

# InPractice 2020 Issue 13

## Editorial

Diana Rus & Angela Carter



So far, 2020 has brought about unprecedented disruptions and challenges to our professional and personal lives. Most of us had to quickly adapt to working from home, engage more intensively with technology to communicate with co-workers and clients, and learn to manage our time and resources to maintain productivity and well-being. At the same time, the traditional boundaries between personal and work-life have blurred or disappeared and it has become more important than ever to be able to flexibly adapt to changes, update professional skills and further develop self-management skills.

We are delighted to publish Issue 13 of InPractice featuring a collection of articles centred around renewal and development, whether that be personal or career development. This issue contains three original empirical articles and an interview with a thought leader in Work and Organizational Psychology. The empirical articles showcase quantitative and qualitative research methods, such as the development and validation of a self-regulation scale, thematic analysis of interview data and a case study exploring research as practice.

Consistent with our journey of renewal with InPractice we open by presenting a new feature, namely an interview with a thought leader in Work and Organizational Psychology. *Dr Hazel MacLoughlin* is the incoming President of the British Psychological Society in the UK. In an interview with the second author Hazel outlines some of the many changes we are dealing with as a result of the coronavirus (COVID-19) outlining her current and future vision for Work and Organizational Psychology.

Next, we continue with a timely paper by *Kirsi Sjöblom, Lauri Hietajärvi and Katariina Salmela-Aro*, from the University of Helsinki in Finland, focusing on the self-regulatory skills and strategies employed by knowledge-workers operating in complex work environments, such as multi-locational digital work. The authors develop a scale for measuring broad self-regulatory skills consisting of cognitive, emotional and behavioural self-regulation strategies. They find that cognitive self-regulation strategies such as actively adding meaning into one's work and seeking advice from others are positively related to well-being at work.

Following, we have a fascinating read by *Vicki Elsey, Neill Thompson, Elizabeth Sillence, Laura Longstaff, and Mark Moss* from the University of Northumbria, UK exploring the development of professional identification in Occupational Psychology in the UK. Based on thematic analysis of twenty narrative interviews, the authors identify five key themes (e.g., education and learning, networking and building relationships, career crafting) underlying professional identification as an Occupational Psychologist. They provide a number of practical solutions to support professional identification and help individuals advance their careers in Occupational Psychology.

We conclude with another new feature from *Leslie Sekerka and Lauren Benishek* working in the USA who take us on a captivating journey of research as practice exemplified in a case study conducted in a Silicon Valley pharmaceutical start-up. The authors highlight

the iterative, at times messy and unpredictable nature of applied organizational research. Their central argument, which is highly valuable especially for junior researchers and practitioners, is that one needs to be flexible, adaptable and engage in a process of on-going learning while conducting applied research.

We have a number of future issues in the pipeline for the rest of the year. The upcoming issue of InPractice will be a *Special issue on Performance management and feedback interventions*. This will be followed by a *Special issue on the Ethics of psychological assessment in organizations* offering a range of papers that were initially presented at a EAWOP Small Group Meeting held in September 2019 at the University of Warsaw, Poland.

For future issues, we welcome submissions from practitioners and scientists focusing on the application of Work and Organizational Psychology. To understand our unique way of working with authors and the types of submissions we are looking for, you can consult the [Editorial of Issue 12](#), [Guide for authors](#) as well as this video with the [Editors](#). You can reach all of us at [InPractice@eawop.org](mailto:InPractice@eawop.org) or at our individual email addresses below.

Best wishes for the upcoming summer.



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