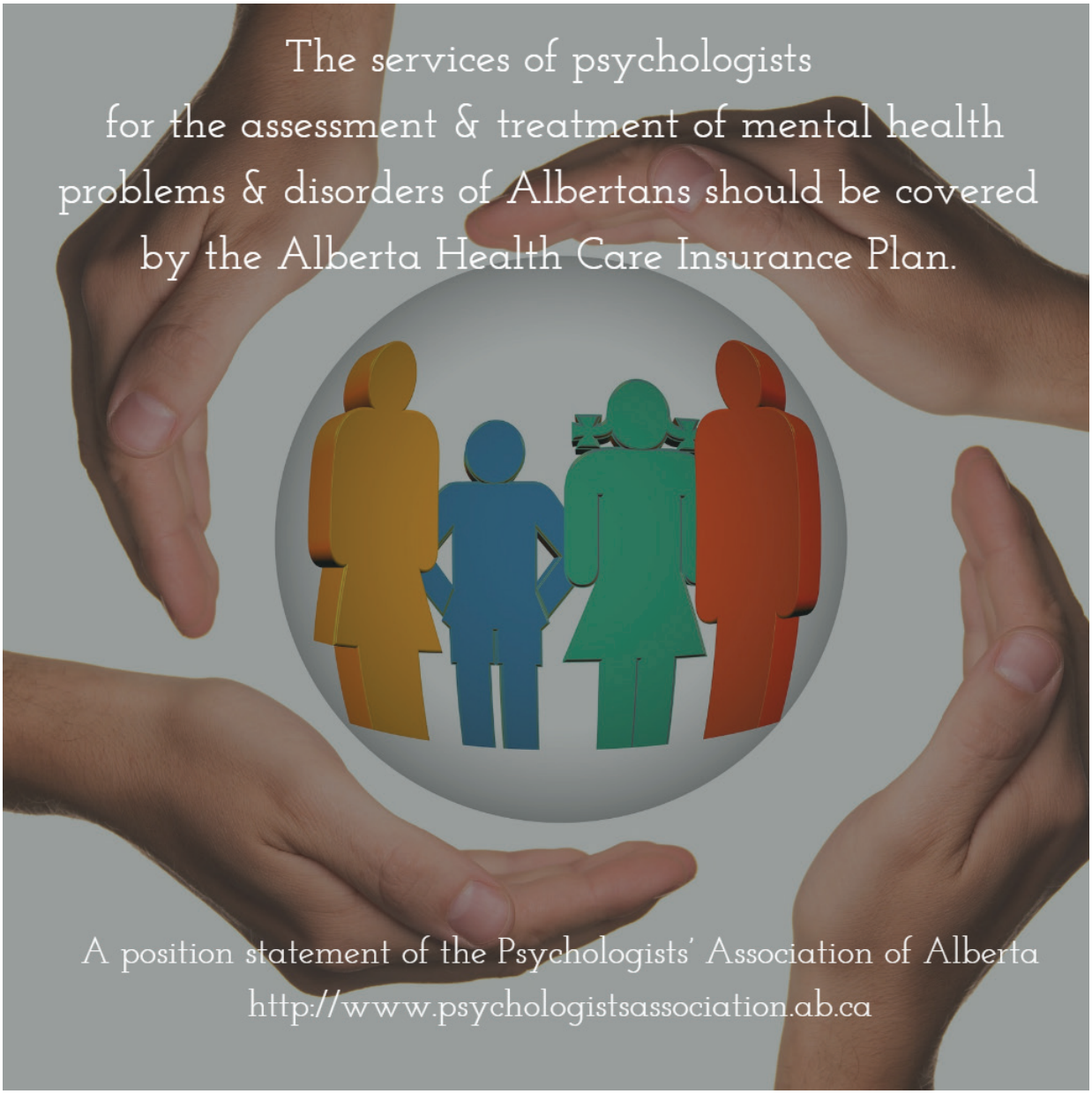
Psymposium

Volume 29 Number 4 - March 2019



"The mission of the Psychologists' Association of Alberta is to advance the science-based profession of psychology and to promote the well-being and potential of all Albertans."



Did you take the Survey?

We want to thank you if you completed our recent survey which reviewed our benefits available to you the members. By participating in this survey, you made a difference.

Thank you for helping to ensure we are providing the best service to our members and all Albertans!

The full results of the survey can be accessed on the members resource page through this link

http://www.psychologistsassociation.ab.ca/site/member_resources



*PAA would like to congratulate **Kathryn Saretsky of Calgary,** who won the $50 PAA CPD discount just for completing the survey*

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The Mission of the PAA is to advance the science-based profession of psychology and to promote the well-being and potential of all Albertans.

Our Vision

PAA & its members are recognized leaders in enhancing the psychological health of all Albertans.

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BOARD NOTES

by Bonnie Rude-Weisman, Ph.D., R.Psych

PAA Board President



Hello colleagues.

Many of you are likely aware that a new regulatory college has been legislated for counsellors in our province. Addiction counsellors, child/youth care counsellors, pastoral counsellors and others who identify as counsellors and psychotherapists will be regulated by this new college in an effort to provide protection to their consumers. It is also assumed by some politicians that this new college will serve to improve accessibility to mental health services for Albertans. While PAA certainly welcomes the addition of more regulated service providers in the mental health field, we remain convinced that counselling and psychotherapy need to be provided by graduate level practitioners from the fields of counselling, social work, psychology, or psychiatry. Counselling and psychotherapy are complex undertakings, requiring a level of knowledge, a bevy of skills, and ethical and sound decision-making that is not generally acquired within a diploma or undergraduate program. It is anticipated that this new college will be licensing individuals with far less than a masters degree to provide counselling and psychotherapy. Some addiction counsellors may have minimal formal education while Child/Youth Care Counsellors may have a two-year diploma.

While PAA recognizes that access to mental health services is a serious issue facing Albertans, we do not believe that a new regulatory college is the solution to this access dilemma. High demands for limited mental health personnel is not the only obstacle for Albertans in accessing mental health services. There are financial and geographical obstacles as well as a potential mismatch between the needs of the client/consumer and the expertise of the service provider. Addressing the financial and geographical obstacles by increased funding for psychological services and providing incentives to locate psychological practices in rural areas can address the access issue far better in my opinion than regulating individuals who are unlikely to have the breadth of knowledge or the enhanced skills necessary to provide effective, evidence-based services to those individuals with significant mental health issues.

Having said that, PAA is committed to working with all the stakeholders on the mental health landscape to support the full array of mental health services. We will nonetheless be promoting the unique skills and the advanced knowledge of our profession. Please join us in promoting our profession, especially throughout February which has been designated as Psychology month. The PAA office has an excellent brochure entitled "The Value of Choosing a Psychologist" and there are posters entitled "Know Your odds…and change them with a psychologist!" Please feel free to request these from the office for distribution or display.

In addition to promoting the profession as individuals to supplement the work of PAA, I would encourage each of you to consider volunteering with PAA as a committee member or board member. You will soon note a call for nominations for a board position as I will soon be done two terms of three years each. It has been an honour to serve as a board member and more recently, as a member of the executive. I invite each of you to consider contributing to PAA through board or committee involvement. The benefits of doing so are truly immense.

