Psymposium

Vol. 34 No. 4 – January 2024

Psychologists' Association of Alberta



Understanding People | Working Together

A steller's jay near Rawson Lake, Kananaskis Provincial Park Alberta

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Mission & Vision

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

Psymposium

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Featured Content

7 **Anti-Racism and Psychology**
Racism and Intersectionality

9 **Technology in Practice Task Force**
Reflections on Virtual Care and Digital Mental Health Training

10 **Ethics Corner**
Preventing Ethical Conundrums in Consulting

13 **Working with Children of High-Conflict Divorce**
How Psychologists Help, How Psychologists Hurt: A Three-Part Series

14 **Exploring Assessment in Professional Psychology**
New Tests Are Coming: Now is A Good Time to Stop Making Mistakes in Your Administration and Scoring

Contents

4 Editor's Letter
5 Looking For Confidential Ethical Support?
5 Community of Practice Highlights
6 Notes from the CEO's Desk: Digital Therapeutics
6 2024 PAA & CAP Joint Town Hall Dates
8 Board Notes
10 2024 Psychology Month Resources
11 Have You Accessed These Member Benefits?
12 Collaboration
12 No Changes to Recommended Fee Schedule
15 Nominate a Peer For an Upcoming Award
16 Growing Together: Tips for Future Leaders
17 Need CCP Credit?
19 Alberta Psychology in the Media
20 PAA Referral Service

Membership Renewal Now Open

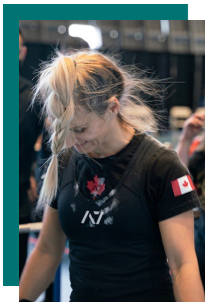
For info, visit www.paa-ab.ca > Memberships

Renew by 31 March 2024 to enjoy:

- PAA's Referral Service
- Professional guidance advice
- Innovative, discounted CPD
- Access to Collaborate, Mentor Match & Volunteer Program
- Affinity partner benefits
- Discounted advertising rates
- Collective voice for advocacy



Editor's Letter



"People not only gain understanding through reflection, they evaluate and alter their own thinking."

- Albert Bandura

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

As psychologists, reflective practice is a cornerstone of the professional work we do in counselling with patients. For 20+ years, I have intentionally made a point to also carve out time as the New Year begins for some personal introspection—writing down reflections on the past year and intentions for the upcoming year.

The concept of introspection or reflective practice dates back to the work of Wilhelm Wundt in the 1800s. Wundt was a pioneer of psychology, and he is also known for the development of the first psychology lab. He believed the purpose of psychology was to study and understand conscious experience: thoughts, feeling, and images.

Being able to better understand our own experiences, thoughts, emotions, values etc. can help us reset in an incredibly fast-paced world riddled with distractions. I thought I would share some of my favorite reflective questions:

- How is my current routine (or how are my current habits) working for me—is there anything I need to add or eliminate?
- What are my top core values and are my daily behaviours/goals in alignment with them?
- What is one thing I can do this year that can challenge my comfort zone in a positive way?
- How can I better nurture the most important relationships in my life?
- What am I most grateful for in the past year?
- What were the "highlights" and "lowlights" for me this past year?
- What have I learned/how can I grow from any frustrations or failures from the past year—what can I hold on to that is helpful about these experiences and what can I let go of?
- What are goals I was able to attain or areas I was able to improve upon and what are some clear/measurable goals to work toward this year?

What are some of the reflective questions you have for the New Year?

Wishing you all the very best for 2024.

Michelle

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MENTOR MATCH
Form rewarding professional relationships
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Choose a schedule that suits you
Visit Collaborate: https://collaborate.paa-ab.ca/home

Looking For Confidential Ethical Support?

Did you know that PAA has launched a **Professional Guidance Program**?

