

CAREERS IN PSYCHOLOGY

Purpose of this reading:

Complete Essential Task 1-2- Distinguish the different careers in psychology (clinical, counseling, developmental, educational, experimental, human factors, industrial-organizational, personality, and psychometric)

APA SUBDISCIPLINES

Saying you are going to be a psychologist is as broad a statement as saying that you are going to be a doctor. Just like there are many types of doctors, there are many subdisciplines in psychology. The American Psychological Association (APA) is the leading scientific and professional organization representing psychology in the United States. Its mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives. Currently the APA identifies 54 subdisciplines of psychology.

A subdiscipline is a specific area of study within a broader field. Examples of subdisciplines in psychology include experimental psychology, educational psychology, and clinical psychology. While most of psychology's subdisciplines are represented among the psychology departments of universities across the country, some are integrated into the departments of other fields of study such as biology and neuroscience. There are 54 subdivisions of psychology within the American Psychological Association (APA), comprising diverse areas of practice and research. What's more, some of the APA's subdivisions are further divided into smaller subdivisions.¹

The following are the 54 Divisions of the APA² (There is no Division 4 or 11):

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| 1. General Psychology | 21. Applied Experimental and Engineering Psychology | 39. Psychoanalysis |
| 2. Teaching of Psychology | 22. Rehabilitation Psychology | 40. Clinical Neuropsychology |
| 3. Experimental Psychology | 23. Consumer Psychology | 41. Psychology and Law |
| 5. Evaluation, Measurement, and Statistics | 24. Theoretical and Philosophical Psychology | 42. Psychologists in Independent Practice |
| 6. Behavioral Neuroscience and Comparative Psychology | 25. Behavior Analysis | 43. Family Psychology |
| 7. Developmental Psychology | 26. History of Psychology | 44. Psychological Study of Lesbian, Gay, and Bisexual Issues |
| 8. Personality and Social Psychology | 27. Community Psychology | 45. Psychological Study of Ethnic Minority Issues |
| 9. Psychological Study of Social Issues | 28. Psychopharmacology and Substance Abuse | 46. Media Psychology |
| 10. Psychology of Aesthetics, Creativity, and the Arts | 29. Psychotherapy | 47. Exercise and Sport Psychology |
| 12. Clinical Psychology | 30. Psychological Hypnosis | 48. Peace Psychology |
| 13. Consulting Psychology | 31. State Psychological Association Affairs | 49. Group Psychology and Group Psychotherapy |
| 14. Industrial and Organizational Psychology | 32. Humanistic Psychology | 50. Addictions |
| 15. Educational Psychology | 33. Intellectual and Developmental Disabilities | 51. Psychological Study of Men and Masculinity |
| 16. School Psychology | 34. Population and Environmental Psychology | 52. International Psychology |
| 17. Counseling Psychology | 35. Psychology of Women | 53. Clinical Child and Adolescent Psychology |
| 18. Psychologists in Public Service | 36. Psychology of Religion | 54. Pediatric Psychology |
| 19. Military Psychology | 37. Child and Family Policy and Practice | 55. Pharmacotherapy |
| 20. Adult Development and Aging | 38. Health Psychology | 56. Trauma Psychology |

I encourage you to use this class to explore the various careers available to you in the field of psychology. One of the biggest mistakes people make when trying to reach their education and career goals is failing to truly explore and research the career paths they plan to pursue.

¹ <http://psychologydefined.com/Subdisciplines%20in%20Psychology.htm>

² <http://www.apa.org/about/division/index.aspx>

Some of the obvious questions you should ask yourself are:

- Does the career path fit your personality?
- Would doing this job, day in and day out make you happy?
- Is the typical salary enough to reach my income goals?
- How much schooling will I need and what kind of time and costs am I willing to commit to my education?

The more difficult questions- that only experts and individuals in the field of psychology can answer- are addressed in detail at careersinpsychology.org/psychology-careers. If you find yourself really interested in one of these pathways, be sure to read their career descriptions, expert interviews, and step-by-step instructions on how to obtain licensure in your state, before you take the next step towards your career.

Now don't worry, you don't need to be fluent in all 54. We'll just focus on 9 of the more prominent career pathways. All of the information is taken from careersinpsychology.org so if something from the APA list is not covered below just go to their site to get more information!

CLINICAL PSYCHOLOGY

WHAT IS CLINICAL PSYCHOLOGY?

Everyone has off days when they just don't feel like themselves. For the majority of people, these feelings are normal, and they don't last long at all. For some, however, these feelings are more serious, and they could indicate a mental or emotional problem.

Clinical psychology is a broad branch of psychology that focuses on diagnosing and treating mental, emotional, and behavioral disorders. Some of the more common disorders that might be treated include learning disabilities, substance abuse, depression, anxiety, and eating disorders.