With warm regards,

Bonnie Rude-Weisman, PAA president 2018-19.



Board Meeting Dates

03 - 05 May 2019

EDITOR'S LETTER

by Michelle Vandegriend, Ph.D., R.Psych

Psymposium Editor



Welcome to the Spring edition of Psymposium. Do you ever notice how "stuff" gets piled up throughout the year inside desk drawers, closets, the little pockets and compartments of the vehicle, or perhaps that one corner of the garage where items get stacked? Reaching in to search for an item becomes more of a game of Jenga in hopes that all the other carefully stacked pieces do not come tumbling down. The spaces within our daily surroundings begin to feel cluttered, and it generates feelings of frustration and stress. It then begins to trickle into other facets of the day or week. It not only impacts home-life, but it can also have an impact on professional aspects as well.

We may have heard of the term "spring cleaning". Historically in North America, it can be dated back to the 19th century when warmer temperatures prompted people to open the shutters of their homes and clear out the accumulated dust. Today, it is a time when we begin cleaning out the clutter of our living/working spaces. We may go through stuff, organizing them into piles labeled "keep", "donate" or "toss". Research supports the positive impact of de-cluttering our space. Individuals are more likely to be focused, motivated, pursue a challenging task, and overall increase their productivity. We also feel "lighter", at ease, or energized.

Just as we declutter the outside, I believe it is important to de-clutter "the inside" – our internal negative mental clutter. Perhaps self-doubt about a decision has accumulated; one's internal critic about performance on something has piled up; or rumination about an issue keeps us feeling stuck. These are the things we can put in the "toss" pile – the things that do not serve us well. When we declutter on the outside and on the inside, it frees up space for creativity, curiosity, courage, and self-compassion. We have a healthier home and work environment, which helps us function at our best.

Happy Spring,

Michelle

Michelle Vandegriend, Ph.D., R. Psych.

Certified Gottman Therapist

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TOWN HALL MEETINGS

College of Alberta Psychologists (CAP)

&

Psychologists' Association of Alberta (PAA)

Come hear brief updates from CAP and PAA followed by a time to present ideas, voice your opinions, and ask questions.

03 April Fort McMurray

NOTES FROM THE CEO'S DESK

by Judi L Malone, PAA CEO
Ph.D., R.Psych (AB/AUS)

"Who looks outside, dreams; who looks inside awakes"

Carl Gustav Jung



As psychologists, we know the pitfalls of external motivation and yet it's ever tempting to think that, "if only these changes were made…" Really, we are all part of the change.

Changing Landscapes

With the passing of Bill 30 December 2018, we are going to become part of the evolution of the Health Professions Act in Alberta in an aspect that will impact us…but how?

We know that this new "self-funded regulatory" College of Counselling Therapy will regulate counselling therapists, addiction counsellors, and child and youth care counsellors with both protected titles and scopes of practice that, "include counselling, education, research, & providing restricted activities". And, that there are plans to protect the use of the professional title "psychotherapist" exclusively for members of that new college, our own, and the College of Physicians & Surgeons of Alberta. But that's all we know at this point. Most details in Bill 30 related only to licensing residential treatment facilities.

So, we are consulting and building advocacy plans on contingencies, grateful for our extensive relationships and networking capabilities.

What do we know for certain? Psychologists are regulated health professionals who provide services including psychotherapy, assessment, diagnosis, and research of psychological health and problems. They are trained in evidence-based practices and follow a code of ethics that promotes respect for dignity and fair treatment. Alberta's psychologists have advanced university degrees (Masters or PhD) and undergo extensive supervised training and examinations. Psychologists study the biological, cognitive, emotional, social, cultural, and environmental determinants of behavior and through such extensive research and practice, psychologists help people cope more effectively in daily life.

Regulation has public safety benefits. Our role will be in highlighting not overlapping scopes of practice but who we are and what psychologists do, particularly for protected titles like psychotherapist. We have good reasons to be proud of our profession.

Working Together

February is psychology month – get involved, stay tuned for our new website and revamped referral program, and join our volunteer pool by contacting paa@paa-ab.ca. Public education and volunteerism make a tangible difference to the psychological health & wellness of Albertans.

Working for Albertans

Access remains our key initiative. PAA's referral service remains popular and is an ideal way to showcase psychological services in Alberta. We continue to be actively involved in key social justice initiatives and appreciate members' responsiveness to our calls for information and engagement. Your expertise and wisdom are invaluable for consultation and particularly for public education and media engagement.

Working for Members

The momentum of our growing membership furthers our advocacy efforts, networking opportunities, and professional development offerings for you, our members. Although the launch of our modernized website is delayed it will be a considerable asset for members and the public.

Working for the Profession

We've added new practice advisors and have some impressive upcoming continuing professional development webinars and workshops. Most excitingly, we have launched our joint CAP-PAA Taskforce on Alberta's TRC response and are supporting University Blue Quills with their Bachelor of Indigenous Psychology development.

Working with our Regulatory Body

Have your voice heard at a local CAP-PAA town hall as we benefit most from the pulse of our profession throughout the province. And, look forward to our September joint conference with its focus on leadership.

Working with our Partner Organizations

PAA collaborates with an extensive list of partner organizations to influence policy, action, and initiatives with psychological research and practice. Together, we open doors.

At the PAA Offices

Your board is a group of committed & engaged professional citizens. Students -- connect with Chelsea, your board representative, as we value (and use) your voice! All members, I encourage you to connect with any of these key contributors to our profession – their dedication & passion sets our vision & maximizes our potential as an organization & profession in Alberta. And connect with PAA staff – we love to hear from you. Your essential feedback in our annual member benefit survey means more evidence-based assessment as we continue to tweak our services to you, our members.

In closing...

Psychologists care. The science and practice of psychology matters and makes a difference to Albertans. This is a new year with new opportunities and we, as a profession, have a lot to be proud of. We are shaping change for the better – together.

PAA is our association.

Judi

Call for PAA Board Nominations

There is **1 director position** & **1 Provisional director position** open for election, with a three-year term commencing May 2019.

All nominees for director position

- Must be eligible voting members* in good standing with the Psychologists' Association of Alberta and
- Must be nominated by two eligible voting members in good standing with the Psychologists' Association of Alberta.
- Must agree to accept, uphold, be governed by and support the by-laws and objectives of the Association.

All nominees for Provisional director position

- Must be a Provisional Member in good standing with the Psychologists' Association of Alberta and
- Must be nominated by two Provisional Members in good standing with the Psychologists' Association of Alberta.
- Must agree to accept, uphold, be governed by and support the by-laws and objectives of the Association.

A call for Nominations form can be obtained on our website or by calling the PAA office.

Completed forms must be received at the PAA office by 4:00 p.m. on Friday 8 March 2019.

*eligible voting members – Full, Life and Out of Province Members

ETHICS - THE IMPOSSIBLE IMPERATIVE

by Jon K. Amundson Ph.D.

