

# A study of goal progress throughout postgraduate psychology supervised practice training

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# About Me

- Endorsed Organisational Psychologist
- Accredited Supervisor
- UQ MOP Placement Manager
- UQ Course Coordinator – Advanced Personnel Assessment
- PhD Candidate

# Transition & development

Student -> Graduate

Trainee -> Practitioner

Novice -> Expert





Penelope Featherington, Bridgerton (S2)

# Transition & development

## Postgraduate Supervised Practice Training



Application of theory to practice



Development of confidence, competence, professional identity



# Reflecting

## **Supervisee:**

*supervision*

supportive?  
transactional?  
challenging?  
role modelling?

*placement*

interesting?  
motivating?  
aligned with expectations?

## **Supervisor:**

own goals for supervision?  
aligned with supervisee goals?  
aligned with expectations?

# Central questions

*Why* is this process important?

*How* does this process occur?

*Why* is this  
process  
important?

Different stakeholders  
have different needs &  
motivations and seek  
different outcomes



*Why* is this  
process  
important?

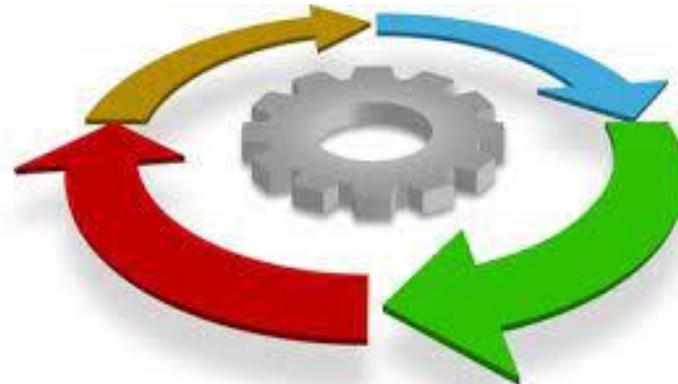
Implications for the  
development of:

- Trainee confidence
- OCB
  - OCBI
  - OCBO
  - OCBV
- Identification with  
profession



*How does this  
process  
occur?*

How does the **dynamic relationship** between the trainee's goal progression, the provision of supervisor support, the adjustments made by the trainee and the supervisor influence outcomes?



