

Editorial

Diana Rus, Angela Carter and Belgin Okay-Somerville

These days, the workplace is in a constant state of flux and our professional lives seem to be filled with a steady stream of changes. For example, we need to adapt to new ways of working, learn how to use new technologies and keep updating our skillset. At times we may feel energised by all these changes, whereas at others we may feel overwhelmed. What we seem to forget is that we need to manage our time and resources wisely so that we can be productive, happy and healthy. In this sense, it is helpful to stop for a moment, take a step back and reflect on what we are doing and why. It is also helpful to share our experiences and learn from each other. What makes us passionate at work and why? Is this the career path we wanted? What advice would we give to someone starting off their career in the field of work and organizational psychology? What could we learn from another practitioner or scientist?

This issue of InPractice centres around reflecting, sharing and learning from each other. One recurring theme will focus on learning from others' career paths. We will showcase various perspectives on how the careers of work and organizational psychologists may take different shapes and turns depending on geographical location, personal choices and chance encounters along the way. The second recurring theme will focus on how science can inform practice and practice can inform science within our field. Each and every single paper in this issue touches upon this in one way or another.

Our first article offers a candid insight into the career path of a work and organizational psychologist in Iceland. In an interview, *Hildur Jóna Bergþórsdóttir*, people manager at Iceland Air and member of the EAWOP Executive Committee, takes us on a frank and open personal and professional journey. She shows us how the different choices she made throughout the years and the inspirational people she met along the way shaped her career path and her views on the role of our profession. Importantly, Hildur vividly describes what makes her passionate at work and provides invaluable advice to aspiring work and organizational psychologists.

Next, we move from Iceland to South Africa to explore a second career path. This time, *Samantha Sadie*, an aspiring psychologist shares her journey from schooling in South Africa, to post-graduate education in the UK to the creation of a fulfilling professional

life upon returning to South Africa. Samantha explores the various opportunities and challenges that international students face while away from home, issues that many who have studied abroad will recognise. She also provides a fascinating account of both the joys and pains of registering for practice, finding out what she is truly enthusiastic about and taking charge of her career.

Our third contribution is a research spotlight. *Neill Thompson and colleagues* introduce the work-as-done perspective as a tool for gaining a more realistic picture of work. For illustrating the value of this perspective, they provide examples of their own research on job interviews, clinical handovers and decision making in teams. This contribution aims to bridge the science and practice gap in how work and organizational psychologists approach and understand work.

Our final contribution inaugurates another paper format that we are happy to publish. *Lima Emal* is the first to write for our Report feature by describing the content and process of the 2022 edition of the EAWOP WorkLab, a yearly interactive event aimed at facilitating the application of state-of-the-art research in practice. Her report provides us with an overall description of the workshop, including speakers, process, and participants; and the topics covered, such as the development and evaluation of organizational-level interventions.

We hope you enjoy reading this issue and that you get inspired to publish with us. You could offer a full-length empirical paper, a case study, career path discussion, reflections on research or practice, report on a conference or event, or a presentation of practice-oriented tools used in work and organizational psychology. Please contact us (InPractice@eawop.org) with your ideas and a short plan of the paper. We will be delighted to collaborate with you to bring this material into publication.

We look forward to seeing you at this year's WorkLab which will be held November 2-4, 2023 in Valencia, Spain focusing on *Engaging leadership: Cultivating employee strengths and psychological safety in organizations*.



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