

# Broadening the horizons of Work and Organizational Psychology

## Editorial

Angela Carter

This, our *third issue* of *InPractice* in 2021, has much to celebrate. In Europe, and around the world, we are adapting and changing to live safely with Covid-19. We are starting to look a little more forward and wider; with eyes that see a little more colour and texture in the world based on our learning during lockdowns. Therefore, it is fitting that this issue focuses on *broadening the horizons of work and organizational psychology* enlarging our focus to other areas of study and endeavour.

With this issue we are also celebrating *15 years of InPractice*; and it is hard to believe I have been the editor of this journal for all those years. The European Work and Organizational Psychology in Practice (the original title) began its life as a burning theme of representing applied psychology in the mind of *Ute Schmidt-Brasse* from Germany, who I met at my first meeting with the EAWOP committee in Vienna. I shared her desire of wanting a vehicle to enable practitioners to publish and discuss their work. In 2006 issue 'zero' was published; and we are now at the 18<sup>th</sup> issue after that point. You will hear about the origins of our journal and fascinating reflections on a practitioner career, best practice and advice for new practitioners; as well as the founding of EAWOP and *InPractice* in an absorbing interview in this issue.

Over the years we have seen *InPractice* grow and gain in prominence. Much of this has been to do with the growing editorial team bringing new ideas and motivation to the publication. This growth was energised by the founding of the EAWOP *WorkLab* in 2012 and with Diana joining the editorial team. Shortly after we welcomed Colin and more recently Roman to the team. In this issue we welcome our newest editor Belgin who you may remember was the guest editor in our last special issue on *Young people, employment and careers*. In this issue, you will hear more of Belgin's exciting research in her *Research Spotlight* feature exploring *sustainable youth employment*. With such a strong group behind *InPractice* I knew it was time to step down as editor-in-chief and this will be my last issue in that role. Diana will commence as editor-in-chief at EAWOP's General Assembly in January 2022.

Returning to the focus of this issue we offer a fascinating interview with *Ingrid Covington* looking at broadening the horizons of work and organizational psychology. Ingrid describes her career enlarging from the traditional client focus to working with international security agencies like NATO and the Supreme Headquarters Allied Powers Europe (SHAPE). Her focus has shifted to humanitarian work psychology, global security and well-being and she will describe some of this work during the interview. She also highlights several aspects of humanitarian psychology that are being presented and developed at the up-and-coming EAWOP Congress in Glasgow.

Our next paper offers a detailed case study of family businesses in Slovakia. Through careful quantitative and qualitative research *Denisa Fedáková* illustrates how work and family blend as both opportunity and motive for endeavour. This work spanned some of the most difficult of times during Covid-19 and the second phase of this study qualitatively explores these issues.

Following the theme of resilience introduced in Denisa's work we re-examine this concept in a case study by *Kathryn Waddington* and her colleagues from Westminster University, UK looking at compassion in an academic work setting. Using an action learning approach working practices are examined by the members of the learning set to explore how changes can be implemented that will reflect kinder, more compassionate ways of working for both staff and students.

Our final presentation adds another format to our papers introducing new psychometric instruments. Our *Tools* feature commences with the work of *Steve Woods* introducing the Trait Personality Inventory (i.e., Trait), a new form of digital personality profiling. Steve's work provides an overview of the Trait tool and its practical set-up, including reports that are available to practitioners. Besides providing an overview of reliability and validity evidence for the tool, the article provides examples of the tool being used in different sectors and assessment settings.

We are excited to see how InPractice has grown over the years and our team is committed to expand our collaboration with practitioners as well as grow our practitioner audience. To this end, we plan to introduce new formats that are relevant for practitioners such as the *Tools* feature and the *Research Spotlight* that inaugurated in this issue. In future issues we are hoping to offer *Book Reviews* to emphasise useful applied content; and we will be looking for reviewers. In the upcoming issues we will also explore podcast and video formats and we are open to suggestions regarding new formats that would be attractive to our readership.

We are looking forward to meeting you at our long hoped for EAWOP Congress in Glasgow in the New Year. There will be many activities to engage practitioners including our four interactive sessions making up the Science + Practice stream (S+P) on Thursday 13 January. Later that day is an InPractice event where you can meet all our editors and explore material that you may like to offer in future issues.



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