Self Care as Ethical Requirement



It is axiomatic that self care is expected of all psychologists. Self care however is often discussed more as gesture than specific directive; meaning "yes, take care of yourself, but empirically we don't know what this is". I believe, however, we do know what it is and we ought to propagate these evidence-based principles.

Self care is more critically important as one progresses in their professional practice: the 'green shoot of spring', associated entrance to a career in psychology, begins to wane after the first ten years. In fact, research shows most significant ethical lapses occur after the first ten years! Enthusiasm, energy, creative neuroticism, etc. is replaced by business as usual. This situation can involve burn-out, but more generally it can be thought of as brown out. This is reflected in a sense of going to work in order to go home; work is what you do, job is why you do it – the greater context within which your practice is situated.

Let me explain. Specific tasks such as treatment or evaluation; consulting, teaching or research, are the work. But work is set in a larger context, a more purposeful emphasis. Purpose, however is a double edge sword. One side represents investment in larger perspective – promotion of the discipline, genuine interest in the well-being of others, support for people we interact with professionally and all the virtues of membership in a regulated profession. The other side of the blade however is undue or more exclusive immersion in psychology to the exclusion of broader interests and activities. Ironically, what enlivened then can become a more self-limiting, even stifling trap. Jung called this enantiodromia – anything pushed to its limit becomes its opposite.

A second concern is decline with age: without specific self care efforts, cognitive rigidity and decline is predictable and begins before age 50! Hence the first, evidence-based self care principle is diversity in one's portfolio. In research on psychologists admired by their peers, it was discovered that those admired did a lot more than just professional psychology. They brought an enthusiasm to everything like membership in nonprofessional associations or communities of faith, commitment to political or social movements, raised/bred tropical fish or dogs, played sports at a high level of competitions, sang in choirs, but you see where this is going.

As well, self care in this cohort was also reflected in diversity of practice: clinical and teaching, and consulting, and writing and training others. Mixing it up kept it rich, and these psychologists vital.

Dr. All There worked within the health care system, where aside from involvement in direct treatment, they provided supervision on a regular basis for interns. As well, they taught as an adjunct at the University nearby. They sat on committees for their professional association and had been part of several hospital-based research projects.

In addition to keeping it fresh professionally, it is now well established that physical as well as mental culture is essential to self care. A few research-based prompts:

> people who protected their hippocampus through visual processing and mental exertion were at 33% less likelihood for dementia and this was compounded/augmented by moderate to vigorous exercise (i.e. the hippocampus was larger, memory better, problem solving less restrained, etc). See Dr. Mirkin ezine: *Risk for Dementia*, November 25, 2018, online access.

Finally, CNS hyper-stimulation, as with the discussion above about the double edge sword of professional immersion, is exciting. This might describe North Americans. We are a hyperactive culture and are rewarded for such. Evidence however exists for the cost of this and the benefit of hygge (if you are too busy to look this up, then this article will be of no use to you) or as Jorden B. Peterson, the recent incarnation of a dour 19th Century Methodist minister, says:

"Pet a cat when you encounter one on the street".

I think he means savor the small things – watch for them and use them to shift gears, reset and regain perspective. The benefit of this may be reflected in popular culture where adoption of yoga and mindfulness has become all but pandemic. This idling of the engine seems to have gained traction as millennials are reported to have truly adopted work/life division in their lives. This "taking time to smell the roses" leads to what the Zen master might say:

"the wise clinician knows, inside and outside of the consulting room, how to waste time conscientiously".

ANNUAL PAA MEMBERSHIP RENEWALS

Easier Than Ever



Online membership renewal for the 2019-2020 membership year opens January 2019.

Visit your profile in the Members Only Section where you can renew your membership and access other new features such as registration for PAA workshops, information on member benefits, and more. Have we got your current email address on file? As membership renewal reminder notices are emailed we don't want you to miss these reminders. You can check that we have your correct email address in your members profile accessible at http://www.psychologistsassociation.ab.ca/site/member_profile

Membership fees are due on 1 April 2019. Avoid the late administration fee which will be charged on all membership dues received after 30 April 2019.

Early Bird Renewal: Renew your membership before 31 March 2019 and be entered to win a discounted registration to any of our Continuing Professional Developments during the 2019 membership year.

If you have any questions, comments, or concerns regarding your renewal or the online renewal system, please contact your membership officer for assistance at rose@paa-ab.ca or 1.888.424.0297.

PAA Members – $15 Fee Increase for 2019

You asked for more – We are working to serve you better!

What you can look forward to	Why fees were raised
Advocacy – Access for all Albertans, differentiating psychologists from counsellors, being at tables that matter & being nimble in responding to important issues that arise – we can do more	**Time** – this is the first fee increase in 12 years. This 5% fee increase pales in comparison to Alberta's cost-of-living increases (21% over the same 12 years)! We can no longer do more with less
Communications – Our website is getting a major overhaul. You've likely already noticed our revamped ENews, & benchmarks indicate that we are far behind in technology (such as easy online payments)	**Reality** – costs are rising, & member dues are falling as our cohort of life members (who don't pay fees) increases
Referral Service – This very popular service (public, agencies, & media) desperately needs a facelift which will only boost its impressive usage	**Benchmarks** – This rate puts us 4th in cost of membership in Canada, still far below other psychology associations our size.
Member Benefits – we know we can do more but great ideas (like extended health benefits) requires diligent research & HR investment	**Reasonability** - rather than a large (>5%) increase in the future, this small increase will make a big impact for your association
Your friendly PAA staff – our HR needs outstrip our capacity – & we are committed to be a psychologically healthy workplace	**What we aren't doing** - most jurisdictions went with automatic yearly increases. This is one time & we will continue to assess needs

Members are our top priority & deserve enhancements to services. We take fiscal responsibility very seriously & the board carefully deliberated this fee increase. We have been creative but know this is the time for investment. Members -- & the mission – is worth the investment.

Questions? Don't hesitate to speak to a PAA board member.

THE UNIVERSE WITHIN

by Gwen Randall - Young, R.Psych

Mastering the Basics



I have always felt there is a glaring omission in the way we have been educated, and the way children are educated, in as much as there is no consistent teaching about how to communicate. Yes, we learn to read and write, but we do not learn how to talk with one another particularly when there is conflict.

Built into our culture and socialization process is a tendency towards polarity. Siblings have rivalry, and there are disagreements on the school playground. Generally, the response to these has more to do with who was right and who was wrong, than how communication could be improved.

In fact, *the way we talk about things*, structures our reality. If we have not learned the language of co-operation and facilitation, then we are stuck battling positions or points of view. There are a few things we need to teach children, and of course one of the best ways to teach them is to model the behaviors ourselves.

We need to teach them that it is always better to try to find a solution than to fight and argue. We must also give them plenty of examples of solutions, so they understand how to create their own. If they hear Mom and Dad doing this in the kitchen, it will be easier for them to do it on the playground.

We need to teach them that it is not helpful or nice to speak badly of others. Rather, it is wise to encourage them to see the positives in others. They should know that words have energy, and that negative comments put negative energy out into the world. We pollute the interpersonal environment when we do that.

We need to teach them that if we work together and help one another, we will all be further ahead. We do not have to be the best, the fastest, or the smartest, and if we are then all the more reason to be helpful to others. Years from now, we will be remembered not so much for our accomplishments, but for how we treated others.