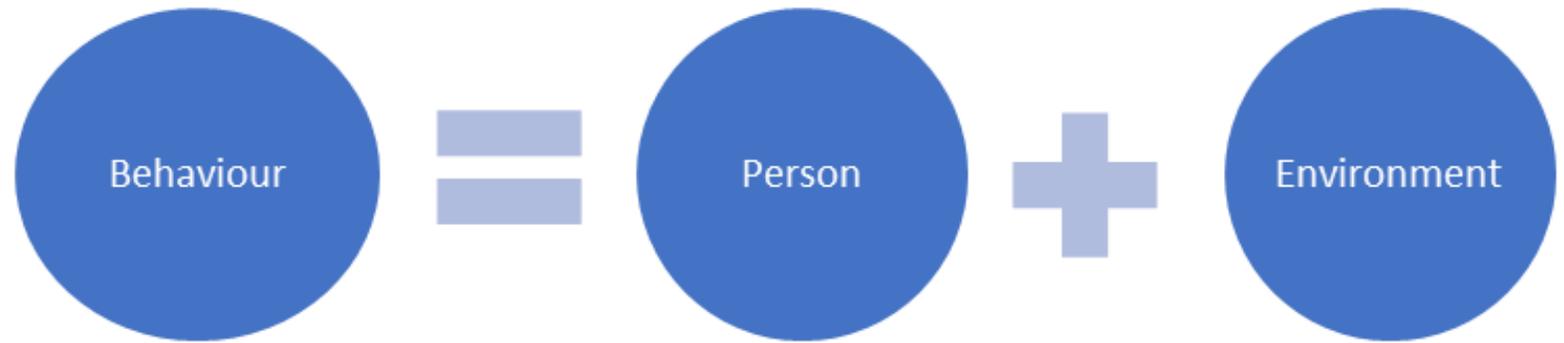
Central  
theories

PE Fit & The Theory of  
Work Adjustment

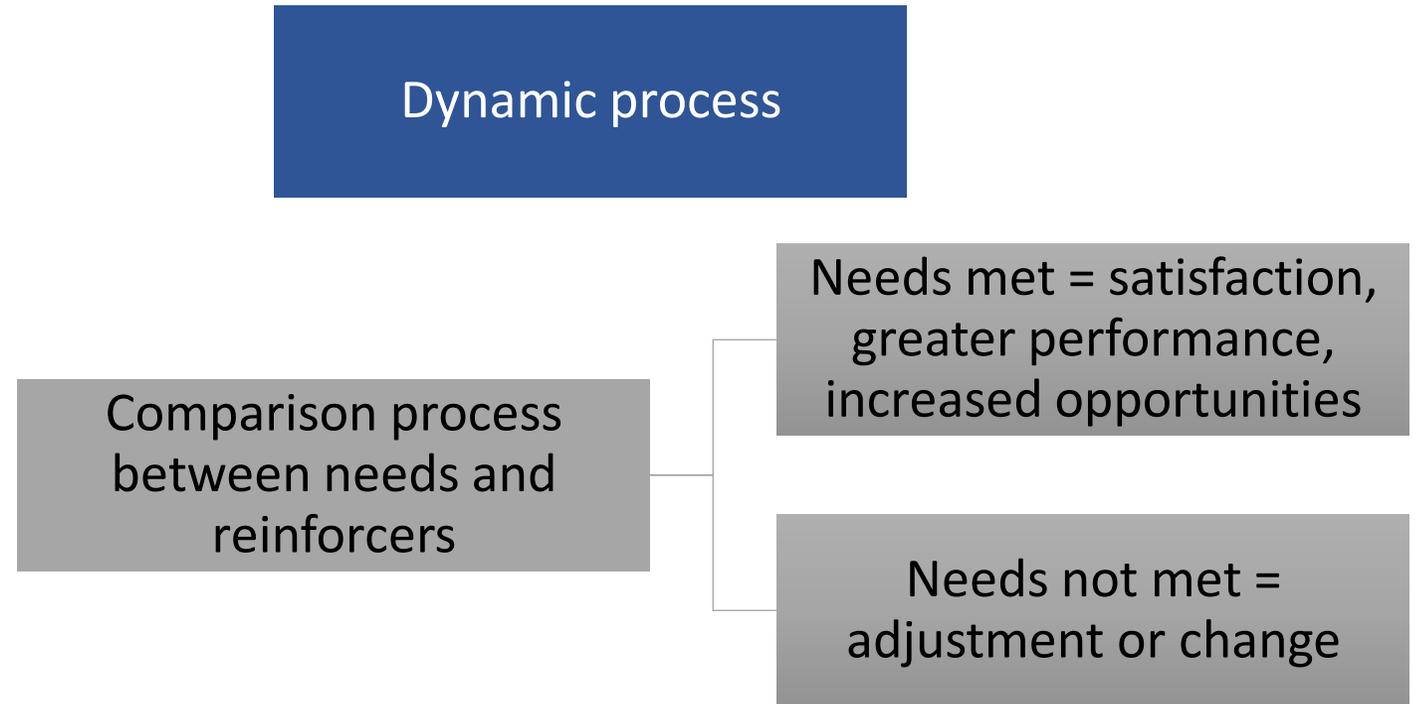
Goal Pursuit

Self-determination  
theory

# PE Fit



# The Minnesota Theory of Work Adjustment



*Dawis & Lofquist, 1978; Griffin & Hesketh, 2003*

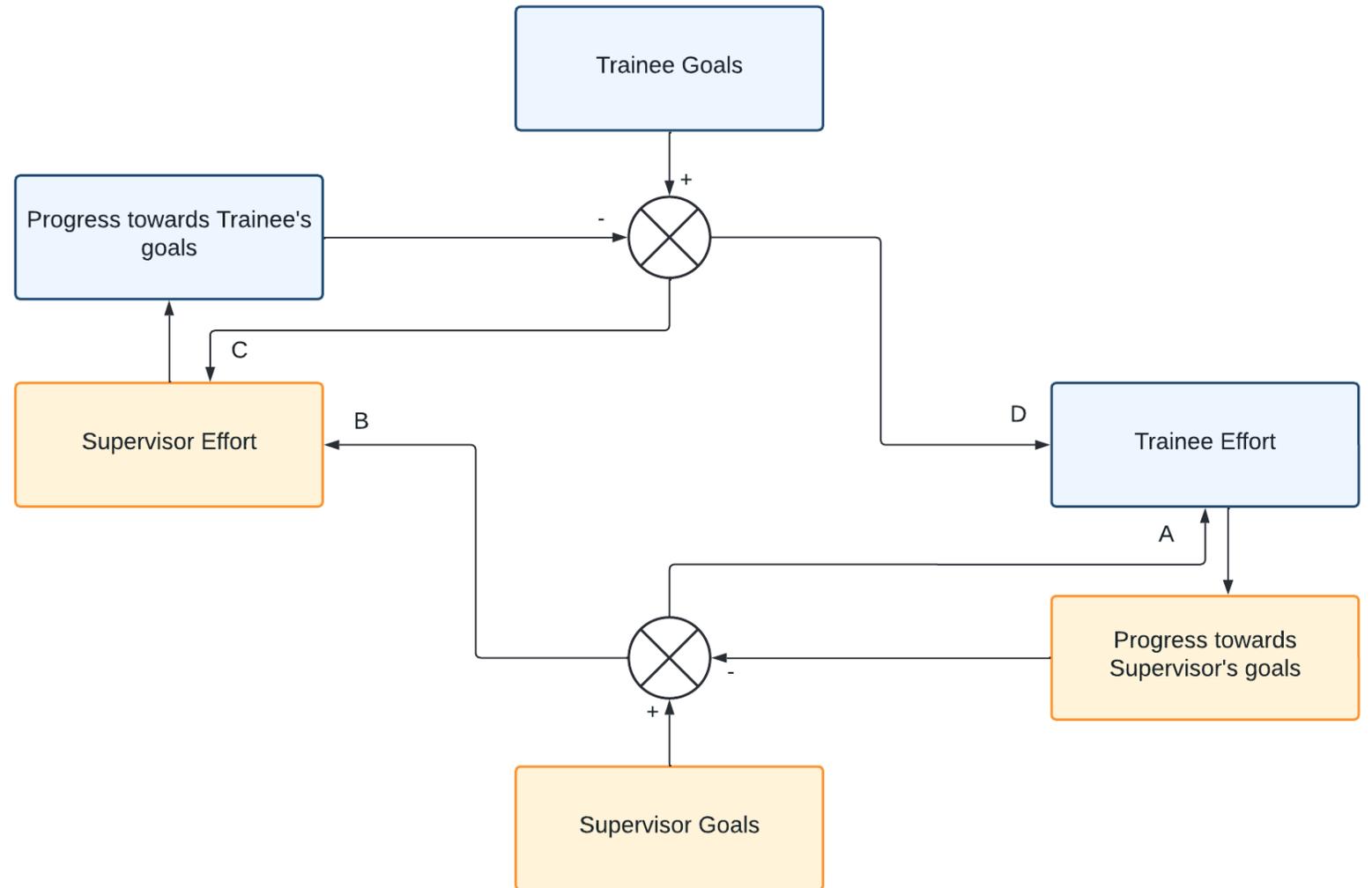