The program provides guidance to registered psychologists facing ethical dilemmas and encourages ethical decision-making and practices. Psychologists facing an ethical dilemma or clinical concern have the opportunity to discuss their concerns with the Professional Guidance Director or a Practice Advisor and to access to a library of resources. The mission of this program is to enhance professional practice, circumvent problems, and educate psychologists on ethical standards and practices and how to apply them.



Our staff can assist you in learning about and thinking through ethical, clinical, and professional dilemmas in your work as psychologists. We will evaluate your needs and suggest resources that are relevant to your inquiry.

If you use our fee-for-service consultation with PAA's Professional Guidance Director, you will receive a **1.0-hour Continuing Education Credit** for that consultation.

Recent Highlights:

- The Professional Guidance Program has launched two webinars so far, on Ethical Decision-Making and Informed Consent.
- We have launched the **Psychology Unboxed Podcast**. View episode 1 on working with children and parents of high conflict and/or divorce. Stay tuned for more episodes on hot topics like Assessment and Insurance!
- Other webinars on Telepsychology, Rural Practice, Cultural Competence, and more are coming up soon.
- The Professional Guidance team can personalize a profile for you on PAA's newly launched Referral Service. Learn more about the Profile Development Service here.
- Don't miss **Ethics Corner** by our Director of Professional Guidance (see page 10 of this issue.)

Visit our webpage for more information.

Community of Practice Highlights



Do you have expertise or experience to share? Are you seeking a mentor? Explore Mentor Match on our online platform Collaborate to connect with mentees, mentors, or both.

Mentor Match is the latest addition to an expanding line-up of our services to support members' professional development needs. It is an online tool—including a searchable database—that facilitates the establishment of mentoring relationships. Mentor Match is intended to connect mentors and mentees who share similar interests and goals to form long-lasting and rewarding mentorship relationships. We are stronger together, and the sharing of expertise and support of one another benefits us all.

Have any questions about Mentor Match? Email paa@paa-ab.ca to learn more about Collaborate and Mentor Match.

Notes from the CEO's Desk: Digital Therapeutics



"When psychological practice interfaces with technology, how much should we be "steering this ship" versus being passive recipients of the technology?"

Dr. Vaile Wright, Psychologist (APA.ORG)

By Dr. Judi L. Malone, PAA CEO
Registered Psychologist (AB/AUS)

How do we develop strategies that leverage technology and data to address crucial societal issues such as expanding health care access, measuring care, and optimizing treatment delivery and efficiency at both the individual and system levels?

Digital Therapeutics

One area of promise is Digital Therapeutics (DTx). These have the potential to expand access and options for care and to improve population health and health equity. They are not direct-to-consumer mental health apps. They require a prescription and meet classification requirements for Software as a Medical Device.

The issue? Although DTx offer opportunities to increase access and improve efficiencies in care, they face evolving regulations and barriers to access and reimbursement. DTx may require explicit review and clearance by Canada's Food and Drug Act (FDA) which then requires a "prescription or order" to be offered to patients. Yet our current FDA regulations do not yet cover these, nor do they identify which providers have the ability to "prescribe or order" software.

> Canada's Food & Drug Act covers four main sets of regulations including "medical devices regulations."
> See Legislation and Guidelines–Medical devices–Canada.ca

Psychology

Psychology is navigating our distinct role. Mental health DTx involve the use of software to deliver evidence-based and clinically validated interventions to treat or manage mental and behavioural health disorders.

DTx prepare the discipline and profession of psychology for the future as health care increasingly incorporates technology. DTx offer the opportunity to use psychology to positively impact critical societal issues by increasing access to quality care.

In closing…

The evolution of our profession matters not just for us in the field of psychology, but for all Albertans and those we seek to serve. Like many areas, change is fast-paced with considerable promise. We can best navigate those risks with reflexive critical insight. And we do that best together.

Judi

2024 PAA & CAP Joint Town Hall Dates

CONNECT WITH PAA AND CAP!

