

organizational & business consulting { defined:

The American Board of Organizational and Business Consulting Psychology (ABOBCP) is a member board of the American Board of Professional Psychology (ABPP). ABOBCP is responsible for establishing criteria related to the definition, education, training, competencies, and the examination leading to certification as a specialist. ABOBCP is governed by members board certified in this specialty.

The **ABOBCP** specialty is defined as the practice of psychology applied to organizations, especially consultation in business and organizational settings. This specialty area includes the areas known as Industrial-Organizational Psychology, Consulting Psychology, and Managerial Psychology. As an applied area, this specialty is focused on improving organizational functionality. The primary mode of practice is that of consulting on organizational issues or the coaching of individuals with regard to career or job performance issues. Clients are typically individuals in a work setting or employing organizations, which may include nonprofits, government bodies and private sector companies. Typical areas of practice include:

- 1) Assessment, Selection, Recruitment and Placement
- 2) Performance Management
- 3) Training and Development
- 4) Coaching
- 5) Managerial Psychology and Supervision of Organizational Psychologists
- 6) Organizational Change and Development
- 7) Organizational Behavior and Psychology
- 8) Compensation and Reward Systems
- 9) Consumer Psychology
- 10) Human Factors and Engineering Psychology
- 11) Statistical and Research Methods

Certification

Board certification assures the public and the profession that the ABOBCP specialist has successfully completed the educational, training, and experience requirements of the specialty including an examination designed to assess the competencies required to provide quality services in this area of expertise.

Requirements for Board Certification

Board certification assures the public and the profession that the specialist in organizational and business consulting psychology has met the education, training and experience requirements, as well as demonstrating the advanced competencies required by the specialty through an individualized, peer reviewed examination.

The examination encompasses the following interrelated domains of professional competency.

Assessment and Intervention

The assessment and intervention competencies related to the practice of the specialty are fundamental aspects of the examination. Among others, the ability to choose procedures appropriate for assessing needs is essential, as is the ability to select appropriate intervention procedures and apply these at a highly effective level. Example(s) of the candidate's practice are submitted and reviewed.

Science Base and Application

The science and discipline base of the specialty and the appropriate application of that base to the candidate's current practice, including awareness of theory and research pertaining to issues of diversity e.g. ethnicity.

Ethics and Legal Foundations

The awareness and appropriate exercise of ethical and legal standards. This includes the APA Ethical Principles and current statutory provisions and case law precedents applicable for the protection of the interests of individuals, groups, organizations and society.

Professional Identification

The Candidate is expected to demonstrate meaningful involvement with the profession in general and the specialty in particular.

Consultation and Supervision

These competency areas are particularly significant areas of practice for many specialties and are often applicable when included in the candidate's pattern of practice.

Specialty Specific Eligibility Requirements

Completion of an internship or the equivalent year of post-doctoral supervised experience in setting(s) appropriate for preparation in this specialty. Additionally, the applicant must provide evidence such as coursework, continuing education and/or retraining of a total of 2 years postdoctoral experience in at least 3 of 12 (2 for senior psychologists) defined practice areas in this specialty. These practice areas are outlined on the form: Practice Areas and Activities for the Preparation of Practice Sample and Oral Examination.

ABPP Central Office

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Fees

\$125 fee for application and credential review to establish candidacy.
\$250 fee for the practice sample review and establishment of the oral examination team.
\$450 for the oral examination.

These fees are due sequentially over the time span necessary to complete all of the candidacy and examination steps. Upon granting Board certification a yearly fee of \$185 is assessed to support the many services of the ABPP and the representation of the organization to the public and the profession.