We need to teach them the importance of honesty and integrity – even when no one is looking. A conscience that is clear – free of guilt, remorse, or regret, not only makes us feel better, but we sleep better too. Dishonest actions or being out of integrity is not something that can be erased. Most people carry the memory of such incidents for the rest of their lives.

We need to teach them the importance of forgiveness. No one is perfect. Everyone deserves a second chance. Holding grudges is like pausing a movie. You cannot move on with the story when you remain stuck on one event.

We need to teach them that love is the greatest gift we have to give. They need to know that their love has the power to uplift, heal, and empower others. They also need to be reminded that we each have unlimited amounts of love within us. Opening our hearts and letting the loving energy flow out to others is the best thing for maintaining physical and emotional health.

We need to teach them how important it is to share. They need to know how to take turns, to let everyone play, and to give to those who are less fortunate. The whole world is our family, and we need to take care of each other.

Can you imagine if we had an entire generation of children that was raised ***knowing*** these things? Imagine if all who are now adults had been raised with these principles? How different our world would be? If we really want to change our world, it might be best to start with the children. The only thing is, if we want them to really get it, we have to get it first.

Gwen Randall-Young is a psychotherapist in private practice and author of ***Growing Into Soul: The Next Step in Human Evolution****. For more articles, permission to reprint, and information about her books, "****Deep Powerful Change"*** *personal growth/hypnosis CDs, visit www.gwen.ca*

Professional Practice Resources for Alberta Psychologists

Professional Guidance Department		**Practice Advisor Program**
The College of Alberta Psychologists (CAP) is the regulatory voice for the profession of psychology in the province of Alberta. Self-regulated professions establish entrance criteria, establish continuing learning criteria, and apply ethical codes and practice standards for the profession.	**Organization Descriptions**	The Psychologists' Association of Alberta (PAA) is the voice of, and for, psychology in Alberta. The association advocates for psychology in Alberta, informs the public and the media, and advocates for consumers of psychotherapy, psychological, and mental health services.
Guide members in identifying, interpreting, and applying regulatory resources (e.g., Legislation, Code of Ethics, Standards of Practice, Practice Guidelines/Alerts) to their practice situation CAP does not provide the following: • Prescriptive clinical advice – as a self-regulated professional, the psychologist maintains responsibility for professional decision-making. • Legal, business or technological recommendations/advice.	**Program Descriptions**	Provide collegial, confidential advice regarding professional practice issues and match psychologists from diverse areas of expertise to assist psychologists working through clinical/practice situations. PAA does not provide regulatory advice. *Please ensure you fully understand the regulatory information prior to contacting the practice/clinical advising program.*
All regulated members have access to CAP professional guidance (provisional and fully registered psychologists). Provisional psychologists are to first consult on issues with their supervisor.	**Eligibility for Services**	PAA full members can access practice advisors. PAA currently does not provide provisional or student members with practice support.
Edmonton Phone: 780-424-5070 or **Alberta Toll Free:** 1-800-659-0857 **Email:** psych@cap.ab.ca **Website:** www.cap.ab.ca	**Contact**	**Edmonton Phone:** 780-424-0294 or **Alberta Toll Free:** 1-888-424-0297 **Email:** paa@paa-ab.ca **Website:** www.psychologistsassociation.ab.ca

NEW KIDS ON THE BLOCK

(A Column for Early Career Psychologists)

by Marc Ross Ph.D., R.Psych

Are Psychologists Shamans or Scientists?

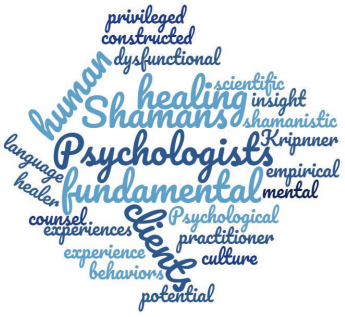
Shamans were humankind's first psychotherapists, first physicians, first magicians, first performing artists, first storytellers, and even the first weather forecasters (Kripnner, 2007, p. 1).



Recently, at the Fall, 2018 CAP/PAA annual meeting in Calgary, I noticed a divide between some of the presentations promoting evidence-based practice or psychology as a science, and more alternative, indigenous philosophies of mind that could be considered shamanistic in nature. "The Mission of the Psychologists' Association of Alberta is to advance the science-based profession of psychology and to promote the well-being and potential of all Albertans." This mission statement leans towards a more empirical approach, but it also flirts with the "language game," using Wittgenstein's (1953) description, when it refers to well-being and potential. Although the field of psychology and behavioral science continues to map empirical explanations of well-being and human potential, there continues to be serious and valid challenges to practicing psychotherapy as a branch of physical medicine.

In his book "Practicing Psychotherapy in Constructed Reality: Ritual, Charisma, and Enhanced Client Outcomes," Bacon (2018) attempts to chart a course between what he refers to as fundamental reality (i.e. physical sciences) and constructed reality (i.e. language, culture and myth). Challenging the notion that techniques have inherent power, he encourages us to reflect on ourselves as charismatic and engaging individuals who have been granted the status of "healer" by our culture. Not unlike shamans over the course of human history, psychologists can be considered holders of privileged knowledge and experience. But unlike the privileged knowledge of an electrician, for instance, our knowledge and experience is not so much based on fundamental reality, he argues, but rather a shared cultural agreement that we can offer much-needed guidance and counsel on a person's quest toward deeper meaning and fulfillment.

In his Aeon article entitled "Masters of Reality," Hills (2018) argues that the trance and healing powers of shamans are so widespread that they can be counted as a human universal, and he looks to describe their evolution, and reason for being. In so doing, he suggests parallels to psychology and the practice of modern healers. Shamanism, he explains, often arises among people exposed to uncertainty, who seek the counsel of those who can re-establish a greater sense of control or constructed meaning. In order to gain mastery over reality, we must create myths or stories worth living for; because our heads are where these stories are created and unfold, the role of the shaman is to help shine light on that meaning in order to help us move on.



Similarly, Kripnner (2007), in his article entitled "Humanity's First Healers: Psychological and Psychiatric Stances on Shamans and Shamanism," writes: "Psychological and psychiatric therapies are deliberate attempts to modify attitudes, behaviors, and experiences that clients and their social groups deem to be dysfunctional, that inhibit interpersonal relationships, stifle competent performance, or block the actualization of the clients' talents and capacities. Shamanic healing practices attempt to modify dysfunctional attitudes, behaviors, and experiences through a structured series of contacts between a socially-sanctioned practitioner and distressed but compliant clients who acknowledge the status of that practitioner." If these can be considered adequate descriptions, it would seem that there is a lot of overlap between the two…

In his classic text on shamanism, Eliade (1951) cautions psychologists who might be led to regard it as primarily the manifestation of a psyche in crisis, comparing it with certain aberrant psychic behavior patterns or to class it among mental diseases. Fortunately, in its attempt to become more culturally relevant, newer versions of the DSM have increased the possibility of differential diagnosis between religion/spirituality and health/psychopathology. The emphasis on manifestation of cultural diversity has enabled non-pathologising insight into the problems of religion and spirituality (Prusak, 2016). This shift from a view that crisis, pain, trauma, and wounding can actually be a source of growth, wisdom and strength, echoes the work of the wounded healer (Amundson & Ross, 2018), in that psychologists (or shamans) can utilize their wounds and woundedness as a source of healing and insight.