LOCATION:
Virtual, Province-Wide

DATE:
2024 February 29

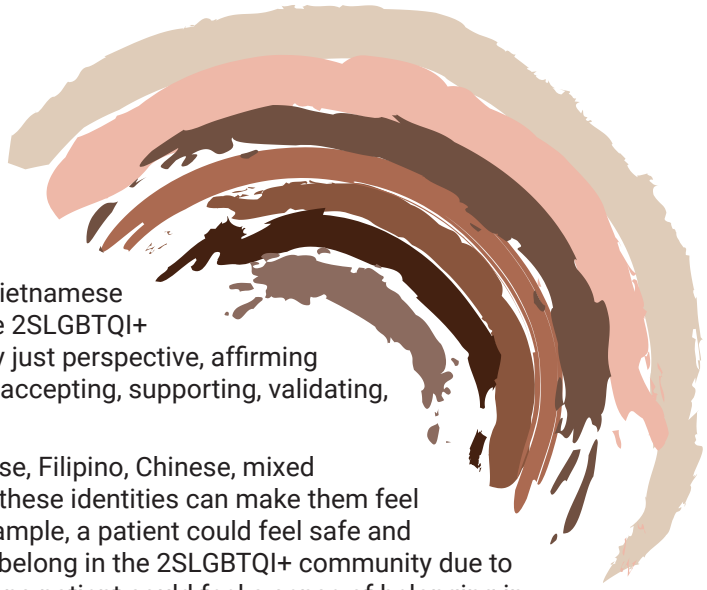
Anti-Racism and Psychology

Racism and Intersectionality



By Gina Ko, Ph.D., R.Psych

"Practitioners working with patients who have many beautiful intersections need to take care to explore all parts of their identity."



I have worked with many diverse clients with intersections of their identities. I want to locate myself: I am a Chinese-Vietnamese cisgender, heterosexual woman who does not belong in the 2SLGBTQI+ community. I work from a culturally responsive and socially just perspective, affirming patients who are 2SLGBTQI+. I believe it is important to be accepting, supporting, validating, reflecting, learning, and unlearning.

Some of my incredible patients identify as Black, Vietnamese, Filipino, Chinese, mixed race, transgender, non-binary, and gay; the intersections of these identities can make them feel accepted in one group and not accepted in another. For example, a patient could feel safe and secure within their ethnic identity but find that he does not belong in the 2SLGBTQI+ community due to not feeling attractive by white standards. Alternatively, a trans patient could feel a sense of belonging in the 2SLGBTQI+ and not feel accepted by a parent who comes from a cultural upbringing where they hear heterosexist, homophobic, and transphobic comments. Hence, practitioners working with patients who have many beautiful intersections need to take care to explore all parts of their identity.

I recently presented to the Canadian Psychological Association, Canadian Counselling and Psychotherapy Association, and the Association of Counselling Therapy of Alberta and coined HEART therapy below:

- **H** – Hearing with social justice, anti-racism, and anti-oppression in mind
- **E** – Empathy and self-disclosures
- **A** – Action toward change in a culturally responsive way
- **R** – Reflecting using cultural humility and validation
- **T** – Togetherness in moving forward

HEART therapy practice is at the core of all my work with patients; it is co-created and not forced. For example, when I hear stories of racialized patients' experience of feeling unheard, invisible, talked to harshly, and getting passed for promotions even though they have comparable education and work experience compared to their white counterparts, I explore how they understand the injustice. At times, they name discrimination and racism. In this example, I would validate and ask if they are ready to take action. If so, what would they be ready for, and how could I provide support? In my podcast, "Against the Tides of Racism" (https://www.againstracismpodcast.com/), guests with multiple intersecting cultural identities have shared that when they were young, and at least one adult would acknowledge the strengths they brought, it made an impactful difference in that they felt seen and celebrated. In parallel, patients who have supportive and transformative leaders who see all parts of their identities as strengths may be able to navigate many spaces more authentically without fear that their gay identity (for example) would cause them to lose opportunities or their careers.

