

Hello readers

Welcome to the 6<sup>th</sup> issue of EWOP In-PRACTICE with papers on the application of Work and Organizational Psychology (WOP). I am delighted to say that we are receiving more material for the journal and I am sure this has been boosted by the excellent EAWOP congress in Munster and another successful WorkLab held in Amsterdam (for a participant's review see pages 38 to 45 of this issue).

This edition offers six excellent articles representing a wide range of WOP practice. The edition opens with a thought provoking article about how bias can affect recruiters' decisions in selection. Little has been written in WOP about the stereotype "What is beautiful is good" and this topic is explored in-depth by *Asta Medisauskaite and Caroline Kamau* (Birkbeck College, London University) and *Aukse Endriulaitiene* (University of Vytautas Magnus, Lithuania). In particular, this article explores the interaction of the recruiter's characteristics with that of the candidates. Next, we have an excellent account examining the topics of voice and silence

in the workplace. Sarah Brooks (the University of Sheffield) explores how managers hear (and don't hear) about information vital to organizational performance and considers what stops employees expressing what they think. This intriguing area of practice will be the topic of our **3<sup>rd</sup> WorkLab to be held 13-15 November, 2014 in Vilnius, Lithuania** (visit the [site](#)). In order to whet your appetite to attend the next WorkLab Kieran Duignan offers a participant's view of the particular brand that is the EAWOP WorkLab.

Next, *Martha Knox-Haly* and her colleagues from the University of New South Wales and the University of Sidney describe the further development of employee resilience by workplace training. There is a good deal of interest in the topic of workplace resilience at present. Martha and her colleagues offer a clear description of an intervention aimed to build employee resilience and offer a balanced evaluation of the training. Not only is this an interesting and practical account; it demonstrates the

value of In-Practice in being able to represent the application of WOP in wider contexts.

The final articles are accounts of the activities of two of the new Constituent Associations elected at the last EAWOP General Assembly. First, *Matic Kadliček*

offers us a pictorial summary of the activities of the Slovenian Psychologists Association (SPA). He describes changes in the Association when one of the largest groups of psychologists left to form their own association. Several years later SPA is developing strongly and has been working with EFPA's Board of Ethics to develop a Model Code of Ethics. The issues occupying the Association's agenda are of interest to all WOPs and we will enjoy hearing SPA's progress in these areas at the next Constituent Council meeting in Oslo (June 6, 2014). This article is followed by *Despoina Xanthopoulou* and *Ioannis Nikolaou's* account of the Hellenic Psychological Association (HPA) and their many activities. It is delightful to hear from new Constituents and In-Practice would welcome input from any of the other Constituents; new and old. Ioannis is the current Constituent Co-ordinator on EAWOP's Executive Committee and he

would support and advise you to develop material for publication.

These papers will cause you to pause and reflect on your own and others' practice and how knowledge, attitudes and behaviours can be developed to enhance day-to-day working activities enabling them to be more effective. I would like to thank the authors for their valuable contributions to in-Practice and look forward to further papers being presented in our next editions.

Hopefully these articles will inspire you reflect and comment. Please contact the authors directly by email to continue the discussion; or use EAWOP's LinkedIn Group again with the author's permission). I will ask the authors to summarise these discussions for you to be published in the next edition of In-Practice.

In-Practice is a journal that is for you, the EAWOP Practitioner; and also made by you. Think about writing for the journal yourself. The philosophy of the journal is to publish papers about the practice of WOP. We are interested in articles describing practices, procedures, tools, or even changes in organizational procedures stimulated by shifts in national economies and organizational

processes. Some of these activities are successful while others may not be. We are as interested in what did not work well and reflection why this may be; as well as those projects that are successful. We will only learn as a community if we examine all aspects of practice.

Are you an expert in Management Development? Leadership? Empowerment interventions? Is there a project that you have led, or contributed to, that you would like to share with others? Here you can find the right place to present and discuss these types of experiences. As for length, a two-three page contribution is perfectly OK; or more if you wish.



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The format for the papers is described in the style guide associated with this page. If you would like to discuss your ideas for a contribution or send me an outline I would be happy to comment on this and assist in its preparation. Helen Baron is the Practitioner Co-ordinator on EAWOP's Executive Committee and she would be delighted to hear from you about any further practitioner activities you think EAWOP should undertake.

Best wishes for the coming year. Enjoy this issue of In-Practice and ... don't forget ... I look forward to your contribution.