The field of psychology became more recognized during the second half of the 19th century, although clinical psychology wasn't recognized until the end of the 19th century. It was around this time that Lightner Witmer first helped treat a boy with a learning disability. In 1896, Witmer opened the first psychology clinic, which catered to children with disabilities. In 1907, he coined the phrase "clinical psychology" in his new psychology journal, called The Psychology Clinic.

Although his ideas were somewhat slow to catch on, Witmer is now credited with being one of the founding fathers of clinical psychology. His progress in treating that one child helped pave the way for the future of clinical psychology.

WHAT ARE THE EDUCATION REQUIREMENTS TO BECOME A CLINICAL PSYCHOLOGIST?

As with all other psychology careers, becoming a clinical psychologist requires extensive training and education. In order to start a clinical psychology career, individuals will typically need to earn a Bachelor's in psychology or clinical psychology.

Additional schooling is also usually necessary after the four year degree. This typically includes earning a Master's degree and Doctoral degree in clinical psychology. To learn more about the available colleges for these programs in your area visit our Find a School Page.

WHAT DOES A CLINICAL PSYCHOLOGIST DO?

Individuals pursuing clinical psychology careers will often have the choice of practicing general clinical psychology or focusing specifically on certain types of patients or disorders. For example, a clinical psychologist might focus on working with children or the elderly, or they might focus on working only with patients who are diagnosed with eating disorders or post-traumatic stress disorder.

Simply put, a clinical psychologist has three main duties:

1. Assess the patient
2. Diagnose disorders
3. Recommend a possible treatment

Assessing a patient typically involves speaking with and interviewing him and possibly his loved ones. During these interviews, a clinical psychologist will often learn a great deal about what's troubling his patients. The most common way for a clinical psychologist to gather information about a patient is by observing him and his actions. A patient himself or his loved ones will also be able to offer some insight as to how he acts, and what his thoughts and feelings are.

Once a clinical psychologist has assessed a patient, he will then usually diagnose him. In order to do this, the psychologist will study any information, such as unusual thoughts and behaviors. The

Diagnostic and Statistical Manual of Mental Disorders (DSM-IV-R) can then be used to help diagnose a patient according to his specific symptoms.

Recommending a specific course of treatment is another important responsibility of a clinical psychologist. In some cases, a psychologist may be able to treat the patients himself. More severe or unusual cases, on the other hand, may require the help of mental health professionals that are more experienced in certain disorders.

WHAT TYPES OF TREATMENTS ARE USED IN CLINICAL PSYCHOLOGY?

Clinical psychologists typically don't use medication to treat disorders. If medication is needed for a particular disorder, the patient will usually be referred to another mental health professional, such as a psychiatrist.

Different types of therapy are usually used as treatment options in clinical psychology instead. This can include cognitive behavioral therapy, family therapy, group therapy, and hypnotherapy. These types of therapies focus more on talking through one's problems and trying to figure out better ways to handle life's hurdles.

WHERE DOES A CLINICAL PSYCHOLOGIST WORK?

Individuals pursuing clinical psychology careers will often find that they will be able to secure employment in a number of different healthcare facilities, such as hospitals and mental health facilities.

Depending on their specialties, clinical psychologists might also be able to find employment with a number of other private and government run organizations. Universities often employ clinical psychologists, for example, to perform research and help steer eager young minds toward clinical psychology careers. Schools, police departments, and military branches are also usually in need of professional psychologists as well.

Many clinical psychologists also choose to open their own private practices and work for no other boss but themselves. Opening a private psychology practice can often be expensive and difficult but can also be very rewarding and lucrative as well.

WHAT IS THE MEDIAN ANNUAL SALARY OF A CLINICAL PSYCHOLOGIST?

As with many other psychology careers, the salaries of clinical psychologists vary depending on a number of factors including location, experience, popularity, etc.

According to the U.S. Bureau of Labor Statistics the median annual salary of clinical psychologists was \$67,800 in May of 2011, which amounts to an hourly wage of \$35.14.

INFLUENTIAL CLINICAL PSYCHOLOGISTS

- Sigmund Freud is often credited for "inventing" talk therapy and modern psychoanalysis.

- Albert Ellis founded Rational Emotive Behavior Therapy (REBT) and several cognitive behavioral therapies, which are often the most popular types of treatment in clinical psychology today.
- Lightner Witmer was the first psychologist to use and coin the term clinical psychology

COUNSELING PSYCHOLOGY

WHAT IS COUNSELING PSYCHOLOGY?

At times, with all of its ups and downs, life can feel little like a roller coaster. People in general are emotional creatures. Feeling happy, enamored, sad, angry, and scared is normal, and these emotions are part of what makes us human. At times, however, these emotions - particularly the negative ones - can be overwhelming and take on a life of their own.

Counseling psychology is a type of applied psychology that can be used to help people gain control of their feelings. This type of psychology focuses on treating individuals with a variety of different emotional, behavioral, and social problems or disorders. Long with clinical psychology, counseling psychology is one of the most common and widespread psychological specialties.