There is so much beauty in diversity; the time is now to appreciate that intersectionality brings magnificent colour to a world—strengths and not deficits!

Board Notes



"I am very proud of the work that the PAA has accomplished last year."

By Claire Petersen, R. Psych

Happy New Year! I hope you all had a wonderful and replenishing holiday season. As we start the new year, with new intention, I wanted to take a moment to reflect on the gifts and celebrations of 2023. I am very proud of the work that the Psychologists' Association of Alberta (PAA) has accomplished last year. I am thankful for the guidance and leadership of our CEO, Dr. Judi Malone, and her amazing team of staff at the PAA Office. Here's a quick recap of some of the highlights of 2023:

Professional Guidance Program – The PGP is designed to assist members in learning about ethics and thinking through ethical dilemmas in their work as psychologists. The program also provides members and non-members of the PAA with the opportunity to consult and discuss their concerns with the Professional Guidance Director or a Practice Advisor. Over the past year, they have developed high-quality free resources, engaging and informative webinars, and a podcast addressing hot topics and important issues. Did you know that psychologists can receive CE credit for paid consultations and professional development?

Psychology Open House – During Psychology Month, PAA hosted the inaugural Psychology Open House. This was a remarkable opportunity to engage with key stakeholders, elected officials, core volunteers, and strategic leaders to showcase the work of our profession and advocate for the unique value of psychology.

Referral Service – The new and improved referral service has optimized the way psychologists and clients connect. The referral service receives on average 160 calls each month and over 1100 visits to the referral search webpage per month, making it a great source of low-cost advertising for psychologists. This has been a wonderful addition to our member benefits.

Continuing Education – Through a variety of in-person events, online offerings, and dozens of asynchronous CPD opportunities within the PAA Course Portal, you can stay current with professional development and choose from a variety of course offerings to meet your learning needs at any stage of career development.

PAA Gala – This was certainly the personal highlight for me this year, welcoming new psychologists to the profession and celebrating our award winners. Given the proximity to the National Day for Truth and Reconciliation, we were honoured to begin the evening with a land acknowledgment and traditional Indigenous opening ceremony performed by an Elder, followed by a moving performance by Dancing Cree. What a beautiful way to honour and celebrate the work completed over the past year.

As we move into 2024, we are committed to the annual goals we have set as a board and to fulfilling the intentions we set in our strategic five-year plan:

- Advocate for psychology's unique value
- Promote the psychological health of all Albertans
- Enhance the development of psychologists across the career lifespan
- Focus on PAA's membership value
- Ensure financial stability.

We hope that as members, you are seeing the benefits of membership within this great organization. We are excited for what's to come, and we hope that you have a wonderful year ahead.

With gratitude,

Claire Petersen, PAA President

Technology in Practice Task Force

Reflections on Virtual Care and Digital Mental Health Training



"For clinical care, most mental health apps seemed appropriate as an adjunct to more traditional psychotherapy models, rather than as a replacement."

By Dr. Michael Stolte, R. Psych. (AB), Ph.D. in Special Education

Earlier this fall, along with hundreds of other Alberta psychologists, I was able to attend training sessions on virtual care and digital mental health. The event was organized by the College of Alberta Psychologists (CAP), and it had two main speakers: Dr. Jonathan Perle, speaking on telehealth, and Dr. Stephen Schueller, on appropriate use of "apps" in clinical care. This event was particularly exciting for me, as the PAA Technology in Practice Task Force had met with Dr. Perle in the previous year to hear about his research on telehealth, and in a previous article, I had written a summary of one of his books.