# Goal Pursuit

## Control theory

Discrepancy  $>$  rate of progress vs required rate of progress

*Carver & Scheier, 1998; Neal, Ballard & Vancouver, 2017*

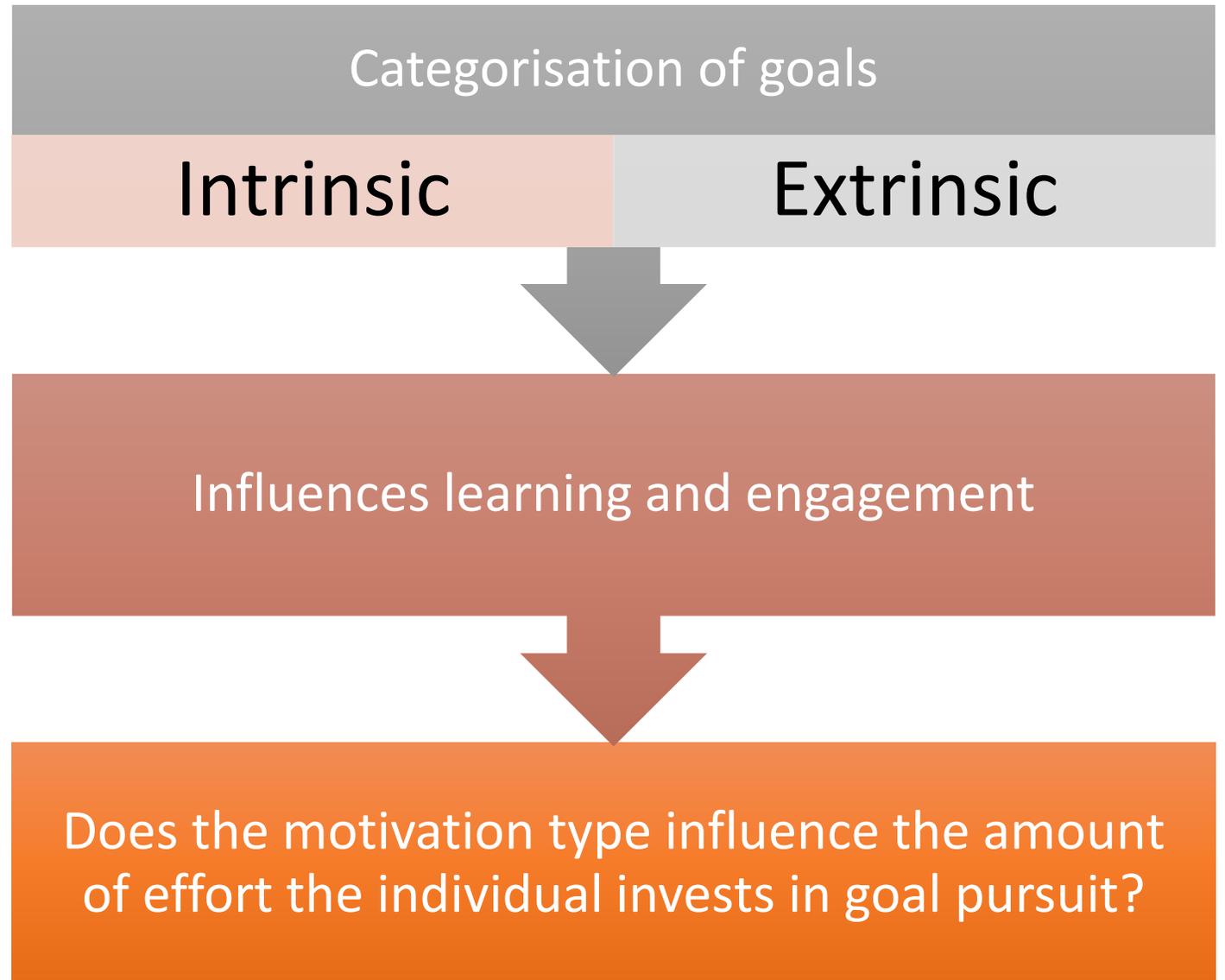
# Control theory representation of trainee & supervisor goal striving



- Alignment of goals (supervisor & trainee)
  - Not aligned = unstable system
  - Aligned = elimination of discrepancies, stable state
  - Process of mutual adjustment

# Self-determination Theory

*Van den Broeck, Ferris, Chang & Rosen,  
2016*



## 4 Research Projects

1. Longitudinal: postgraduate psychology students & supervisors

2. Pre/post: fourth year psychology students & supervisors

3. Pre-graduation interviews

4. Graduate survey

Thank-you

