

New Zealand  
Psychological Society  
*Rōpū Mātai Hinengaro o Aotearoa*



INSTITUTE  
*of*  
ORGANISATIONAL  
PSYCHOLOGY

*Te Kāhui Mātai Hinengaro ā te Wāhi Mahi*

Organisational Psychology Symposium  
What Can We Be Doing to Help Organisations Help Their  
People?

Auckland, 23 November 2023

	Sessions		
9.00am	<p>Keynote Mental Wellbeing at Work: What Works</p> <p><i>Brad Norris and John Eatwell</i></p>		
10.00	<p>Building Psychosocial Safety Climate</p> <p><i>Dianne Gardner</i></p>		
10.30	<p>Improving health &amp; safety outcomes through collaboration and worker engagement</p> <p><i>Matakatea, Vanessa</i></p>		
11.00	<p>Morning Tea</p>		
11.15	<p>Panel Discussion: What Can Organisations Be Doing to Support People Better?</p> <p><i>Dianne Gardner, Sanna Malinen, Vanessa Matakatea, Katharina Näswall, Brad Norris,</i></p>		
12.00	<p>Lunch</p>		
1.00 -5pm	<p>Aspiration and Action: developing a culturally conscious competence framework for Coaching Psychology in Aotearoa NZ</p> <p><i>Kennedy, B., Jelley, B., McCormick, I., Prideaux, D., Stiles-Smith, B Black, J., and Forsyth, S.</i></p>	<p>Psychometrics of Measurement Scales (OPOB preconference workshop)</p> <p><i>Prof Gordon Cheung</i></p>	<p>Implementing wellbeing programmes - key learnings from 25 years of experience and research.</p> <p><i>Brad Norris</i></p>
6.00pm	<p>Organisational Psychology Dinner at Mezzies RSVP to <a href="mailto:john.eatwell@spgroup.nz">john.eatwell@spgroup.nz</a></p>		

**Abstracts (In order of first surnames)****Psychometrics of Measurement Scales**

Prof. Gordon Cheung (Professor of Organizational Behaviour, University of Auckland)

Many constructs in management studies, such as perceptions, personalities, attitudes, and behavioral intentions, are latent constructs that are not directly observable. Typically, empirical studies measure such constructs using established scales with multiple indicators. Researchers commonly report the quality of these measurement scales based on Cronbach's alpha and confirmatory factor analysis results, including the model fit of the measurement model, significance tests of the factor loadings, and whether the correlation coefficients among latent constructs are significantly lower than unity. However, these results are usually inadequate and sometimes inappropriate as evidence for reliability, convergent and discriminant validity. Moreover, researchers rarely report sampling errors for these psychometric quality measures. In this best practice paper, we first critically review the most frequently-used approaches in empirical studies to evaluate the quality of measurement scales when using structural equation modelling. Next, we recommend best practices in assessing reliability, convergent and discriminant validity based on multiple criteria and taking sampling errors into consideration. Then, we illustrate with numerical examples the application of a specifically-developed R package, measureQ, that provides a one-stop solution for implementing the recommended best practices and a template for reporting the results. measureQ is easy to implement, even for those new to R. Our overall aim is to provide a best-practice reference for future authors, reviewers, and editors in reporting and reviewing the quality of measurement scales in empirical management studies.

*You will need to register for the AOPOB conference to attend this.*

**Building Psychosocial Safety Climate**

Gardner, D.

Psychosocial Safety Climate (PSC) refers to the value that an organisation places on psychosocial health and wellbeing. It is reflected in management commitment to and prioritisation of psychosocial health and wellbeing, organisational communication on issues related to psychosocial health and wellbeing, and the input of all staff into fostering and maintaining a work environment supportive of psychosocial health and wellbeing. An intervention study was carried out with small and medium enterprises (6-99 employees) from three sectors: early childhood education, fast-moving consumer goods and mental health and addiction services. SMEs often have limited resources for managing health and safety risks but much of the research into PSC has been carried out with larger organisations. The study implemented an intervention designed to boost PSC in ten case organisations, while ten control organisations provided comparison information. Evaluation involved surveys at intervention baseline, midpoint and post-intervention, and interviews and discussions with participants. Details of the intervention and evaluation outcomes will be presented in this symposium.