Because the two are so similar, clinical psychology and counseling psychology are often mistaken for each other. Although these two areas are very similar, they are also somewhat different as well. Clinical psychologists and counseling psychologists both treat wide variety of mental and emotional problems, for instance. However, Counseling psychologists typically focus on individuals whose symptoms are less severe, such as those coping with everyday stresses and adjusting to life's rollercoaster ride. Clinical psychologists, on the other hand, often treat patients with more serious symptoms and disorders.

Most psychologists and historians will agree that counseling psychology has been around for a very long time. Sigmund Freud opened his private practice in 1886, treating his patients with counseling and therapy. Lightner Witmer opened one of the first psychological clinics a short time later, in 1896.

WHAT ARE THE EDUCATION REQUIREMENTS FOR A COUNSELING PSYCHOLOGY CAREER?

Those interested in counseling psychology careers will usually start by earning a four year Bachelor's degree in psychology. In order to start their careers, however, advanced degrees are usually necessary. A number of universities offer Master's and Doctoral degrees in counseling psychology.

The curriculum requirements to become a counseling psychologist are typically very similar from one university to the next. In addition to learning the fundamentals of psychology and research methods, future counseling psychologists will also often learn about different therapy and counseling techniques.

WHAT TYPES OF THERAPY DO COUNSELING PSYCHOLOGISTS PROVIDE?

Carl Rogers was also one of the founding fathers of person-centered therapy, which is a type of therapy that is based on the patients' own individual life experiences. This type of therapy is still one of the most popular and effective forms of treatment in counseling psychology today. It involves the psychologist listening to and trying to understand his patients. In doing so, the psychologist can then help steer his patients toward changing themselves for the better.

Cognitive behavioral therapy is another common type of treatment used by cognitive psychologists. This type of therapy focuses on clients identifying and understanding their negative beliefs. Since these negative beliefs often affect a person's mood and emotions, the client and the psychologist then work towards changing them.

WHAT DOES A COUNSELING PSYCHOLOGIST DO?

A cognitive psychologist's goal is often to help his patients overcome their negative thoughts and emotions. In general, a psychologist will try to treat patients with a variety of different problems, including depression and anxiety. Those

looking to pursue counseling psychology careers, however, can also choose to specialize in certain areas, like grief counseling or vocational stress. The number of patients that a counseling psychologist works with at one time can also vary. Some only work with their patients on a one-on-one situation, while others may work with small groups of people.

The majority of counseling psychologists interact with their patients each and every day. They are often presented with a wide range of mental and emotional problems that people face every day.

In order to treat their patients, counseling psychologists will typically create a comfortable and inviting atmosphere. They should also be understanding and non-judgmental, so that patients will open up to them. Cognitive psychologists will then encourage their patients to talk about their feelings and behaviors, possibly asking questions occasionally. By getting to know their patients, cognitive psychologists can then work to help them deal with and remedy their problems.

WHERE DO COUNSELING PSYCHOLOGISTS WORK?

A counseling psychology career can often lead a person in several different directions. In general, counseling psychologists should have no trouble finding work. For example, they can often find employment in places like mental health clinics, hospitals, psychiatric hospitals, and schools.

For those looking for a little more control over their counseling psychology careers, opening their own practice is another option.

WHAT IS THE MEDIAN SALARY FOR COUNSELING PSYCHOLOGISTS?

According to the Bureau of Labor Statistics, the median annual salary of clinical and counseling psychologists was \$72,540. Salaries are highly dependent on the counseling psychologist's area of specialization, which may push their salary up or down.

For example, those that worked in health practice offices earned a median salary of \$86,700, while those that worked in employment services earned a median salary of \$96,700. Individuals working in educational support services made a median salary of \$66,420, which represents the low-end of salaries for counseling psychologists.

To learn how to begin an education and become a counseling psychologist request information from psychology program advisors for Bachelor's, Master's and Doctoral programs.

INFLUENTIAL COUNSELING PSYCHOLOGISTS

Carl Rogers was one of the founders of person-centered therapy during the middle of the 20th century. This type of therapy is still widely used today, and it focuses on maintaining a positive relationship between the patient and the psychologist, as well as helping the patient understand his own feelings and behaviors.

E.G. Williamson adapted Frank Parson's trait and factor theory of career development to create what is believed to be the first counseling theory.

DEVELOPMENTAL PSYCHOLOGY

Throughout their lives, humans go through a number of developmental changes, from birth to death. These changes are usually marked by milestones, which signify a turning point of some sort in a person's life. The majority of notable milestones occur in our childhood and adolescence, such as first words and puberty. Adults, however, also go through a number of developmental milestones as well. Some milestones in an adult's life might include getting married and retiring.

Developmental psychology is the study of human growth and development. This may include physical, mental, emotional, intellectual, and social changes and milestones. By studying these developmental changes, psychologists can have a better understanding of how people change and grow during different stages of their lives.

