



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Gary Johnson, VP Programs

THURSDAY, FEBRUARY 21:

The Talent Shortage Challenge: Where Have All the Good Employees Gone?

Phil Schechter, SPHR

Organizations are facing an array of challenges with respect to finding, keeping and motivating good employees. The Bureau of Labor Statistics reports that by the year 2010 American businesses will be facing a workforce shortage that could be in excess of 10 million. The presentation will help participants learn effective methods that will help them find and retain qualified worker. The topics include:

- An overview of current and emerging factors that are impacting employment relationships;
- Proactive actions organizations can take to attract and assess talent;
- 19 steps you can take to motivate and retain competent employees;
- 8 questions every organization needs to ask in order to develop a comprehensive business and human resource strategic plan.

Phil Schechter is the former director and founder of the MBA in Human Resource Management program at the University of St. Thomas where he also taught in the Center for Health and Medical Affairs, the Executive MBA, Master of International Management, the Center for Entrepreneurship, and the Management Center. He also taught at the Chicago Medical School's University of Health Sciences and Inver Hills Community College. He is currently an Associate Professor of Management at St. Mary's University.

His corporate experience includes; human resource management and training and development responsibilities in health care (Mt. Sinai Hospital; Cook County Medical Center and Michael Reese Hospital in Chicago), and manufacturing (Johnson & Johnson and Pa Cal Steel). Phil also consults and teaches in China, Hong Kong, Taiwan, the Caribbean and Europe. His Advisory Board experiences includes: Twin Cities Vocational Services, Phillips Neighborhood Association,

Health Employers, Inc., Twin Cities Labor Management Association, Twin Cities Human Resource Association, Human Resource Staffing, Inc. and St. Mary's University.



MPPAW Update

By Amy McKee, President-Elect

Greetings fellow MPPAW members and other interested parties! As we forge our way through frigid and/or snowy Minnesota, relentless political campaigns, and Super Bowl parties, I find myself perusing the SIOP conference materials and really looking forward to another opportunity to update my awareness of what's going on in our field. Certainly, a few days in my favorite city of San Francisco and the social aspects of SIOP are enticing too! For the first time in years, though, I plan to attend the pre-conference workshops. What a broad and varied lot is offered! It's hard to choose whether to foray into topics I don't know much about like mergers and acquisitions or E-learning systems, or to reacquaint myself with current research in areas nearer to my heart like competencies in applied settings or performance testing. Whatever your desire – to explore foreign topics or delve deeper on familiar ones – SIOP offers it. I hope to see you all in the city by the bay!

But first, I look forward to visiting with you and sharing ideas at our next local MPPAW meeting. Many of you came out in the frozen tundra last month to hear Nathan Kuncel speak about faking on personality measures and recent research he and his colleagues have conducted to peel that behavior apart. Many of us could immediately apply his thought-provoking presentation to our everyday work and testing practices. It also prompted inspiration for more research into the thought process and intentions behind faking, and approaches to circumvent it. This month, on February 21st, Phil Schechter, an Associate Professor of Management at St. Mary's University, will discuss effective methods that will help employers find and retain qualified workers in light of the pending workforce shortage.

Please, invite your colleagues to join you at MPPAW! Bring them along for some Spanish tapas and cocktails, and of course stimulating conversation at our next meeting on the 2nd floor of Solera on Thursday, February 21. See you there!

January Presentation Recap

Summary prepared by Nate Dvorak, Co-Secretary

Faking on Assessments

Nathan Kuncel, Ph.D. – University of Minnesota

In January, MPPAW members were treated to a presentation by Dr. Nathan Kuncel regarding his recent research on faking in personality assessments. Dr. Kuncel began his talk lightheartedly by discussing the predictive relationship between personality and important life outcomes such as death and divorce. Kidding aside, Dr. Kuncel highlighted the importance of continued usage of valid personality tests in the workplace.

Dr. Kuncel's research explores the phenomena of all out lying on assessments as opposed to merely responding in a socially desirable manner. His curiosity led him to explore and research the thought processes that occur when applicants choose to be deceitful on an assessment. His research asked subjects to complete an assessment as if they were trying to obtain a job they strongly desired. He then examined why subjects did not select the strongly agree or disagree responses, under the assumption that these extreme responses would form the basis of an assessment that would be perfectly matched with the position.