But what of the original question in this article, are we more scientific or shamanistic in our clinical practice as psychologists? Perhaps the question is unfair and pits one view against the other, suggesting that they are incompatible. As Bacon (2018) suggests, it would seem that there is more complementarity between the concepts than might first be imagined. Although the scientific quest to identify the material, fundamental basis for our mental states of consciousness continues, we might satisfy ourselves with a simpler, more modest answer: Maybe we practice a bit of both.

References available upon request

PAA would like to congratulate Marc and Alana on the arrival of twin boys, Adrien and Jude, in December.

News from PAA's Affinity Partner TD Insurance

Services to Make Members' Lives Easier

Jessica Gallant Relationship Manager, Affinity Market Group, TD Insurance Meloche Monnex

We're here for you when it matters most. Accidents happen. When they do, we're always ready to help you. From making a claim, to repairs, to getting back behind the wheel, the only stop you need to make is at your nearest TD Insurance Auto Claims Convenience Centre.

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Psychology Shaping the Landscape

PAA gives you a voice at the table where it matters most to psychology.

November 2018 through January 2019, psychology was represented by PAA at meetings with:

Health Groups	Provincial Advocacy Groups
• The Alberta Health "Valuing Mental Health" Committee Collaborative Practice • The Alberta Pain Network & Opioid Crisis Task Group • CASA / UAlberta Research Chair in Child & Adolescent Mental Health Launch • Other Health Professions Act Associations • AHS Addiction & Mental Health Strategic Clinical Network	• The Alberta Alliance for Mental Illness and Mental Health • The Palix Foundation • The Autism Alberta provincial review • CMHA Alberta • Reforming the Family Justice System • Alberta Workplace Wellness Network
Psychology Groups	**Targeted Response Groups**
• The Canadian Psychological Association • The Council of Professional Associations of Psychology of Canada • The American Psychological Association • AHS Psychology Professional Practice Council	• The Canadian Red Cross specific to the Wood Buffalo 2016 Wildfire recovery • Public Action Plan Ministerial Panel on Child Intervention recommendations • Concordia University of Edmonton's PsyD Advisory Committee • University Blue Quills Indigenous Psychology Undergrads

JOIN THE PAA REFERRAL SERVICE

The PAA Referral Service is designed to provide the public with contact information of registered psychologists who are a match for their region / area of need.

PAA members (who are registered psychologists) can join the Referral Service throughout the year. The yearly fee of $200.00 plus GST (prorated after 01 May) is economical marketing, with the PAA Referral Service averaging over 100 telephone requests & over 450 online searches monthly.

Participating psychologists are listed in our online directory, & their contact information is also provided to prospective clients through the PAA Referral Service telephone line.

Referral Service participants may also opt to advertise with a direct link to their own website for an additional fee.

With excellent value for your marketing dollar investment, & planned enhancements, the PAA Referral Service is an ideal advertising strategy for those in private practice.

PAA Referral Service applications can be downloaded from the Membership section of the PAA website or call us for more information.

780-424-0294 – Edmonton

1-888-424-0297 – Toll Free (Alberta)



WELCOME TO PAA'S NEW MEMBERS!

(01 October 2018 – 31 January 2019)

Ahimah Acquah, Samuel (Student)
Arends, Patricia (Student)
Aujla, Karendeep (Provisional)
Baker, Heather (Full with Referral)
Bandalli, Medina (Student)
Barlow, Ashley (Full)
Beaton, Jamie (Professional Aff.)
Beaucage, Nathan (Student)
Bergeron, Nancy (Provisional)
Bermudez, Karina (Student)
Bienko, Izabela (Student)
Bonaparte, Angelica (Provisional)
Booth, Holly (Student)
Boyce, Erin Aisha (Full)
Brar, Mani (Full)
Brummelhuis, Cynthia (Full)
Cahill, Kelsy (Student)
Calhoun, Kymberley (Student)
Cardinal, Theresa (Provisional)
Cheung, Casey (Full)
Claessens-Patrino, Kathryn (Student)
Collins McIntyre, Jessica (Provisional)
Cornelssen, Taryn (Provisional)
Crofton, Jeannine (Full)
Cruikshank, Emily (Student)
Deol, Jaspreet (Provisional)
Dixon, Sandra (Provisional)
Donaghy, Wilson (Full)
Dube, Amelie (Full)
Foerger, Nathan (Provisional)
Forcier, Natalie (Full with Referral)
Fu, Winty Tin Winty (Provisional)
Gaete, Joaquin (Provisional)
Gagne, Brittany (Provisional)
Gardiner, Haley (Student)
Gear, Amber (Full)
Giacchetta, Brittney (Student)
Gill, Tanvir (Student)
Glasier, Willow (Provisional)
Granberg, Cassandra (Student)
Graziano, Dianna (Provisional)
Griffioen, Olivia (Full)
Hampton, Lyndsey (Full)
Iuliano, Jena (Provisional)
Jobson, Calen (Student)
Kaur, Sharanpreet (Provisional)
Keys, Kirsty (Student)
Klassen, Kyle (Provisional)
Knight, Sarah (Full)
Kowlessar, Yasmin (Student)
Kumar, Komal (Provisional)
Larrere, Stephanie (Provisional)
Le, Lily (Student)
Lenchyshyn, Jessica (Provisional)
Lett, Robyn (Provisional)
Liang, Shirley (Student)
Loewen, Jewel (Provisional)
Logan, Mikaela (Provisional)
Marchand, Delores (Full with Referral)
Margulies, Kyla (Student)
Marsh, Ashley (Full)
Martens, Robert (Full)
Masou, Catherine (Provisional)
McCowan, Michelle Elizabeth (Provisional)
McDougall-Price, Cora (Provisional)
McKay, Natahlie (Student)
Meghani, Rehana (Provisional)
Motsmees, Marii-Heleen (Provisional)
Mukoro, Christine (Student)
Nealis, Logan (Provisional)
Nechio, Douglas (Provisional)
Nelson, Kimberly (Provisional)
Ng, Sarra (Provisional)
Nickerson, Bill (Full)
O'Geil, Nicole (Full)
Olderskog, Kaylee (Provisional)
Philip, Shauna L (Student)
Pink, Jennifer (Provisional)
Predy, Larissa (Full)
Pugsley, Meaghan (Provisional)
Qadir, Farrah (Provisional)
Quraishi, Adam (Student)
Sametband, Ines (Provisional)
Sauriol, Emmanuelle (Student)
Sawada, Natsumi (Full with Referral)
Sidiropoulos, Katerina (Provisional)
Tokarek, Mitchell (Full)
Turner, Kaily (Provisional)
Visram, Al-Kareem (Student)
Watters, Erin Caitlin (Full)
West, Deena (Provisional)
Wilkinson, Erin (Provisional)
Williams, Brittany (Student)
Wood, Petra (Provisional)
Zaza, Rayan (Student)
Zhao, Xinyun (Provisional)

INNOVATIVE PRACTICES IN PSYCHOLOGY

by Naheed Jawed, Ph.D., R. Pysch

Innovative Practices in Psychology is a regular feature that showcases unique psychological practices in the province, unlike the standing Psymposium column, Profiles in Psychology, that targets a psychologist of note in the province. This month learn from psychologist, Dr. Kerry Mothersill, as he discusses the adoption of the online CBT delivery model by Alberta Health Services (AHS)



What is the research around the efficacy of I-CBT for various disorders?