In his presentation, Dr. Perle reminded us that telehealth research is not new, and it is just a further integration of telecommunication with healthcare delivery. What is new is the accessibility of the technology, the ability to use synchronous and asynchronous systems, the speed of technology change, and the widespread adoption of these platforms since COVID-19. Many key benefits were identified including improved patient access, increased convenience, and decreased stigma. Additionally, surveys have found patients generally like the option to access these technologies, and though there are many limitations and ethical challenges, it was seen as an overall positive trend. Dr. Perle then also shared important information to be aware of such as

- licensing and jurisdictional laws
- how to evaluate patient appropriateness
- how to modify the informed consent processes
- the importance of establishing boundaries
- the importance of safety planning, safeguarding data
- and future considerations such as the advent of artificial intelligence and robotics.

Dr. Schueller built on this foundation of knowledge by introducing us to the use of software application ("apps") in clinical practice. He described the sheer volume of apps, the difficulty knowing how to choose an evidence-informed app, and introduced us to strategies to help evaluate various platforms that might be commercially available to assist psychologists. Of particular interest to me was how apps are often clustered into levels of clinical care, starting with general self-help/wellness, extending into digital therapeutics, and then into technology-enhanced care. A theme emerged that though many people may trial and download an app, very few are used beyond a trial session. Of those that are adopted, they seemed most effective when the information could be guided by, reviewed, and shared with another person (ideally a professional), were credible, safeguarded patient data, and were based on professional literature. In this sense, for clinical care, most mental health apps seemed appropriate as an adjunct to more traditional psychotherapy models rather than as a replacement.

Overall, I want extend my gratitude to CAP for sponsoring this event and providing this learning opportunity for Alberta psychologists. The integration of technology into all aspects of clinical care is only going to get more complex, and we need ongoing guidance and training to ensure we are practicing well.

Ethics Corner

Preventing Ethical Conundrums in Consulting



"The environment in which consultant psychologists work is more fluid and may involve multiple relationships."

By Harpreet Gill, Ph.D., R. Psych

Dr. Harpreet Gill is PAA's Director of Professional Guidance, a program that assists members in learning about ethics and thinking through ethical dilemmas in their work as psychologists.

Recently, the Professional Guidance Program has received multiple requests about becoming a consultant. There are several contexts in which psychologists may offer consultation services.

Consulting psychologists do not work in a traditional clinical practice, but they often work with multiple people simultaneously within an organization. They focus on helping organizations: changing their culture, developing leaders, matching people and jobs, reducing workplace stress and conflicts, and other issues. Thus, consultation provides both expert assessment as well as intervention to improve the overall work environment.

The practice of consulting is not the same as practicing clinical psychology, and at times there may be an overlap that needs to be approached with caution. The environment in which consultant psychologists work is more fluid, and it may involve multiple relationships. Confidentiality issues may arise (Rodney, Lowman).

Before one transitions to becoming a psychologist consultant, it is crucial to assess oneself in terms of strengths, weaknesses, motivation, and knowledge of the world of consulting. Building competence by consulting with experts in the field or regularly meeting with mentors can be extremely valuable. Other ways to build competence include learning the language of the industry in which one is working, reading books, attending training, etc.

It is important to understand the patient(s), all parties involved in the consultation, and the extent to which they will have access to information. Obtain informed consent from all the parties involved to encourage transparency and to mitigate risk for everyone.

In addition to a well-developed process for informed consent, consulting psychologists may depend on a moral code while making decisions (Doug Riddle). Virtue ethics based on narratives and values of specific communities can help when working in multicultural settings.

The role of a consultant psychologist can also be of a coach. Educating the parties involved about the importance of maintaining confidentiality and respecting privacy of the group may prevent an ethical conundrum.

Consulting psychologists work within a system and they operate at different levels—individual, group, and organization as a whole—and mutual understanding is the key for everyone to be effective in their respective roles. They must learn to create a balance within this fluid process and effectively manage ethical issues that may arise when operating within those systems.

2024 Psychology Month Resources

February is Psychology Month, an opportunity for public education on the role that psychology plays in supporting wellness in our lives, schools, and workplaces.