It was discovered that participants rarely responded in an extreme manner despite their directions to disregard truthfulness in favor of responses they thought would be most likely to assist them in attaining the job. Numerous reasons for non-extreme responding were cited including not wishing to exhibit too much of a good characteristic, and, despite the instructions, not wishing to be dishonest. Dr. Kuncel's results suggest desirable responses may actually depend on the question stem and the response options and that the desirable responses in some cases may be bimodal, or trimodal.

We would like to thank Dr. Kuncel for being our guest and sharing his research with MPPAW members.



**Be sure to check us out
online at www.mppaw.org!**

Member Profile

By Rena Rasch, Co-Secretary

The Spotlight is on...

The first profile for this month focuses on member Katie Olson, M.A., L.P.P., consultant with DRI Consulting.

Katie has explored a number of different careers, but has found her match in I/O psychology. In undergrad, she double-majored in both business and psychology. She received her Masters in Counseling Psychology and is currently a third year Psy.D. student at the University of St. Thomas. Katie has had different jobs in business and psychology, but decided to search for a better-fitting career. In her search, Katie turned to I/O and DRI Consulting, where she has been for over year.



At DRI Consulting, Katie has managed a wide variety of projects and is grateful for all of the opportunities she has received there. Katie particularly loves I/O work for the clientele and client delivery from coaching to assessment work to skill development, personnel selection, and problem management. For Katie there is no "typical" day, because there is so much variety in each work day; much seems to come up unexpectedly. However, most days involve talking and consulting with co-workers, supervising and being supervised (formally or informally), writing reports, administering and interpreting a number of assessments, and meeting with clients. Katie laments, "If only there were 40 hours in a day!"

In her work, Katie is most proud of making a positive difference in clients' personal and professional lives. Many clients feel comfortable enough with her to open up and feel safe, which she is proud of. Katie has even received some cards and emails thanking her for her help, which she appreciates and finds very encouraging.

Katie has been influenced by three role models, each of whom she enjoys a close connection with: her mother, her choir director, and her psychology professor. Katie looks up to each person for many reasons. She admires her mother for her compassion and perseverance, her choir director for her talent and passion, and her professor for her open-mindedness and intellect. Katie has aspired over the years to emulate each of them in different ways. Katie has also been positively influenced by male role models: her husband and father.

On a more personal note, Katie was born in Los Angeles, but moved to Minnesota when she was four years old, and now considers herself a Minnesota "lifer." Katie has many interests and activities, including Tae Kwon Do (she's a first-degree black belt) and singing in a local band. She also likes to jog (she ran the TC marathon a few years ago – her first and likely her last), play tennis, and cook. She has an adorable boxer who can immediately put her in a good mood (if needed). She has three sisters in the area, and several close friends who certainly feel like family at times. Last, but certainly not least, Katie has a supportive and amazing husband. As Katie's hectic schedule allows, she would like to attend more MPPAW meetings and looks forward to getting to know other MPPAW members.

Member Profile

By Nate Dvorak, Co-Secretary

The Spotlight is on...

The second profile for the month of February is the current Vice President of Programs for MPPAW, Gary Johnsen. Gary, a native of Roseville, began his career as a clinical psychologist, specializing in family therapy and family systems. While this is not a traditional I/O background, these experiences gave him an understanding of how organizations work, the importance of leadership, and the role of culture in shaping work experiences and have been essential to the work he performs today.



Gary is currently a senior managing consultant with IBM's Global Service Human Capital Management Group, assisting companies with large scale HR transformation initiatives. This entails working with companies to move the HR function from a traditional, transactional practice to a contemporary strategic function that supports the goals of the organization, reduces costs, and adds value to the business.

Prior to working at IBM, Gary held positions directing an employee assistance program, leading an HR learning and development function, building a complete suite of talent management programs for a new company, leading a sourcing and selection program, and working at a strategic talent management consulting organization. He relishes the opportunity to create structure and clarity out of chaos and feels fortunate to have had work experiences that demanded this ability.

Helping people achieve a healthy work/life balance is one of the greatest rewards of this profession for Gary. He also enjoys analyzing data and conducting research to discover best

practices and assisting organizations in implementing these practices to achieve operational excellence.