Over the past 10 years, online CBT programs have been developed in order to provide an alternative to traditional face-to-face treatment. High quality outcome research conducted at numerous clinics worldwide has demonstrated the efficacy of online therapy services. Many studies have supported the effectiveness of therapist assisted online CBT for patients with depression, anxiety disorders, OCD, pain, insomnia, somatic symptom disorder and other psychological disorders. Positive findings extend across the life span with application to children, teens, university students, and the elderly. Online psychotherapy services can be as effective as best practice, face-to-face cognitive behavioral therapy. It can also be as well-liked by patients, their physicians and therapists as traditional therapy in an office setting.

Please tell us some more about how I-CBT is implemented with patients. Which disorders are currently being treated under this program in AHS?



The online CBT program currently being delivered within the AHS Calgary Zone was developed at Vancouver Coastal Health (Kelty's Key VCH Online Therapy https://www.keltyskey.com) and is an innovative new online psychotherapy service delivering programs for depression, anxiety, panic, insomnia, and family support. Additional programs, including PTSD, will be introduced in the near future.

AHS therapists wishing to provide online services need to meet specified training and experience criteria, particularly in the delivery of CBT therapy. Eligible therapists are then trained in the application of therapy through online methods, with a focus on the use of therapeutic emails.

At the present time, patients in three AHS Outpatient Mental Health programs within the Calgary Zone as well as in two Calgary Primary Care Networks (PCN) are provided with the opportunity to receive therapy services online with the assistance and guidance of psychologists. After conducting an assessment session, the therapist guides a patient through the online module(s) that best suit the presenting issues. All therapy interactions are conducted through the use of secure email channels.

With training and some experience, a session of online CBT can be delivered in 15 minutes of therapist time. A patient can complete a session whenever it is convenient for them while the therapist can respond during a specified time each week.

How do patients access this service? Is there a particular "patient profile?"

Some patients are unable to access treatment for psychological concerns through personal attendance at a clinic due to problems with mobility, transportation and work environments that do not allow for regular visits at a clinic. For example, a depressed single parent in a rural community with three young children, limited resources and no reliable transportation, would find it difficult to access needed treatment. Busy professionals appreciate the opportunity to work on their therapy assignments and reflect on the module material during the evening. Online CBT greatly

improves treatment access for patients. Participants need to have access to a private computer and be sufficiently conversant with online procedures.

Patients who are referred by AHS Access Mental Health to one of the participating outpatient programs can elect to receive online CBT. Psychologists in participating PCNs, work with family physicians to determine if the online CBT program will be effective for patients.

What are some benefits and drawbacks related to online therapy?

Clients benefit from the ability to engage with psychology services within the context of balancing work and family responsibilities and transportation limitations. Some patients prefer the use of technological communication and the ability to review written text and homework tasks. As noted earlier, such services can be highly effective. However, online CBT is not for everyone or for all mental health presentations. Some patients will prefer in-person services and some symptom presentations will require an increased commitment of therapeutic resources.

What are some ethical concerns related to providing online therapy?

As with all telepsychology services provided by registered Alberta Psychologists, online CBT can only be provided to individuals who are residents of Alberta. In providing online CBT, particular attention needs to be given to issues of record keeping, informed consent, privacy/confidentiality, matching of client needs to service provision and dealing with emergencies. Therapists need to be particularly aware of the possibility of miscommunication when visual cues are absent and when clarification of meaning is not immediate. Monitoring of patient safety and implementing established protocols in emergency situations are of paramount importance.

The College of Alberta Psychologists (CAP) Practice Guideline on Telepsychology Services http://www.cap.ab.ca/Regulatory-Information/Practice-Guidelines and the Canadian Psychological Association guidelines https://www.cpa.ca/aboutcpa/committees/ethics/psychserviceselectronically are useful resources.

I would like to give many thanks to Dr. Mothersill for his enthusiasm in conveying information for this column. If you would like a particular innovative practice to be featured in this column, please contact me at drnaheedjawed@shaw.ca

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Partially furnished office for rent $725/monthly. Shared common area. Possible shared computer and administrative support for an extra fee.

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(780) 433-2269



PAA's New Staff Member

Kaitlin Ritchie, PAA Student Placement

I am excited to join PAA as they advocate for the role of psychology in improving the well-being of all Albertans. My contribution is part of the clinical field placement program offered by MacEwan University. My thesis research examines the connection between music training and cognitive skills, more specifically visual memory. I have also conducted research examining the stigma around the language used to discuss suicide. Both projects demonstrate my desire to benefit the public as well as the field of psychology. I have presented my thesis research at a conference in Edmonton, and am hoping to present in New York this summer. Upon completion of my bachelor's degree in Psych Honours, I hope to enter a master's program and go on to become a counselling psychologist.

CONTINUING PROFESSIONAL DEVELOPMENT WINTER 2018/2019

Preparing for Your Oral Exam in Professional Psychology

Dr. Jim Eliuk

10 January – Edmonton

11 January – Calgary

10 participants

The Neuropsychology of Mathematics: Taking the mystery out of math learning

Co-sponsored with The Werklund School of Education: Integrated Services in Education (ISE)

15 January – Calgary

Trauma & PTSD in First Responder Populations

Dr. Megan McElheran

with

Between Emergencies - A Look at Mental Health

Alberta Paramedics Association

18 January – Edmonton
30 partipants

UPCOMING WORKSHOPS 2019

Assessment of Children: Cognitive Foundations & Applications 6th Ed

Dr. Jerome Sattler

05 April 2019 – Calgary, AB



Learning Objectives

Participants will learn about several tests of intelligence, tests of achievement, and tests of language development and intelligence theory

Participants will learn how to write a meaningful psychological or psychoeducational report

Participants will learn about major issues associated with federal laws dealing with children with special needs

Participants will learn about testifying as an expert witness in due process hearings and in civil litigation



Current & Emerging Best Practices in Supervision: Pathways to Supervisee Competence & Expertise

Co-Sponsored with the University of Alberta Department of Educational Psychology

Dr. Rodney Goodyear

04 May 2019 – Edmonton, AB

Learning Objectives

Discuss the implications for supervisors of the supervision outcomes research

Describe the characteristics and practices associated with the more effective therapists (and therefore, the implications for supervision and consultation)

Discuss the similarities and differences between supervision and consultation

Discuss the differences between competence in psychotherapy and expertise in psychotherapy

Implement at least three supervisor practices that have expert consensus as “best” or expected practices

Design a deliberate practice exercise for a supervisee

UPCOMING WORKSHOPS 2019 (CONT.)



