

IWOP DECLARATION OF IDENTITY

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INTRODUCTION

Industrial and Organizational (IO) Psychology, also known as Work and Organizational (WO) Psychology, henceforth referred to as IWOP*, as a worldwide profession, does not have foundational values about its public voice. As Lowman (2006; Lowman & Cooper, 2018) and Lefkowitz (2005; 2017) in various publications note, IWOP is now considered a profession and professions affect societies. IWOP has a responsibility as a profession to support difficult decisions at the societal, organizational, and group level so as to always ensure that workers and worker-eligible people are reaping benefits rather than are harmed by their work engagements.

The IWOP profession is concerned with both individual work-related wellbeing and effective performance. This duality can create ambiguity about IWOPs' contributions. IWOPs have a clear understanding of our abilities to navigate between well-being and performance effectiveness. We must make this understanding visible and audible to the public we serve, including all stakeholders involved in the world of work, whether employees, employers, governing boards, unemployed, precarious workers, labor unions, and more.

With the aid of over 50 participants at various international congresses and conferences since 2013, plus several surveys that IAAP has administered since 2009, it has become clear that IWOPs wish to have a more globally inclusive identity and to become more visible with relevant stakeholders. Therefore, drawing from communications and discussions that ensued among IWOP affiliates attending IAAP events within Division 1, Organizational Psychology, as well as in cooperation with the Society for Industrial and Organizational Psychology (SIOP), European Association for Work and Organizational Psychology (EAWOP), Canadian Society for Industrial and Organizational Psychology (C-SIOP), and the Alliance for Organizational Psychology (AOP), President of IAAP, Division 1 (Organizational Psychology) and co-chair of SIOP's International Affairs Committee, have created a draft Declaration of Identity.

AIM

The Declaration of Identity (DOI) aims to create a foundation of who IWOPs are, who IWOP stakeholders are and who are our clients, what IWOPs can contribute to any organizational entity to ensure high performing and healthy workers (involuntary, voluntary, precarious, gig, and more). We envision the possibility that IWOPs and others might use the DOI as a foundation for extending their own views on these beliefs/values. The Declaration of Identity aims to address our action-oriented identity with statements declaring our broad-based, globally shared competencies.

AUDIENCE

* IWOP is used to be inclusive of the various permutations of our professional title around the globe.

The Declaration of Identity is an international joint declaration intended to be used as a tool by IWOP practitioners and academics to educate decision-makers in policy, governance, board of directors, and others about IWOP's professional competencies in applying scientifically-grounded findings to practical needs of organizations. Once finalized, IWOP professionals will be able to share this Declaration (or an executive version of it) with others in a decision-making capacity.

The intention of the Declaration is to make our work accessible and visible so that we are called to the discussion table to collaborate and inform decisions affecting working people or people wishing to find work. For decision-makers, such a Declaration demonstrates our commitment to the profession and our fundamental intent of cooperation and support for workers, worker-eligible individuals, and organizations.

CURRENT OBJECTIVES

Below is an abbreviated list of our action-oriented declarations. Please follow [this link](#) to see a more detailed explanation of each of 10 statements.

We invite you, our newsletter readers, to comment on this draft DOI by sending your thoughts to sglazer@healthyorganization.com. Specifically, we welcome your opinions about:

- the need for such a declaration.
- language that might better reach the intended audience of non-IWOP management and decision-makers.
- whether any parts of this declaration capture your identity and action-oriented goals as an IWOP?

ABBREVIATED DECLARATION

Below are 10 actions characterizing IWOPs' professional competencies and identity.

1. Communicate broadly
2. Translate to business-speak
3. Influence decision-makers
4. Voice change needs
5. Ask rigorous questions
6. Ideate and innovation
7. Value well-being
8. Share scientific research
9. Bridge science and practice
10. Balance individual needs

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