

THE I-OPENER

GIOP Newsletter

Around the Lou:

Recent Pubs:

[Examining Microaggressions Black Employees Face](#) (King et al., 2022)

[Importance of Group Status Perceptions](#) (Yu et al., 2022)

[Positive Psychology at Work](#) (Positive Psychology series)

[Fun Tasks & Drained Performance](#) (Shin & Grant, 2022)

[Family Activities & Work Focus](#) (Dumas & Perry Smith, 2022)



This summer, the master's program at SIUE hosted its first-ever speaker series and program reunion. Following speaking roles from notable alumni Ann Beatty (Beatty Consulting) and Ryan McCrea (Atlassian), keynote speaker Scott Highhouse, distinguished research professor in the Department of Psychology, Bowling Green State University, joined the group. Organized by the Student Marketing Committee at SIUE, guests enjoyed music, class pictures, and valuable networking experiences between I/O professionals and current students. The program also introduced its newest faculty member, Dr. David Fisher. The program looks forward to the contributions Dr. Fisher will bring to both SIUE and the field of I/O psychology.

GIOP would also like to extend a warm welcome to Dr. David Fisher! Welcome to the St. Louis I-O Family!



Additionally, as the new academic year began, Dr. Cathy Daus at SIU-E and Dr. Vahe Perzmadian at Missouri S&T invited GIOP's Membership Director -- Joe Gier -- to talk with new I/O Psychology students about GIOP. Visiting classes in each university's I/O Master's program, Joe provided information about GIOP, answered questions, and explained all of the benefits of being a student member. And, it seemed that gaining the opportunity to meet local I/O Psychologists and learn more about what they do in their various positions, learning about potential internships, and understanding the varied options after graduation, were key concerns for these students.

If you are an I/O student, and have not yet joined GIOP, you can join online at Gatewayio.org, or at our upcoming event. *And, remember it is only \$35.00 per year to become a Student Member!*

You Won't Want to Miss!

Speaker Presentation by:

Cort Rudolph

SIOP Fellow & SLU I-O Program Director

Nov. 16th 4-6 pm

The Lodge @ Des Peres

"Myths and Misconceptions about Generations and Generational Differences at Work: Setting the Record Straight."



Ask a Practitioner:

Offering Value During the Great Resignation

Rob Synovec

VP – Senior Talent Management Partner, Rabobank

We have all heard that organizations are experiencing

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Ask a Practitioner (con't):

a massive wave of voluntary turnover that began during the COVID-19 pandemic. Many of us may have even been a part of the large number of workers choosing to change jobs in recent years. Employees across nearly all industries discovered that their work was no longer “working” for them and decided to make a change by leaving their current employer. It’s been called the “Great Resignation.”



Rob Synovec—VP
Rabobank

High turnover, inflation, and labor shortages across the country have led panicked organization leaders to search desperately for ways to retain current employees and attract the best talent to fill vacant roles. Here are a few tips and insights to share with organizational leaders, based on the scientist-practitioner view:

Recognize that “fit” is not a static decision. An employee may have been a great fit when they were first hired. But the nature of the organization, the demands of the role, or the needs of the worker may have changed due to the pandemic. For many, the “new way of working” has changed all three of these factors and led to increased turnover.

Consider changing employee needs post-pandemic. With the pandemic seemingly winding down, many leaders are insisting on returning to a traditional on-site working arrangement. But workers have recognized the value of remote work and flexibility, and recent years have shown that many jobs can be performed successfully on a remote basis. With an abundance of open roles in the talent marketplace, workers may simply choose to leave their current employer if remote/flexible work is no longer an option.

Re-recruit your existing workforce. Organizations that fail to continuously re-recruit their own employees will often see the best workers leave. Offering a strong employee value proposition focused on meaningful work, personal development, competitive compensation, and career growth is now more important than ever.

Listen...and act! How will leaders know what engages, motivates, and retains current employees? Ask! Employee surveys, focus groups, and interviews are all valuable tools that can help organizations make data-driven decisions and act on what matters most to workers.

Reexamine your competency model. Do the organizational competencies fit the new way of working and align with the desired future state of the organization? If not, it may be time to update core competencies to design and establish solid path forward.

Embrace turnover as an opportunity to redesign roles. It can be tempting to begin recruiting to fill a vacant role as quickly as possible. But it may benefit the organization to reconsider the nature of the role and changed needs of the organization before opening a strategic search for the right talent.

Lastly, recruit, select, and develop the right talent. Consider all of the tools that I-Os can offer to improve employee selection and development – assessments, culture fit tools, realistic job previews, job analysis, targeted learning, career pathing, coaching, and more. All can help get the right talent into roles in which they are more likely to succeed, grow, and stay with the organization.

