

How did you begin your career?

Within my field, I'm known as a Chartered Occupational Psychologist. In terms of where it all began, I guess it started with a sense of being curious (and nosy!) about people. I love hearing people's stories, trying to understand why they are the way they are, how we relate to others, and some of the amazing and terrible things that humans are capable of. From there I became increasingly interested in business. What makes some businesses thrive and others fail? How do teams work? What role does personality have in all of this? Why is change so hard and why does it always seem to fall back on people?

So I decided to do a Masters in Occupational Psychology, then another in Human Resource Management. I picked up some industry experience in construction recruitment and later psychology consulting. For a time I did a lot of training, whilst specialising in tools that explored emotional intelligence, personality, and how to apply them to assess and develop people.

What do you like most about your work?

I feel lucky everyday that I get to do a job that I'm genuinely fascinated by. Even if I weren't doing this job, I think I'd have my nose buried in a psychology book in my spare time. And the way we all look at work is changing. We're becoming much more aware of and informed about the research on human behaviour in our day-to-day lives.

What kinds of decisions do you make?

I see my job as one where I help people feel good about themselves, make informed decisions, understand themselves better, and work together in a healthy and productive way. In work terms, that means I support recruitment decisions, personal development, employee engagement, training, team development, and emotional intelligence. Most of all, I want to share what I know (at this current moment in time) and start conversations, because to me, asking questions and listening has the power to change the way we see the world. But this is easier said than done, there are no silver bullets when it comes to human behaviour!