[Register By Clicking Here](#)

**Aspiration and Action: developing a culturally conscious competence framework for Coaching Psychology in Aotearoa New Zealand.**

Kennedy, B., Jelley, B., McCormick, I., Prideaux, D., Stiles-Smith, B Black, J., and Forsyth, S.

Coaching Psychology is a product of the western cultures dominant in psychology and their organisational worlds, with scant literature addressing issues of culturally competent coaching. Competency frameworks and the resulting formal training in coaching psychology have grown significantly on the international stage over the last two decades and yet are not fit for purpose in the unique cultural context of Aotearoa New Zealand. Taking te Tiriti as foundational, the Coaching Psychology Special Interest Group have begun development of a competency framework that articulates to the New Zealand Psychologists Board Core Competency framework for registered psychologists, to Coaching Psychology frameworks internationally, and yet aspires to be more widely influential in fostering culturally competent coaching practice, not only locally but potentially internationally. Commencing with engagement with cultural advisors, we have developed an initial iteration of culturally informed competencies for coaching psychology alongside a Roadmap for Professional Recognition. The Roadmap seeks to provide guidance for those wishing to transition into coaching psychology as well as a set of standards.

**Improving health & safety outcomes through collaboration and worker engagement**

Matakatea, Vanessa

Worker engagement and collaboration methods were applied to an organisation following multiple fatalities, demonstrating poor H&S systems, practices & culture, in a high-risk industrial sector with no approved codes of practice, typically known for industrial unrest and fractured relationships between unions, management, and the workers, that transformed the overall organisational culture into a high performing, high engagement organisation promoting continuous improvement.

Simplified language and tools were implemented to empower worker participation, engagement, and commitment, with the underlying key principle being 'to listen, then act'. Systems were developed alongside workers, including them in the design stages, and placing them at the top of the decision-making process, whilst developing and recognizing their achievements on the journey.

Underpinning the methods, systems, and frameworks designed to achieve this was Sir Mason Durie's Māori Health Model, Te Whare Tapa Wha. This ensured the deliverables were built with strong foundations and four equal sides.

**What Can Organisations be Doing to Support People Better**

Gardner, D., Malinen, S., Matakatea, V., Näswall, K., and Norris, B.,

A panel discussion and Q&A

## **Which Wellness Initiatives Impact Mental Health Most: Individual, team or Organisational**

Norris, B., and Eatwell, J.

September was mental health awareness month, and during the month Synergy Health working with a number of organisations and 1621 employees to improve their mental wellbeing. The initiative included a remeasure of wellbeing, one week of individual focused initiatives, one of team and one of organisational driven actions aimed to improve mental wellbeing. Measures were taken through the initiative as well as pre- and post event. The results are discussed.

## **The Evolution of Workplace Wellbeing**

Norris, B

There's no denying we live in challenging times. The changing landscape has meant our employees' wellbeing and mental health has been tested like never before.

And whilst we all want our employees to be happier, healthier and more engaged, everyone's different. Everyone has their own unique challenges, circumstances and goals. A 'one size fits all' approach to wellbeing won't cut it. With the increasing rate of technological development, wellbeing programs are becoming more sophisticated, easier to implement and are achieving better outcomes for organisations and their employees.

This session will help you redefine your understanding of what is possible when promoting employee wellbeing, safety and engagement. Hear from Brad Norris (Managing Director – Synergy Health) as he shares their key learnings from over 20 years' experience in delivering workplace wellbeing programs to some of New Zealand and Australia's leading organisation. Brad will cover:

- The art of behaviour change
- The key fundamentals in any workplace wellbeing program
- How to get more out of a wellbeing program through achieving an organisations broader strategic objectives