Geropsychology Research & Practice: Helping Our Clients, Helping Ourselves

Dr. Candace Konnert

17 May 2019 – Calgary, AB

Learning Objectives

To review what the research tells us about aging well.

To learn more about case conceptualization with older adults using a model that encompasses their unique strengths, challenges, life experiences and contexts.

To provide information on evidence-based psychological treatments for older adults and their families.

To encourage participants to reflect on their own preparation for aging well, including how best to think about and plan for transitions.



Developing Expertise in CBT-I

Dr. Gregg Jacobs

05 September 2019, Edmonton, AB

Learning Objectives

Describe the empirical support for CBT-I.

Understand basic sleep and insomnia physiology and how the elderly show changes in their sleep patterns.

Understand the efficacy, side effects, and risks of sleep medications and why these are greater for women and the elderly.

Conduct a sleep-focused assessment of insomnia patients.

Understand the rationale for, and be able to implement, CBT-I techniques including cognitive restructuring, sleep scheduling, stimulus control, relaxation, sleep hygiene, and sleep medication tapering and a sleep diary.

EPPP Prep: Memory Boosting Learning Strategies

Michele Pentyliuk

07 June 2019 – Edmonton

21 June 2019 – Calgary



Learning Objectives

To increase participants' awareness of the principles of learning.

To demonstrate practical approaches and strategies that increase retention and mastery.

To engage participants in hands-on learning activities that offers practice of strategies.

To increase participants' repertoire of strategies along with the understanding of how to match content to the most suitable strategy.

Questions or suggestions for workshop topics? Contact brittany@paa-ab.ca

More information and registration is available on the PAA website
http://www.psychologistsassociation.ab.ca/site/paa_workshops__forum

CAP & PAA PROFESSIONAL DEVELOPMENT DAY 2019

21 SEPTEMBER 2019 - EDMONTON



SUPERVISION COLUMN

Dr. Jeff Chang, Ph.D., R.Psych

Supervision as a Distinct Professional Competency

Welcome to the inaugural supervision column. First, who is this guy and what qualifies him to write about supervision? I am a professor at Athabasca University, where I work in the Master of Counselling Program. I am a Registered Psychologist and a Clinical Fellow and Approved Supervisor of the American Association for Marriage and Family Therapy (AAMFT). In the last couple decades, I have supervised over thirty Registered Provisional Psychologists; supervision is the professional activity I enjoy the most. I have supervised as an agency employee, proprietor of a large private practice, contractor to agencies, and a private supervisor for Registered Provisional Psychologists. I have done quality assurance for a national EAP and worked as the placement coordinator for two masters programs. I published a recommended way of thinking about supervision (Chang, 2013). Since 2016, I have taught the online continuing education course, Advanced Clinical Supervision in Psychology, co-sponsored by PAA and the University of Calgary. I also teach the AAMFT's Fundamentals of Marriage and Family Therapy Supervision course.

Before going any further, I must mention Jon Amundson's contribution. We are aware of the issue of supervisory competence because of Jon's tireless advocacy to get the profession in Alberta to recognize clinical supervision as a distinct professional competency requiring specialized training. Jon agitated for the creation of the Advanced Clinical Supervision course, and then he developed it. He taught it for several years before handing it off to Vivian Lalonde, who taught it until 2015. I would estimate that somewhere in the neighborhood of 150 individuals have taken this course in its various incarnations.

So, to recognize Jon, the premise of this column is that *clinical supervision is a distinct professional competency*. There are several definitions of supervision, but they typically include: evaluation and gatekeeping, instruction and skill development, support and mentorship, and quality assurance and client safety, all conducted over time in a formal relationship.

In the 1980s and 90s, researchers began to prioritize clinical supervision research. Supervisees appreciated supervisors who are supportive, instructive, able to help them understand their clients (Kennard et al., 1987), and exhibit collegiality and respect (Gandolfo and Brown, 1987). On the other hand, supervisees who reported negative experiences found their supervisors rigid (Allen et al., 1986; Hutt et al., 1983; Kennard et al., 1987; Nelson, 1978), critical (Allen et al., 1986; Hutt et al., 1983; Nelson, 1978), and inattentive (Chung, Baskin, and Case, 1998; Shanfield, Matthews, and Hetherly, 1993). Neither of these sets of findings are surprising. What is surprising is that therapists placed in the position of mentoring new practitioners would act this way.

The good news is that books, training, and other resources have proliferated since. AAMFT led the way in developing supervisory training and an Approved Supervisor credential in the 1970s. Since then, many organizations have added supervisory training/competence to their requirements. In addition to our homegrown course:

- many counsellor licensing boards in the United States require a supervisory credential for supervisors to supervise toward state licensure.
- both APA and CPA require accredited programs to cover clinical supervision.
- the Canadian Counselling and Psychotherapy Association has developed a course for clinical supervisors and a supervisory credential.
- the College of Registered Psychotherapists of Ontario requires Registered Psychotherapists supervising others toward registration to have had 30 hours of directed learning in clinical supervision.
- several organizations have developed best practice guidelines for supervision. Others have developed competency profiles for the practice of clinical supervision.

As you all know if you are supervising Provisionals, CAP does not require a supervisory credential or any education in supervision. But for most of us, the legal principle, "everything which is not forbidden is allowed" (Slynn, Andenæs, and Fairgrieve, 2000, p. 256) is not the way we choose to operate. "Minimally competent" is just not good enough for most of us. So, to conclude my first column, I would like to ask you to examine one of the better competency profiles I have seen, developed by the Ontario Psychological Association. It has a self-rating feature that will allow you to reflect on your supervisory work.

In future columns I will cover topics like the supervisory working alliance, contracting, supervisee performance issues and impairment, what your supervisees are not telling you, etc.
Please send suggestions or comments to jeffc@athabascau.ca.

References available at https://drjeffchang.webs.com/paa-supervision-columns

STRESS, RESILIENCE, & HAPPINESS

Instructor: Michael E. Howard, Ph.D.

6 HOURS CREDIT (Psychologists)

PROGRAM / LECTURE $109 CAD

Conference registration is from 7:45 AM to 8:15 AM. The conference will begin at 8:30 AM. A lunch break (on your own) will take place from approximately 11:30 AM to 12:20 PM. The course will adjourn at 3:30 PM, at which time course completion certificates are distributed.

Registration: 7:45 AM – 8:30 AM

Morning Lecture: 8:30 AM – 10:00 AM

- **Perception, Thinking, Emotions, and Memory:** Where Behavior Originates.
- **Life-Threatening Events:** Why Do They Make Us Afraid, Angry, and Sad?
- **Happiness:** An Emotion or a Mood?
- **Emotional Intelligence:** A Key to Resilience? Social Intelligence?
- **How To "Six" Your Way To Happiness:** Six Key Virtues and Their Major Strengths.
- **Acute Stress and Chronic Stress:** Three Causes and Three Brain-Body Pathways of Fear.
- **Why Zebras Don't Get Ulcers:** Stress from Ourselves or the World.
- **Chronic Stress, Anxiety, and Depression:** Negative Emotions and Moods.
- **Men, Women, and Stress:** Sex and Gender Issues. Fight Or Flight Vs. Tend and Befriend.
- **Fear:** Learning and Practicing Skills to Cope with Fear.

