

# Introduction to the Special Section on Organizational Psychology

By Angus Strachan, PhD  
Guest Editor

This issue of *The California Psychologist* is dedicated to **Organizational Psychology**. This term was chosen to cover those psychologists who apply their skills to the world of work. Some who work in this area have trained in Industrial/Organizational (IO) or Consulting Psychology programs. Others, like myself, have been trained as social, counseling or clinical psychologists, and have obtained extra training. My twenty years of experience in personnel selection and organizational development, whether managing the selection of trainees in the film industry or facilitating a merger between divisions in an aerospace company, has shown me the value of applying social science research and clinical training to work with leaders, teams, and organizations. This work is illustrated in the articles that follow.

An issue engendering a lot of debate in the field at a national level is that there are many PhDs who do not practice under a psychology license, because of the difficulty in obtaining internships and licensure in IO or consulting psychology. We, who are members of Division III of the California Psychological Association, are actively working with the California Board of Psychology to make it easier for psychologists who consult to organizations to obtain and maintain licensing as psychologists in the State. We believe that it will strengthen our profession.

Seven distinguished authors with a wide range of backgrounds and approaches were invited to discuss Organizational Psychology. **Yvette Tazeau, PhD**, presents an overview of the field of Organizational Development. **Bob Caplan, PhD**, shows how social science principles can inform the consulting process. The next articles illustrate the application of organizational psychology to four areas: **Joe Cutcliffe, PhD** reviews the stages of team development; **Warren Bobrow, PhD** describes personnel selection practices; **Ken Nowack, PhD** evaluates the field of executive coaching; and **Lillie Friedland, PhD** discusses the challenges for leaders in turbulent times. Next, **Rodney Lowman, PhD** outlines educational opportunities for learning about consulting. Finally, I finish with some thoughts about being a *trusted advisor*.

In closing, I hope that you enjoy this Special Section. We have tried to make it of interest to the practicing organizational psychologist, as well as to other psychologists who are involved in organizations or plan to expand their practice into the world of work.