setting the stage for continued success.

Problem Solving

Problem Solving: Makes decisions based on facts and logic, taking steps to discover obvious information before seeking help from others.

Problem Solving is a critical skill because it enables you to make informed, logical decisions and independently address challenges, which are essential abilities in both academic and professional settings. Here are some ways this can be incorporated:

- Identify the core issues of problems and apply logical reasoning to decision making.
- Adjust strategies when initial solutions do not succeed.
- Utilizing resources to research solutions independently

Problem Solving is essential for effectively navigating both academic and professional challenges. By basing decisions based on facts and logic, identifying core issues, and adapting strategies as necessary, you develop the ability to address and resolve issues independently. This skills not only enhances your efficiency but also prepares you for continuous personal and career growth.

Professionalism

Professionalism: Takes responsibility for actions and performance while demonstrating respect and self-discipline. Maintains composure in challenging situations, communicates effectively, and upholds high standards of conduct in academic and professional settings.

Professionalism is fundamental because it enhances how you engage with others and handle responsibilities in both academic and professional environments. Here are some ways this can be incorporated:

- Acknowledge and correct mistakes while keeping poised in challenging situations.
- Demonstrate integrity in all sorts of communications.
- Maintain deadlines and being organized.

Professionalism involves taking responsibility for your actions, maintaining composure under pressure, communicating effectively, and adhering to ethical standards. By practicing this you establish yourself as a dependable and respected individual, being equipped to handle the challenges and responsibilities of your career and studies.

Building Connections

Building connections: Seeks out opportunities to connect by proactively developing effective learning relationships with others (all I/O students, students from other programs, professors, field professionals).

Building Connections is crucial as it enhances your academic and professional journey through networking, mentorship, and access to diverse perspective in class and out of class. These relationships provide support, facilitate knowledge exchange, and can lead to career opportunities. Here are some ways this can be incorporated:

- Attends academic and professional events (Brown Bags, DAIOP, SIOP (if able to), etc.)
- Maintain connections with peers, professors, and professionals.
- Uphold professionalism and etiquette in all interactions.

Building Connections is vital for enhancing your academic and professional growth. By actively participating in events, maintaining relationships with your peer and mentors, and upholding professionalism in all interactions, you establish a strong network that provides supports and opens door to opportunities. These efforts lay the groundwork for lasting personal and professional relationships and ongoing success.

Conclusion: Mastering I/O Psychology's Competencies for Academic and Professional Excellence

This guide has explored 5 key competencies that are crucial for success in both academic and professional settings; Adaptive Learning, Academic Effort, Problem Solving, Professionalism, and Building Connections. Each competency plays an important role in shaping a well-rounded professional equipped to navigate and excel in complex and challenging environments.

Adaptive Learning enhances your flexibility in learning and applying new knowledge, Academic Effort ensures the quality and timeliness of your work, Problem Solving allows you to make informed decisions, Professionalism reflects your integrity and ethical standards, and Building Connections opens doors to invaluable networks and opportunities.

We encourage you to actively engage with these competencies in practical scenarios. These scenarios can look different for everyone and can vary based on what situation you as a student may be in. Whether it's through participation in discussions, networking events, by taking on challenging projects, or whatever opportunity of growth you may be in, applying these competencies will enhance your understanding and proficiency, setting the stage for a success during your academic time here in the M.S Industrial and Organizational Program, your career, and personal growth.

Let this guide be a stepping stone towards achieving excellence in your educational journey and beyond!

Curriculum: The next following pages are the assignments created for Professor Baldridge's Internship Class (PSYC 5227 & 5127)

PSYC 5227 & PSYC 5127 Assignment

FALL: PSYC 5227

Assignment 1: Initial Reflection on Competencies

This will be given towards the beginning of the first semester.

Objective: Write a reflective paper outlining your plans to implement key competencies during the semester, enhancing your academic and personal growth.

- Consider the 5 competencies: Adaptive Learning, Academic Effort, Problem Solving, Professionalism, and Building Connections.
- For each competency, describe strategies and actions you plan to use to integrate these skills during the semester.
- Outline clear, achievable goals for each competency and how will they enhance your academic performance and personal development.
- What are some potential challenges or obstacles you might encounter while implementing these competencies and solutions to overcome them.
- The reflection should be minimum of one page length, double spaced.

Assignment 2: End of the Semester Competency Reflection

This will be given towards the end of the first semester.

Objective: Reflect on how you applied the key competencies throughout the semester and plan how to further improve and apply these skills in upcoming semesters and during internships.

- Reflect on how you applied each competency during the semester.
- Assess the effectiveness of your strategies in achieving the goals set at the beginning of the semester.
- Identify key lessons learned from implementing each competency. Consider what worked well and what could be improved.
- Based on your experiences and lessons learned this semester, what are steps you will take to further develop these competencies in the upcoming semesters and during your internships or professional development.
- The reflection should be minimum of one page length, double spaced.

SPRING: PSYC-5127

Assignment 3: Internship Presentation

*This is the same as the internship presentation during our last semester of the program. There will be an added aspect that will be addressed to the students presentation regarding the **competencies** (bolded).*

This is your chance to detail the experience you gained within your internship with your instructor and your peers, and to reflect on your accomplishments and challenges. We will have two presentations during the majority of our class meetings, and students will get to choose which date they prefer at the beginning of the semester. Flexibility has been worked into our class schedule should any conflicts arise.

Students should prepare slides for their presentation, and should be prepared to speak for around 8-10 minutes. The following should be addressed:

- Tell us about your specific role within your organization including, but not limited to, projects you completed and your primary responsibilities.
- What accomplishment are you most proud of in your time with your organization and why?
- What challenges did you face in your position, and what did you learn from them?
- Identify your organization's and/or department's strengths, as well as areas for improvement in your organization's practices.
- **How did you apply the competencies from our program into your internship and how did it help you?**

Presenters should then be ready to field questions from the instructor and their peers. As an audience member, you should give the presenters your undivided attention (no laptops open and phones put away), and your engagement in the Q&A part of the presentation will factor into your participation grade.