One of the earliest ideas in developmental psychology was presented by Jean Jacques Rousseau in the 18th century. Rousseau stated that there were three main stages of childhood. These stages were infancy, childhood, and adolescence. Later, in the 20th century, Erik Erickson expounded on this idea, and came up with distinctive stages in adulthood.

WHAT ARE THE EDUCATION REQUIREMENTS TO BECOME A DEVELOPMENTAL PSYCHOLOGIST?

Anyone interested in a developmental psychology career must earn a four year Bachelor's degree in psychology at an accredited university. To start their careers, however, more advanced degrees are usually necessary.

A number of schools across the country offer Master's degree programs and Doctoral degree programs in developmental psychology. Students will typically have the choice of earning Doctor of Psychology (PsyD) degrees or Doctor of Philosophy (PhD) degrees in developmental psychology. A person in treating of counseling patients with certain developmental disorders should consider earning PsyD's. Those interested in conducting research in the field of developmental psychology, however, should consider earning PhD's.

If you are serious about possibly becoming a developmental psychologist learn more about programs in your area that offer these degrees in our Find a School section.

WHY DO WE NEED DEVELOPMENTAL PSYCHOLOGY?

Developmental psychology helps us understand how a person grows, ages, and develops during different stages in his life. Understanding this allows us to live our lives to the fullest potential possible.

On average, most people develop or hit certain milestones at certain ages. By knowing what age a child is expected to hit a certain milestone, psychologists are able to tell whether he is on track or not. Babies that are not sitting up on their own by nine months of age, for instance, may not be developing properly or they may have a more serious health condition. Catching a possible problem early, however, can help parents and doctors get a child back on track to so-called normal development.

WHAT DOES A DEVELOPMENTAL PSYCHOLOGIST DO?

A developmental psychologist will usually specialize in certain ages and stages during people's lives. For instance, a developmental psychologist might focus on childhood development, or he may focus on the Golden Years in a person's life.

The duties and responsibilities of a developmental psychologist will often vary, depending on his specialty. A professional specializing in childhood development, for example, may evaluate children to determine whether or not they have developmental disabilities. On the other hand, a developmental psychologist specializing in older adults may try to find ways that make it easier for elderly people to live more independently.

WHERE DO DEVELOPMENTAL PSYCHOLOGISTS WORK?

Pursuing a developmental psychology career may seem daunting at first, but there are a number of places that hire these professionals.

Developmental psychologists often work in schools and learning centers, for instance, along with children's homes. Hospitals and mental health facilities often work with developmental psychologists as well, as do nursing and retirement homes.

Universities and other educational institutes also hire developmental psychologists to perform research and teach. Some government agencies and research facilities also work with these professionals.

WHAT IS THE MEDIAN SALARY FOR A DEVELOPMENTAL PSYCHOLOGIST?

The median salary for a developmental psychologist in the United States can vary, depending on a few different factors. For instance, more experienced developmental psychologists with advanced degrees are often able to command higher wages than professionals with less impressive resumes.

According to the Bureau of Labor Statistics, however, psychologists in general earned a median salary of \$86,510 in 2010. Developmental psychologists may make slightly more or less than this, depending on their specialty and where they work. Professionals that worked in substance abuse clinics and psychiatric hospitals, for example, earned a median salary of \$69,150, while those working in physicians' offices earned a median salary of \$109,600.

INFLUENTIAL DEVELOPMENTAL PSYCHOLOGISTS

Jean Jacques Rousseau stated that children go through a few distinct stages as they grow from birth to adulthood.

Jean Piaget was one of the most influential professionals in the field of developmental psychology. He theorized that humans go through four main stages in their life time: the sensorimotor stage, the preoperational stage, the concrete operational stage, and the formal operational stage.

EDUCATIONAL

As the old adage says, "knowledge is power". Learning and acquiring knowledge is one of our most important mental processes. Education gives us the power to speak, read, and write, not to mention add and subtract. Being educated also helps us grow as people and gain valuable skills needed to pursue our careers, such as educational psychology careers, for instance.

Educational psychology is the study of how humans learn and retain knowledge, primarily in educational settings like classrooms. This includes emotional, social, and cognitive learning processes. Areas of focus in this branch of psychology might include teaching and testing methods, classroom environment, and learning, social, and behavioral problems that may impede learning.

The majority of educational psychology is geared toward children, from infancy to adolescence. With more adults continuing their education in recent years, however, many educational psychology studies have also focused on adult learners. This research can help adult learners overcome obstacles, such as learning disabilities.

Educational psychology can be traced back to the beginning of the 20th century. In 1903, Edward Lee Thorndike literally wrote the book on educational psychology. Not surprisingly, it was entitled simply Educational Psychology. Later, in 1910, he started the Journal of Educational Psychology.

WHY DO WE NEED EDUCATIONAL PSYCHOLOGY?

Many of us might take learning and education for granted. Going to class and being taught is or was just something that we did. For others, however, learning in a classroom isn't so simple. For these people, school is an annoying and frustrating torture, which can often lead to behavioral issues or even the lack of an education.

