



InPractice is an applied journal of Work and Organizational Psychology (WOP) and is unique in this purpose (see <http://www.eawop.org/ejour-editor-s-statement>). The journal is recognised with a 1-star rating in the current ABS journal ranking document.

I am delighted to present Issue 12 of InPractice and our first edition this year. We present five original empirical papers; along with two reports; one from Albania, EAWOP's newly elected constituent association, and the other being a report from the 2019 EAWOP Congress in Turin. These papers are available in two formats: as a single edition download, or, a separate download for each paper.

We open with a fascinating paper by Gintaras Chomentauskas and Kristina Paulauskaitė from the Human Study Center, Vilnius, Lithuania looking at the relationship between subjective well-being and income. The paper explores the oversimplified understanding of these relationships expanding our knowledge of the complex economic and social factors at play in different national cultures.

Next, we have an exciting opportunity offered by Mare Teichmann of PE Konsult, Estonia to examine a new mapping tool exploring psychosocial risk factors at work. This tool enables different occupational stress interventions to be developed at both individual and organizational levels of interaction.

We follow with an absorbing study of non-binary people's experience in the workplace with a special focus on the experience of leadership. Mila Donders, studying at the Management School, the University of Sheffield, UK and living in the Netherlands

examines how gender identity complicates not only work life, but most of a person's daily life.

We continue with Emma Parry from the Institute of Work Psychology, the University of Sheffield, UK taking us on a captivating journey with young people making the transition from education to employment for the first time. Emma uses drawings and talk to examine young people's transitions and applies these findings to a range of practical applications for WOP practitioners and those working with young people in different capacities.

Continuing with the theme of transitioning into employment Esra Atilla Bal from Development Dimensions International, Turkey identifies the 'success profile' multinational and local organizations based in Istanbul are looking for from new graduates. The implications of these findings are discussed in relation to how these criteria can be fostered during educational years and beyond.

These empirical papers are followed by a report from The Order of Psychologists in Albania (OPA); EAWOP's newly elected constituent association. Valbona Treska, President of OPA, describes the origin, struggles and establishment of OPA and the range of its activities.

Finally, Colin Roth from BlackBox/Open describes a highly successful session from Co-op Friday (my explanation of this event is below) at the Turin congress in May 2019; you may have been there? Here a highly active debate was achieved between panellists, scientists and practitioners using a "Bar Camp" approach to encourage presentation and review.

Excitingly, InPractice is growing and changing. We continue with open access of our contemporary and eye catching presentation of material and availability in multiple formats. Next, we are going to be presenting more editions of InPractice each year along with different content formats. As one of the only applied journals of WOP that is regularly read by both practitioners and scientists we want to bring you new features such as interviews with thought leaders, topical discussions and debates and narrative explorations of work, that in reality, often does not always go to plan.

InPractice is closely integrated with several other EAWOP activities. Currently these include the annual WorkLab (see <http://www.eawop.org/worklab-2019a>) and the

increasingly popular stream at the bi-annual congress concerned with the co-creation of work and organizational psychology knowledge and practice (known as Co-op Friday in Turin). Through these developments EAWOP is facilitating InPractice to bring unique material to our readers and enabling developmental activities to support and encourage new authors to write about their work.

We are interested in a wide range of material from practitioners and scientists focusing on the application of WOP in Europe (and further afield). This may be empirical work, theoretical contributions, case study descriptions, evaluations of interventions or commentary on current “hot topics”. We are also interested to know what it is like to practice (or teach) WOP in your country and how psychologists maintain their continuous professional development. We welcome reports (with pictures) about activities and qualifications from psychological associations that will inform other applied psychologists.

We are happy to receive material in the form of a paper, or a plan of an intended paper. The plan will allow the editorial team to interact with the authors at an early stage and encourage a focus on the application of material. We hope by reading this edition you will want to write for InPractice, or try out an idea with us. We can never have enough material about the applied work people are doing; and its evaluation. Please contact us through [InPractice@eawop.org](mailto:InPractice@eawop.org) or via one of the editors. We look forward to working with you soon.

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