Getting Into an Industrial/Organizational Psychology Graduate Program

What every wanna be -I/O psychologist should know about I/O

First do you even know what I/O Psychology – What is it?
- Basic science & work behavior:
  - To describe, explain & predict behavior in organizations
  - To expand the body of I/O knowledge
- Science-Practitioner Model
  - Applied science & the use of psychological knowledge, principles, methods to solve problems:
    - To predict behavior in organizations
    - To change/control behavior in organizations
    - To provide psychological services

Describing People and Positions
- Describing Organizational Behavior and Contextual Influences
  - Performance Assessment
  - Attitude Assessment
  - Job-Related KSAO Assessment
  - Job Analysis & Competency Modeling

Explaining Work Behavior
- Hypothesis Testing & Model Building
- Experimental Studies

Predicting Performance & Satisfaction
- Selection System Design
- Validation Research

Changing Organizational Behavior
- Organizational Interventions Designed to Change Situational Attributes
- Training Interventions Designed to Change Personal Attributes
- Selection Interventions Designed to Match People to Positions
**Areas of Basic and Applied Work**

- **Personnel Side**
  - Applied -- Job Analysis, Performance Appraisal / Competency Development, Selection, EEO, Program evaluation/validation research
- **Organizational Side**
  - Motivation, Satisfaction, Leadership & Group processes, Org design & development
- **Others**
  - Training & Development
  - Human Factors/Engineering Psych
  - Consumer Psychology

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**What do you want to do with that I/O Psychology Degree?**

- Where do we work and what do we do?
  - Public & Private Organizations – 26% (Business, Industry, Gov.)
  - Education – 39% (Colleges/Universities)
  - Consulting Firms – 35%

*From: Society for Industrial and Organizational Psychology, 2004*

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**Will Going to Graduate School in I/O Make Me Happier? (at least after I graduate)**

- **Bachelors:**
  - Least satisfied with salary, opportunities for development & promotion
  - Most satisfied with location, job security, autonomy, and coworker/super relationships
- **Masters:**
  - More satisfied with salary & opportunities for development than bachelors
  - Similar satisfaction with coworker/super relationships
  - Relatively least satisfied with opportunities for promotion

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**Will Going to Graduate School in I/O Make Me Happier?**

- **Doctoral:**
  - Relatively least satisfied with salary & opportunity for promotion (but more satisfied than masters or bachelors)
  - Highest levels of satisfaction with opportunity for development, recognition, relationships with coworkers/supervisors, & working conditions (all aspects above 70%)

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**Ok, I want this -- What should I do to get into graduate school? What do “they” look for?**

- Grades and Courses
- Experiences
- Work Ethic
- Understanding of Scientist-Practitioner Model
- Ability to communicate – Written and Verbal
- Professionalism & Ethics

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**The Kiss of Death -- What should I avoid in my applications?**

- Damaging Personal Statements
- Harmful letters of reference
- Poor writing skills
- Misfired Attempts to Impress

*From: Personal experience and Appleby and Appleby (2006) Kiss of Death in Graduate School Application Process*
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