Learning disabilities often contribute a great deal to being unable to retain knowledge in a classroom setting. Educational psychology, however, can be used to help people understand and overcome learning disabilities, so they are able to live up to their full potential in life.

WHAT DOES AN EDUCATIONAL PSYCHOLOGIST DO?

An educational psychologist will conduct research and studies that are relevant to education. They may conduct research on how well people learn in certain settings or with a certain type of instruction. With this research, they can then try to develop new and improved teaching techniques and learning methods in order to help those that are struggling with their education.

Another common duty of an educational psychologist is to evaluate and analyze certain teaching methods, testing methods, and educational programs. Studying these areas of education allows the psychologist to gain insight into any flaws or problems that may make it difficult for some people to learn.

Along with evaluating existing educational resources, an educational psychologist might also create and develop new ones, which make it easier for certain groups of people to learn. These resources might include textbooks, worksheets, lesson plans, tests, and instructional videos.

Many educational psychologists will specialize in the educational developments of a certain group of people. Some might focus on the education of children, for instance, while others might focus on adult learners. It is also not uncommon for an educational psychologist to focus on a particular type of learning problem or disability, such as dyslexia.

WHAT ARE THE EDUCATION REQUIREMENTS TO BECOME A EDUCATIONAL PSYCHOLOGIST?

In order to start an educational psychology career, a person must first earn a four year Bachelor's degree in psychology. This type of degree is an excellent starting point, and it allows students to gain a deeper understanding of the basic fundamentals of psychology. Some of the courses that an aspiring educational psychologist might take may include educational psychology, developmental psychology, and early childhood education.

After earning a Bachelor's degree in psychology, most individuals pursuing an educational psychology career will then earn more advanced degrees. In order to have a successful educational psychology career, a Master's degree and Doctoral degrees in educational psychology are usually necessary.

If you are serious about becoming an Educational Psychologist research programs in your area that are offering these degrees in our Find a School Section.

WHERE DOES AN EDUCATIONAL PSYCHOLOGIST WORK?

There are job opportunities for educational psychologists all over the country.

Schools and educational institutions often work with these professionals in order to help improve their learning systems. Community organizations and learning centers also often work with educational psychologists as well. Educational psychologists might also work at government and private research centers.

WHAT IS THE MEDIAN SALARY FOR AN EDUCATIONAL PSYCHOLOGIST?

According to the Bureau of Labor Statistics, a group containing school psychologists earned a median annual salary of \$72,540 in 2010. Those that worked in elementary schools earned a median salary of \$71,070, and those that worked in individual and family services earned roughly \$69,540.

INFLUENCES ON EDUCATIONAL PSYCHOLOGY

Edward Lee Thorndike wrote the first book on educational psychology and started the Journal of Educational Psychology.

Johann Herbart, who is often considered to be one of the founding fathers of educational psychology, theorized that the ability to learn was strongly influenced by a student's interest in the subject matter as well as his relationship to his teacher. Experimental

HUMAN FACTORS

Is using a hands-free telephone to make a call while driving any less dangerous than making the call with a hand-held device? That's one example of a research question that human factors and engineering psychologists are trying to answer.

Human factors and engineering psychologists use scientific research to improve technology, consumer products, energy systems, telecommunication, transportation, decision-making, work settings and living environments. The goal of their work is to bring a better understanding of what people expect and how people interact with these products and technologies to create safer, more effective and more reliable systems.

WHAT YOU CAN DO

Human factors and engineering psychology offers many career paths. If you break it down to the relationship between people and machines, people and tasks, and people and environments, the possibilities become clearer.

These psychologists study how humans interact with machines and technology. They also study human traits and capacities like vision, attention and decision-making to help design machines and systems people can use correctly, safely and comfortably.

Human factors and engineering psychologists consult with architects and designers of consumer products like telephones, cameras and home appliances to determine such features as the size and placement of operating buttons on these devices.

They also inform strategies for the design of tools and workplace environments that are critical to performance and in many cases, personal safety. For example, human factors psychologists contribute research that guides the design of health care equipment and the layout of operating rooms to minimize the risk of medical errors.

Human factors and engineering psychologists work in academia and within government agencies – such as the U.S. Department of Transportation, the Federal Highway Administration and NASA – although the private sector makes up one of their largest areas of employment. Regardless of the sector where you work, there are many areas within human factors and engineering psychology to focus on, ranging from designing or improving navigation systems to mobile phones, medical equipment, military equipment, aviation technology, traffic systems, motor vehicles and office technology.

MAKING IT HAPPEN

While there are some entry-level opportunities available to those with a bachelor's degree, most careers in brain science and cognitive psychology begin with a master's or doctoral degree.

For psychologists with a master's degree, career options exist in human performance research, such as testing how well a person who has not slept for many hours can remember a short story. They may also work in industrial and organizational psychology, and some with master's degrees may be hired for certain teaching positions. Most of the work of master's level professionals will be supervised by a doctoral level psychologist.