If you're giving public education presentations, PAA has a PowerPoint on the Psychologically Healthy Workplace you can use as a template. We also have brochures, an 11 x 17 poster from CPAP, display boards and the PAA banner available for members by request at paa@paa-ab.ca. Thank you for helping to showcase what psychology has to offer!

Have You Accessed These Member Benefits?

Your PAA membership includes benefits from many service providers. Enjoy group insurance rates for practitioner liability and health, stay on top of technology with tools from affinity partners, and take advantage of discounted hospitality rates.

GoodLife CORPORATE WELLNESS PAA members receive up to 20% off GoodLife membership.	thePersonal Group rates. Preferred service. Offers members exclusive group rates and personalized coverage for your home and auto insurance needs.	Jane Online platform for health and wellness practitioners that makes it simple to book, chart, schedule, bill and get paid.
goget.fit® A habit-formation support platform consisting of a client-facing app paired with a professional-facing Pro Portal.	LOGIN CANADA PAA members can purchase psychology books at a 5% discount.	BRIGHTSQUID Secure-Mail is a privacy-compliant way to share information with or about patients.
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Collaboration

Fostering the Profession

PAA and our members are committed to maximizing our impact through strategic relationships with other psychology groups, in addition to maintaining a strong relationship with the College of Alberta Psychologists. This includes:

American Psychological Association

- Dr. Lana Hawkins serves on the APA Council of Representatives
- Dr. Judi Malone serves as the CESPPA representative for Alberta
- Dr. Judi Malone serves on the Board of Professional Affairs
- Claire Petersen serves as Division 31 Representative

Canadian Council of Professional Associations of Psychology

- Dr. Judi Malone, Alberta Voting Participant
- Tammie Austin, Alberta Participant Observer

National Committee on Psychologist Wellness of ACPRO & CPAP

- Dr. Judi Malone, Co-Chair

Association of Canadian Psychology Regulatory Organizations

- Dr. Judi Malone serves as the liaison of the professional associations to ACPRO

Alberta Health Services

- Dr. Judi Malone participates in the:
  - » AHS Professional Practice Council for Psychology
  - » AHS Provincial Addiction & Mental Health Council

No Changes to Recommended Fee Schedule

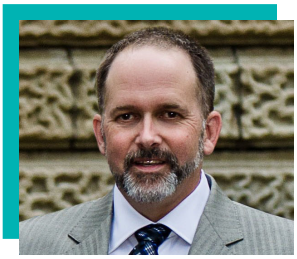
Effective 01 January 2024, there is no increase to the PAA recommended fee schedule.

Individual Therapy/Assessment	$220
Couple/Family Therapy/Assessment	$220
Group Therapy (per person)	$65
Custody/Access & Legal/Forensic Assessment	$330
Expert Witness Testimony (half-day minimum fee)	$1,300
Expert Witness Testimony (full-day minimum fee)	$2,600
Consultation/Corporate Services (half day)	$1,000
Consultation/Corporate Services (full day)	$2,000

- » Report writing, telephone consultation, letters, and form completion are billed at the rate of the service being provided.
- » Billing can also occur in 10-minute increments for services done outside the therapy hour such as phone calls, letters, and the like calculated at one-fifth the hourly rate for every 10 minutes. Incremental billings are also appropriate for services provided beyond a 50-minute session.
- » Fees for specialized services & treatments not listed on the above schedule may exceed the current recommended guidelines.

Working with Children of High-Conflict Divorce

How Psychologists Help, How Psychologists Hurt: A Three-Part Series



"There are some specific do's and don'ts that are essential for your work with children of divorce."

By Stephen Carter, Ph.D., R. Psych

This article is the first in a three-part series on high-conflict divorce.

While Statistics Canada (2023) lists the 2020 age-adjusted divorce rate is 6.8 per thousand married persons, it also reports that the 30-year total divorce rate is 25.6% of all marriages. This does not take into account the number of separations taking place from unmarried couples with children. With such a high rate of divorce in society, and the impact on children, divorce education is sadly lacking in the majority of counselling/therapy training programs. One interdisciplinary organization, the Association of Family and Conciliation Courts (AFCC), leads the way in providing research and training for psychologists, lawyers, and the judiciary.

