

**PRACTICE AREAS FOR THE PREPARATION OF
INITIAL APPLICATION, PRACTICE SAMPLE AND ORAL EXAMINATION
IN THE AREAS COVERED BY THE AMERICAN BOARD OF
ORGANIZATIONAL AND BUSINESS CONSULTING PSYCHOLOGY
(ABOBCP)**

Updated 7/4/2011

The ABOBCP Practice Areas and Activities appear below. These Practice Areas and Activities can be used in (1) the initial application for consideration for certification in ABOBCP; (2) preparation of the practice sample(s) and (3) selection of areas for the Oral Examination.

In your initial application, please provide evidence that you have obtained a level of competence expected of a Candidate for the ABOBCP in at least 3 of the following areas (or 2 if you are applying in the senior option); normally equivalent to at least 2 years post licensure. You may of course indicate a greater number of areas of competency, although the oral examination can be more focused. Such competency can be demonstrated through:

- An appropriate degree
- Academic coursework
- Continuing education
- Retraining
- Pre-doctoral experience
- Post-doctoral experience (at least 2 years)

Practice Sample:

In submitting your practice sample, please indicate the areas you believe are covered by your practice sample(s) by checking the appropriate boxes and by writing next to the box the name or number of the relevant practice sample. Your practice sample should cover all the areas of your competency. You may do this through one large, complex practice sample or you may do this through several practice samples. Normally, a Candidate would submit 3 practice samples, one for each area (2 practice samples for the senior option). However, to be clear, you may submit one large practice sample that covers all of the practice areas. If your practice sample(s) do not cover all of your competency areas, please attach a note indicating how you will demonstrate competency in the areas not covered by the practice sample.

For the Oral Examination:

At a minimum, the areas covered in the oral examination should include those reflected in the practice sample. For the oral examination, you must choose 3 areas (or 2 for the senior option).

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Note: This document lists the major areas of practice. Under each major area of practice you will find example tasks or activities. Normally, you would have to be competent in a number of tasks to be considered as competent in the major area.

1) Assessment, Selection, Recruitment and Placement

- Developing assessment tools for selection/placement/classification
- Developing assessment tools used in promotion decisions
- The validation of test instruments consistent with legal and professional standards and guidelines
- Job analysis for test development
- Implementing and administering selection procedures
- Identifying management potential and talent
- Individual psychological assessment
- Developing and administering tests and assessments in high stakes situations including police and fire selection
- Development of recruitment materials, websites, and programs
- Development or consulting on online and unproctored testing
- Providing services as an expert witness in employment-related cases
- Assessment of personality
- Conducting utility analysis

2) Performance Management

- Developing performance management systems
- Developing performance appraisal instruments
- Developing and administering 360s
- Developing feedback systems
- Providing feedback to employees and managers
- Job analysis for performance appraisal and performance management
- Expanding the criterion domain

3) Training and Development

- Identifying training and development needs, including need analysis
- Formulating and implementing technical training
- Formulating and implementing management development programs
- Program evaluation
- Evaluating the effectiveness of training and development programs
- Application of behavioral and learning principles in the development of training programs
- Succession and workforce planning
- Mentoring

- Talent development, minority talent development
- Creating and developing talent management systems

4) Coaching

- Executive and managerial coaching
- Coaching with executive teams
- Career coaching
- Conflict resolution, negotiation, mediation
- Values clarification
- Assessment related to coaching
- Outplacement and career transitions
- Stress reduction
- Interpersonal skills and communication

5) Managerial Psychology and Supervision of Organizational Psychologists

- Providing supervision to organizational psychologists or human resource professionals
- Working from models of supervision
- Managing human resource units or other organizational Psychologists
- Applying psychology in management
- Applying management principles to psychological organizations; improving the practice of management based on psychological principles
- Project management

6) Organizational Change and Development

- Process consultation
- Surveys and survey feedback
- Designing and undertaking organizational interventions
- Team building, development activities
- Analyzing organization structure
- Maximizing the effectiveness of work groups and organizations
- Assessing needs and facilitating organization change
- Change management
- Analyzing socio-technical systems and recommending and implementing change
- Providing consultation during mergers and acquisitions
- Engage in strategic planning or guiding strategic planning
- Provide consultation during restructurings
- Dealing with aggression, violence, harassment
- Decision making strategies
- Work flow

7) Organizational Behavior and Psychology

- Training and consulting in leadership
- Developing leadership programs
- Identifying leadership patterns and facilitating leadership processes
- Developing programs to enhance motivation to work
- Assessing and improving work related attitudes, climate, culture, and satisfaction
- Analyzing and promoting effectiveness of small group behavior in organizations
- Application of systems analysis and systems theories
- Job design and job redesign
- Global and cross-cultural issues
- Diversity
- Role theory
- Theories of team development
- Attitudes and attitude theory, values
- Organizational Exit
- Organizational socialization
- Interpersonal relationships
- Justice
- Quality of work life, work family balance
- Organizational politics
- Communication

8) Compensation and Reward Systems

- Job analysis and job evaluation
- Designing traditional compensation systems
- Designing and implementing reward systems
- Designing and implementing pay for performance systems
- Market surveys
- Evaluation pay systems for possible inequities
- Develop or provide consultation on compensation strategy, policy, and practice
- Benefits
- Flexible work schedules
- Nonstandard workers
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9) Consumer psychology

- Assessing consumer preferences
- Identifying consumer reactions to new products
- Developing market segmentation strategies
- Studying consumer and economic behavior
- Applying social psychology in marketing and consumer behavior
- Running focus groups and market surveys
- Application of research methodology and statistical methods

10) Human Factors and Engineering psychology

- Studying skilled human performance in complex person-machine systems
- Designing work environments
- Optimizing person-machine effectiveness
- Developing systems technologies
- Evaluating processes of problem solving, decision making, and control of complex environments
- Applications of human factors principles in psychology
- Application of research methodology and statistical methods
- Workplace safety and accidents

11) Statistical and research methods

- Application of experimental designs in organizations
- Application of quasi-experimental designs in organizations
- Meta-analysis and validity generalization
- Qualitative research strategies
- Action research
- Case study approach

12) Other area of specialty relevant practice. Describe in sufficient detail so as to allow for an evaluation.

**INITIAL APPLICATION
PRACTICE AREA IDENTIFICATION**

Selected Area (Please Check)	No.	Competency	Evidence or Documentation – You may attach documentation
	1	Assessment, Selection, Recruitment and Placement	
	2	Performance Management	
	3	Training and Development	
	4	Coaching	
	5	Managerial Psychology	
	6	Organizational Change and Development	
	7	Organizational Behavior	
	8	Compensation and Reward Systems	
	9	Consumer Psychology	
	10	Human Factors and Engineering Psychology	
	11	Statistical and Research Methods	
	12	Other	

Please submit with your initial application.

**PRACTICE SAMPLES
PRACTICE AREA IDENTIFICATION**

Selected Area (Please Check)	No.	Competency	Relevant Practice Sample(s)
	1	Assessment, Selection, Recruitment and Placement	
	2	Performance Management	
	3	Training and Development	
	4	Coaching	
	5	Managerial Psychology	
	6	Organizational Change and Development	
	7	Organizational Behavior	
	8	Compensation and Reward Systems	
	9	Consumer Psychology	
	10	Human Factors and Engineering Psychology	
	11	Statistical and Research Methods	
	12	Other	

Please submit with your practice sample(s).