Most psychologists with doctoral degrees in brain science and cognition teach and conduct research in academia.

WHAT YOU CAN EARN

According to the Human Factors and Ergonomics Society's 2005 Salary and Compensation Survey, starting salaries for human factors and engineering psychologists ranged from \$48,000 to \$75,367 annually. Private consultants with doctoral-level degrees earned an average of \$179,160 per year. Salaries are highest for those employed in the private sector.

Doctoral-level engineering psychologists working at for-profit businesses earned an average of \$111,368 in 2005, while those in academia earned an average of \$92,614 annually and those in government earned an average of \$107,314 annually. Those with master's degrees earned \$90,164 annually in business settings, \$75,150 annually in university positions and \$90,500 annually in government.

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

The workplace can be a frustrating place for many employees and CEOs alike. In order to keep a place of employment running like a fine tuned machine, it often takes the efforts of many individuals.

In many ways, this is where industrial and organizational psychology comes in. This branch of psychology is the study of the workplace environment, organizations, and their employees. Technically, industrial and organizational psychology - sometimes referred to as I/O psychology or work psychology - actually focuses on two separate areas that are closely related. Some professionals might liken it to yin and yang - one can't exist without the other.

The industrial side of industrial and organizational psychology generally focuses on the individuals and his relationship to the workplace. This might cover such things as job analysis, employee safety, employee training, job performance measurement, and employee hiring systems.

The organizational side of industrial and organizational psychology, on the other hand, focuses on the organization and workplace as a whole. Increasing productivity and maximizing the performance of an organization as a whole is often covered under this area of industrial and organizational psychology. For example, professionals concerned with this aspect of I/O psychology will often look at how an organization might affect a worker's individual behavior. This might include studies on interpersonal relationships in the workplace, as well as workplace environments and organizational policies.

Both sides of industrial and organizational psychology became prominent during two different points in history. Industrial psychology, for example, came about during the first World War. Theories and techniques of this type of psychology were applied in order to assign soldiers to jobs and duty stations that suited them best.

The foundations of organizational psychology were largely influenced by what was known as the Hawthorne studies, which were performed in a Western Electric plant in Hawthorne, Illinois, during the 1920's and 1930's. Western Electric officials performed a number of experiments in which they raised and lowered the levels of light to see if the workers in the plant would become more or less productive. Researchers concluded that during the experiments, workers' productivity increased whether the light levels were raised or lowered. After World War II, psychologist Harry Landsberger studied these findings and concluded that the levels of light had nothing to do with increased productivity. They became more productive because the presence of the researchers at the time of the experiments made the workers feel as though someone was interested in their work.

WHAT ARE THE EDUCATION REQUIREMENTS TO BECOME AN ORGANIZATIONAL-INDUSTRIAL PSYCHOLOGIST?

As with any other psychology career, an industrial and organizational psychology career requires several years of schooling. Many aspiring industrial and organizational psychologists start their careers by earning bachelor's degrees in general psychology. A handful of colleges and universities in the country, however, do offer four year bachelor degree programs in industrial and organizational psychology.

Because there are very limited job opportunities for industrial and organizational psychologists holding only bachelor's degrees, though, the majority of these professionals will also go on to earn advanced degrees. Those with master's degrees in this area will often be able to start their industrial and organizational psychology careers in entry level positions. Those with Ph.D.'s, however, will usually be considered for even more employment opportunities in this field, and they will have an edge over the competition.

In order to become a Industrial Psychologist one must earn a Bachelor's Degree, move on to a Master's Degree, and finally complete a Doctoral Degree.

WHY DO WE NEED INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY?

Have you ever felt frustrated with your job? Like you weren't in the right position for you? Did you ever feel as though management was ultimately inefficient, or have your coworkers made you want to hide in the supply closet? Nearly everyone with an employment history can probably answer yes to some of these questions. The main question is, however, how did it affect your work performance? Did working at an unappealing or unsatisfactory job make you want to work harder?

If you're like any other member of the work force, the answer to this last question is probably "no", plain and simple.

Professionals in this field often focus on making the workplace more pleasant for employees. Not only does this help make for happier employees, but it also helps make for more productive employees. Therefore, it's a win-win situation for both the employees and the organization.

WHAT DO INDUSTRIAL - ORGANIZATIONAL PSYCHOLOGISTS DO?

Some of the main responsibilities of an industrial and organizational psychologist are to study the results of existing research or conduct original research. In order to conduct original research, an I/O psychologist might use a number of different methods. He might observe employees in action or conduct surveys, for instance. An I/O psychologist might also study workplace policies and other similar documents.

By looking closely at the results of research done on workplaces and organizations, an industrial and organizational psychologist might be able to solve any number of problems. For instance, he might be able to:

- increase productivity in the workplace.
- develop screening procedures for new applicants.
- increase the quality of a workplace.
- counsel unhappy employees on personal and work related matters.
- help rewrite company policies so that they benefit everyone involved.

