

Professional development and self-care:

Identifying personal strengths and areas for development in pastoral care providers

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Pastoral Care
Research Collaboration

Industrial Psychology in the workplace

Psychometrics: The well-established science of measuring and understandings individual differences in people / employees.

This knowledge is typically used by industrial psychologists to take an individuals personality traits, personal values, attitudes, etc. use them to inform:

- What jobs they will likely enjoy and be good at...
- Who would be suitable for cross-training or further training...
- Suitability for leadership...
- Areas of strength within certain job domains...
- Areas that are potentially problematic / would benefit from further training...

Industrial Psychology and Pastoral Care

Application of Psychometrics:

Assumption: There is something unique about pastoral care providers.

Implication: This suggests that pastoral care providers might have unique professional development needs and self-care concerns.

Proposition: I propose a project which would develop a psychometrics screening tool for use with individuals providing pastoral care. It would:

- Provide personalised feedback to the test-taker about their strengths / limitations as a pastoral care provider.
- Identify competencies and domains which would benefit from further training.
- Identify factors that will boost personal resilience and protect against workplace fatigue and burnout.

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