Mid-Morning Lecture: 10:00 AM – 11:30 AM

- **Achieving Tranquility:** The Magic of Mindfulness Meditation.
- **Cognitive-Behavioral Therapy for Stress Management:** Change Your Mind, Change Your Body.
- **Dental Management of Patient Stress:** Distractions, Control, and Expectations.
- **Resilience:** Developing the Capacity to Bounce Back from Stress and Trauma.
- **Practice Makes Perfect:** How Resilience Can Get Better Over Time.
- **Building Resilience:** Learning to Use 10 Key Strategies When Challenged.
- **One Size Does Not Fit All:** The Many Methods of Developing Resilience.
- **Positive Psychology:** The Science of Well-Being, Life Satisfaction, and Happiness.

Lunch: 11:30 AM – 12:20 PM

Afternoon Lecture: 12:20 PM – 2:00 PM

- **The "50-40-10" Rule:** How Genetics, Personality, and the Environment Create Happiness.
- **Genes and Happiness:** Are We Born Happy or Unhappy? Are There Happiness Genes?
- **Blissful Ignorance:** Do People Really Know What Will Make Them Happy?
- **What Does Make Us Happy?** What the Happiness Research Says.
- **Choices, Choices, Choices:** Does Having More of Them Make Us Happier?
- **Happiness and Health:** Does Greater Life Satisfaction Mean Less Disease and Longer Life?

Mid-Afternoon Lecture: 2:00 PM – 3:20 PM

- **Learned Optimism:** Challenging Negative Thinking, Appreciating Strengths, and Looking Up.
- **Savoring Pleasure:** How Mindful Enjoyment Helps Create Happiness.
- **Nine Scientifically-Proven Ways To Feel More Joy In Life.**
- **Simple Daily Exercises That Help To Increase Life Satisfaction And Well-Being.**
- **Positive Psychology's Role in Tough Times and Mental Health.** Psychotherapies.

Evaluation, Questions, and Answers: 3:20 PM – 3:30 PM

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MEETING TIMES & LOCATIONS

CALGARY, AB	EDMONTON, AB	EDMONTON, AB	CALGARY, AB
Thu., April 11, 2019	Fri., April 12, 2019	Thu., May 2, 2019	Fri., May 3, 2019
8:30 AM to 3:30 PM	8:30 AM to 3:30 PM	8:30 AM to 3:30 PM	8:30 AM to 3:30 PM
The Glenmore Inn	Radisson Hotel & Convention Center	Radisson Hotel & Convention Center	Carriage House Inn
2720 Glenmore Trail SE	4520 76th Avenue Northwest	4520 76th Avenue Northwest	9030 Macleod Trail South
Calgary, AB T2C 2E6	Edmonton, AB T6B 0A5	Edmonton, AB T6B 0A5	Calgary, AB T2H 0M4

INSTRUCTOR

Dr. Michael E. Howard (Ph.D.) is a full-time psychologist-lecturer for INR. Dr. Howard is a board-certified clinical neuro-psychologist and health psychologist who is an internationally-recognized authority on brain-behavior relationships, traumatic brain injury, dementia, stroke, psychiatric disorders, aging, forensic neuro-psychology, and rehabilitation.

During his 30-year career, Dr. Howard has been on the faculty of three medical schools, headed three neuro-psychology departments, and directed treatment programs for individuals with brain injury, dementia, addiction, chronic pain, psychiatric disorders, and other disabilities.

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REGISTRATION INFORMATION

Please register early and arrive before the scheduled start time. Space is limited. Attendees requiring special accommodation must advise Biomed in writing at least 50 days in advance and provide proof of disability. Registrations are subject to cancellation after the scheduled start time. A transfer at no cost can be made from one seminar location to another if space is available. Registrants cancelling up to 72 hours before a seminar will receive a tuition refund less a $35.00 (CANADIAN) administrative fee or, if requested, a full-value voucher, good for one year, for a future seminar. Other cancellation requests will only be honored with a voucher. Cancellation or voucher requests must be made in writing. If a seminar cannot be held for reasons beyond the control of the sponsor (e.g., acts of God), the registrant will receive free admission to a rescheduled seminar or a full-value voucher, good for one year, for a future seminar. A $35.00 (CANADIAN) service charge applies to each returned cheque. A $15.00 fee will be charged for the issuance of a duplicate certificate. Fees are subject change without notice. **The rate of exchange used will be the one prevailing at the time of the transaction.**

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NOMINATE TODAY

8 Tips for PAA Award Nominations

PAA recognizes companies, psychologists, and other individuals through a series of yearly awards. This is your opportunity to get recognition for those that you know have a special spark – because they are worth it, it demonstrates our appreciation, it showcases our profession, it's motivational, and because unsung heroes deserve the acknowledgment. Plus, it's easy to make a nomination!

1. **Confirm Fit**
   Know the intent of the award and the requirements. We use a rigorous and competitive process so ensure that your nominee meets the stated qualifications.
2. **Submit a Concise Nomination**
   Complete, well-written, but concise nomination packets are more likely to be successful.
3. **Completely Overview Your Nominee**
   Our peer review process uses very specific, clearly defined criteria so don't assume that the committee will know your candidate — include all relevant accomplishments.
4. **Paint a Unique Picture**
   Ensure that your nomination stands out, clearly describes the uniqueness of your candidate, and makes the committee's review job easier.
5. **Collaborate with Peers**
   Solicit information from others to strengthen the submission and for feedback and other ideas about the accomplishments of your nominee and how you've presented it.
6. **Be Objective**
   Submit objective information to support testimonials or statements whenever possible. Specific examples with descriptions make a much more effective nomination.
7. **Organize**
   Last minute nominations are difficult to do well. Maintain an awards file. Gather materials early and allow plenty of time for review.
8. **Keep it Brief**
   Committee members review many nominations and many awards restrict the length of the nomination &/or attachments. Focus on quality, not quantity.

Nominations are accepted throughout the year, but the next deadline is 30 April 2019. Nominate a peer today http://www.psychologistsassociation.ab.ca/site/paa_awards and help us to celebrate the people who make our province a psychologically healthy place to live.

Promote Psychologically Healthy Workplaces

Psychologically healthy workplaces have 28% less employee turnover and enhance organizational performance and productivity. Your PAA Public Education & Wellness Committee has developed a PowerPoint presentation on Psychologically Healthy Workplaces. Members are encouraged to **make use of these materials in promoting psychological health in the workplace.**

Resources

- Psychologically Healthy Workplaces PowerPoint - please contact the PAA Office at paa@paa-ab.ca to request this presentation
- Information about psychological health in the workplace http://www.phwa.org/resources
- PAA Psychologically Healthy Workplace Brochure http://www.psychologistsassociation.ab.ca/site/paa_brochures__materials_7

Become Involved

Let us know details of your presentation! OR, if you know of an organization that would be interested in a free presentation, let us know so we can connect them with the Chair of the Public Education & Wellness Committee. Contact us at paa@paa-ab.ca

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