While working, industrial and organizational psychologists will typically work closely with a number of different people. This might include business owners, CEOs, supervisors, and employees.

WHERE DO INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGISTS WORK?

An industrial and organizational psychologist might work in several different areas and all different types of organizations. They might work in blue collar organizations, like factories, plants, and construction sites. They might also work in white collar organizations, such as office buildings.

Many industrial and organizational psychologists work directly for companies in human resources departments. Others, however, might work as independent consultants, coming onto the scene only when they are needed.

WHAT IS THE MEDIAN SALARY FOR AN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGIST?

According to the Society for Industrial and Organizational Psychology, an I/O psychologist's salary is often determined by the level of education completed. Professionals with master's degrees, for instance, can expect starting salaries around \$38,750. Those with Ph.D.'s, though can expect starting salaries of around \$55,000.

The amount of money that an industrial and organizational psychologist makes is also influenced by experience as well and the types of companies that he works for. Those with more experience and those working with larger organizations and companies, for instance, will typically be able to command higher salaries. In general, the median salary for these professionals is estimated to be around \$80,000.

PERSONALITY

WHAT IS A PERSONALITY PSYCHOLOGIST?

A personality psychologist looks at how a patient's personality affects the way they deal with the world around them. Psychologists look at how the personality causes people to act in social situations, how they react to other people, how they cope with problems, and how they handle the stress in their lives. An individual's personality promotes habitual feelings and thought patterns, which in turn determine the individual's attitudes and predispose the individual to behave in certain ways. Ultimately, the personality determines how people see themselves. The personality has a strong influence on what an individual expects out of life.

A personality psychologist helps people with personality disorders who may be having difficulty functioning and dealing effectively with the problems they face in life. Some personality psychologists believe that personality disorders result from biological or genetic influences, while others feel that they are caused by a person's experiences early on that prevent normal development of thought and behavior patterns. Many psychologists believe that the development of personality is the result of both nature and nurture.

WHAT ARE THE DUTIES OF A PERSONALITY PSYCHOLOGIST?

Personality psychologists study the personality differences between people to understand what makes each person unique. These factors can be cultural, conditional and situational and they may be common or specific to each person in a given environment. They have to consider the rationality behind certain actions of individuals.

Personality psychologists attempt to determine how our personality develops, and how our personality affects the way we behave and think. By understanding an individual's personality, the psychologist can forecast how their patients will respond in various situations. They can also predict the things their patients will value, and the options they will prefer.

The personality psychologist uses frameworks like trait theories, psychoanalytic theories, behavioral theories and humanist theories to learn about the personality of their patients. Some personality psychologists focus on the theories that explain how the personality develops, while others concentrate on the differences between the personalities of individuals.

Like all psychologists, personality psychologists look at patients from a number of perspectives. A personality psychologist can diagnose a patient's personality in order to help him overcome problems and achieve a higher level of function.

To be classified with a personality disorder, the patient must meet certain criteria established by the Diagnostic and Statistical Manual-IV. These criteria include chronic patterns of behavior that affect many aspects of the person's life; problems with emotions, interpersonal relationships and impulse control; a history of behavior patterns with an onset early in life; and the assurance that the behaviors are not caused by substance abuse or medical conditions. Some common personality disorders include paranoid personality disorder, schizoid personality disorder and obsessive-compulsive personality disorder (OCD).

Personality psychologists may question how much control individuals have over their behavior, and they may think about whether the patient's personality is the result of genetics or life experiences to diagnose and treat patients. They may examine the extent to which an individual is unique or similar to others. They may also consider whether the person is acting through individual initiative, or as a reaction to their environment.

In forming a diagnosis and designing a treatment plan, the personality psychologist may analyze where the individual falls on the spectrum of openness to experience, conscientiousness, extraversion and agreeableness. They take into consideration whether the person has a tendency to be neurotic by displaying anxiety and insecurity as opposed to being calm and satisfied. Others analyze the "H" factor - the tendency to be honest, loyal, fair and modest, as opposed to being sly, greedy, deceitful and hypocritical.

A personality psychologist may use personality tests to find out about the personality of the patient. A commonly used personality test, the Rorschach test, assesses people by how they respond to a series of note cards with ambiguous ink blots. Another such test is the Thematic Apperception Test, which asks the subject to tell a story about pictures.

Personality psychologists may observe the patient in social situations to determine how they are influenced by emotion. They might explain behavior in terms of attraction, conformity, aggression and persuasion in group interaction. Some personality psychologists specialize in conflict resolution, group behavior or leadership.

WHAT DEGREE IS REQUIRED TO BECOME A PERSONALITY PSYCHOLOGIST?

Psychologists generally are required to have a doctoral degree or a specialist degree in personality psychology. A master's degree may be sufficient for some psychologist positions. Most states require a practicing psychologist to have

a license or certification, and those who practice independently must have a license in all states. Licensing laws vary by state.

PSYCHOMETRIC

WHAT IS PSYCHOMETRICS?