Gary's hobbies include running and reading. He has completed several marathons and regularly participates in a book club. After recently sending his youngest daughter off to college, Gary and his wife are now rediscovering life without their kids at home. Finally, after putting together an excellent lineup of speakers for the 2007-2008 MPPAW session Gary has some advice for the next VP of Programs; start early, use your network, maintain a balance of both "I" and "O" speakers and sell the benefits of speaking at an MPPAW event to potential speakers. A big thank you goes out to Gary for all the work he has done for MPPAW this year!

Announcements

By Justin Bethke, VP Communications

MSU/ MPPAW SOUTH AFRICA TRIP

Students, faculty and friends of the MSU I/O program are traveling to Karatara, South Africa May (14 – 29) to help a fledgling college called Eden Campus. Eden Campus is South Africa's first free rural eco-business school for entrepreneurs. Here is their web site <http://www.edencampus.co.za/>. Eden students learn the fundamentals of community enterprise business. Graduates return to their villages to help start businesses and promote economic development.

Eden campus is tiny and needs help. So, during the trip we will spend just over a week on campus meeting with Eden Campus students, providing input on curriculum, giving lectures, and constructing buildings. We will also spend a week traveling along the garden route visiting game parks, beaches, Cape Town, Nelson Mandela's prison memorial, etc. The itinerary appears below.

1) We still have spots available if you are interested in joining us. The trip will cost about \$3900 and includes air, lodging, transportation, guides, and some of the meals.

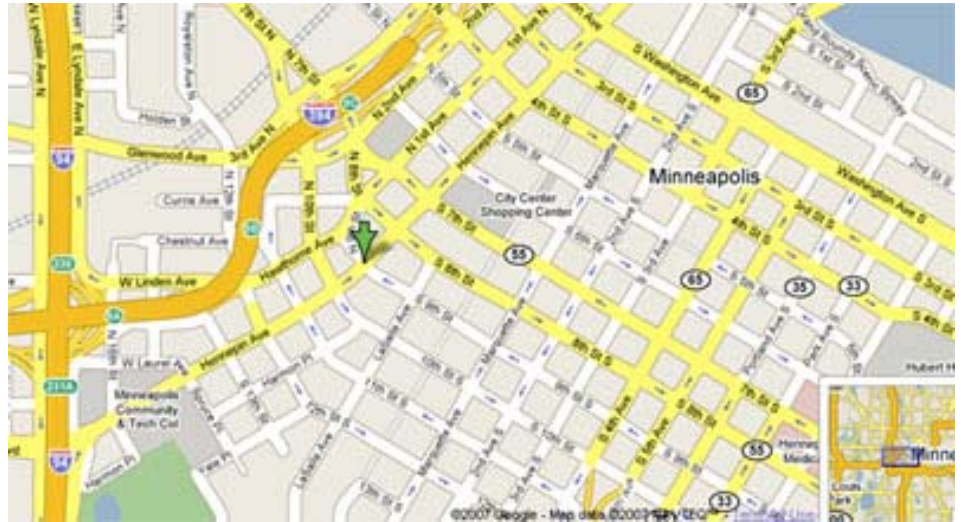
2) If you are unable to come with us but you would like to offer support for Eden campus, they need textbooks, computers, building supplies, chalkboards. In fact, they need just about everything. One thing in particular they need is *business clothing*. The campus has created a library of business clothes for students to use when they visit banks, go on interviews, and meet with local leaders. If you have business clothes that you no longer need and would like to donate, we would be glad to deliver them to campus.

Contact Dan Sachau at Minnesota State University, if you are interested in attending or you would like to donate, sachau@mnsu.edu, 507-389-5829

Format of Meetings

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m.

A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.



How to Get There...

Solera is located at 900 Hennepin Avenue in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner). Here's their website: <http://www.solera-restaurant.com/>

MPPAW Website: www.mppaw.org

© Copyright 2008, Minnesota Professionals for Psychology Applied to Work (MPPAW). MPPAW encourages other groups to reprint articles from the MPPAW Newsletter, provided that credit is given to the author(s) and to the MPPAW Newsletter. All statements expressed in this newsletter are those of the authors and do not necessarily reflect the official opinions or policies of the Minnesota Professionals for Psychology Applied to Work, MPPAW. Contact Jenny Merriam, VP Communication for information to be included in this newsletter.