In our world obsessed with constant competition, placement, and proper development, testing has become a very common procedure. We have tests designed to determine how intelligent we are, as well as tests that group students together in classes that are within their mental capacity. We also have tests that tell us which jobs would be best for us, and we even have tests that claim to reveal our personalities.

Chances are you've encountered at least one of these types of tests at some point in your life, but have you ever wondered where these tests come from and who designs them?

Psychometrics is the science of measuring people's mental capacities and thought processes through a systemized manner. In other words, it's a way to create tests to determine how smart we are or what our personalities are like.

Psychometricians are the scientists behind those interesting - and sometimes nerve wracking - aptitude and personality tests. The tests that these professionals create help to better understand how the mind works. They are able to measure how a mind functions and how it compares to other groups of people.

Alfred Binet was one of the first and most recognizable people to come up with the idea of a workable intelligence scale. He worked to help create the Binet-Simon Intelligence test in 1908, which was one of the first tests used to measure a person's intelligence. Later, in 1916, this test was improved upon by Lewis Terman, a professor at Stanford University, and it was called the Stanford-Binet Intelligence (IQ) Test.

Throughout the years, the original intelligence test has been changed slightly and adapted throughout the years. Today, this test is still used to measure a person's IQ, or how smart he is compared to his peers. Other tests have also been created, which can measure everything from a person's personality traits to what type of career he would excel at.

WHAT TYPES OF TESTS DO PSYCHOMETRICIANS CREATE?

In general, there are two main types of tests that psychometricians might help to create.

The first types of tests are aptitude tests. These measure people's knowledge and reasoning in areas such as language, mathematics, patterns, and spatial awareness. After a person takes an aptitude test, his raw score is figured based on how many answers he got right and wrong. This raw score can then be examined next to the raw scores of other individuals in a certain group of people. A person's raw score from an IQ test, for instance, can be compared to the raw scores of others in his age group. The average IQ for most age groups is usually between 90 and 110.

Personality tests might also be created by psychometricians. As their name suggests, these types of tests help measure and reveal certain parts of a person's personality. Questions on these types of tests usually ask about certain situations, and how a person feels about them or would handle them. Unlike aptitude tests, there are no right or wrong answers on these tests. Rather the answers that a person gives are compared to certain personality traits, and the dominant trait are picked out and revealed.

WHAT DOES A PSYCHOMETRICIAN DO?

Research is a large part of a psychometrician career. These professionals will spend a great deal of time gathering data and calculating statistics from that data. Psychometricians are also responsible for determining the reliability of certain tests as well.

Psychometricians also design and create tests that collect data used to measure mental capacity and thought processes. When creating these types of tests, psychometricians will first decide which format to use for each test. This can include multiple choice questions, short answer questions, or true and false questions. Other aspects of the tests will also be decided, such as the number of questions, the difficulty level of the questions, and the time limits for the tests

After the tests are created, psychometricians might also administer the tests, since they are familiar with them and understand how they work and how they should be administered.

Once the tests have been completed by the test takers, psychometricians will then score them. The results of the tests can be compiled into reports or they can be compared to other groups of test takers. For instance, let's say someone takes an IQ test and scores 140. By comparing that score to the scores of other people in the same age group, a psychometrician would be able to deduce that that person is highly intelligent.

Evaluating current tests and testing systems to ensure accuracy might also be in a psychometrician's job description. After determining the accuracy of tests, these professionals might make changes that will make them more accurate or effective.

WHERE DOES A PSYCHOMETRICIAN WORK?

Psychometricians might work at research facilities, testing companies, and universities, performing research and creating tests.

Hospitals, mental health clinics, social service offices, and private psychological practices might also hire psychometricians. Companies and corporations also seek the expertise of psychometricians to create and administer aptitude and competency tests, as do many public and private schools.

The military uses tests created by psychometricians to test the intelligence and mental stability of new recruits, and criminal justice facilities also use similar tests to research the mental state of criminals and inmates.

WHAT ARE THE EDUCATION REQUIREMENTS TO BECOME A PSYCHOMETRICIAN?

It may be difficult to find schools that offer undergraduate degree programs in psychometrics. Therefore, many individuals who are starting a career in this field will earn degrees in closely related areas, such as psychology or statistics.

Graduate degrees in psychometrics, psychology, statistics, or testing methodology can also be helpful when pursuing a career in psychometrics.

WHAT IS THE MEDIAN SALARY OF A PSYCHOMETRICIAN?

The Bureau of Labor Statistics does not collect specific salary data for psychometricians. Statisticians, however, earned a median salary of \$72,830 in 2010. This is right in line with a report done by the Bureau of Labor Statistics in 2011, which states that psychometricians made between \$50,000 and \$100,000 each year.

INFLUENCES IN PSYCHOMETRIC

Alfred Binet created the first test to measure IQ, named the Binet-Simon Intelligence test, which was originally used on children.

Lewis Termin later adapted and revised this test to measure adults' IQ's.