Many divorces are viewed to be "desk divorces" meaning that the parents figure out the majority of things on their own or with the help of lawyers and simply submit a document to be endorsed. A smaller percent of couples may go to court once for a single issue while another small percent, the high conflict divorce, make multiple court applications over many years, backing up the court system (Coates, et al, 2004, Kirkland & Kirkland, 2006) to the extent that it may take a year or more for a matter to get to trial.

The damaging effect of children exposed to family conflict, both pre-and post-divorce, includes:

- Higher rates of anxiety, depression, disruptive behaviour and increased likelihood of being abusive in their own adult relationships (Grychm 2005).
- Increased emotional distress (Ayoub, et al, 1999).
- The loss of a cohesive support community (Blank & Ney, 2006).
- Lower levels of school achievement, social adjustment and difficulties in relationships with siblings, parents, and peers; risk of dropping out; higher risk of drug use, substance abuse and adult criminal behaviour; lower marital quality as adults. (Bacon & McKenzie, 2004).

Further, as there is an increased risk among high-conflict divorce of false allegations of spousal/parental abuse or violence (Austin, 2000), young children may grow up as "victims of abuse" in cases where no actual maltreatment took place.

When working with separated/divorced/never-married parents in conflict, "supportive counselling" methods may not only provide no assistance, but they may exacerbate the conflict. Directive, systemic-based interventions such as family restructuring therapy, which has a strong problem-solving/future focus, provide one alternative for controlling conflict and moving the family toward resolution (Carter, 2011). When children of divorce reject one parent, the rallying cry of the rejected parent is that their child has been deliberately alienated from them, which if true, is seen to be a form of child abuse. However, current models of reject/refuse dynamics show that such child behaviour is complex and multidimensional.

Psychologists working with families of divorce—either the parents, parent-child combinations, or the children individually—can be extremely beneficial. However, psychologists unfamiliar with the dynamics of high-conflict divorce can also escalate the difficulties for the family and for the children.

To work with families of divorce, the basic skill of working with people through grief and loss is required. However, if you conceptualize a divorce as an onion, each layer you peel back represents a different form of loss which can include financial stability, residence, friendships, community activities, access to extended family supports, family traditions, children's time with one or both parents, etc.

Along with basic knowledge of family structure/function and divorce, there are some specific do's and don'ts that are essential for your work with children of divorce. These will be explored in an upcoming issue of *Psymposium*. See full references and article here.

Exploring Assessment in Professional Psychology

New Tests Are Coming: Now is A Good Time to Stop Making Mistakes in Your Administration and Scoring



"Humans are prone to making errors, and we need to catch those errors."

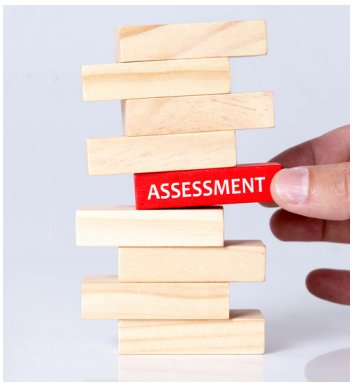
By Dr. Michael Lee Zwiers R. Psych

Sometime in 2024, we can expect the newest editions of the Wechsler Adult Intelligence Scale (WAIS-5) and the Stanford Binet Intelligence Scale (SBIS-6) to be released, followed by the 4th Edition of the Wechsler Memory Scales in late 2025. The Canadian editions will likely arrive within a year. We will have to learn the correct administration of these tests. Unfortunately, research dating back to the 1970s tells us that psychologists make errors when administering and scoring intelligence tests (>90% in a 1979 study). Students make an average of 10 to 15 scoring errors per protocol, and even students under close supervision make about 5 errors per protocol. Even after they get it right, drifting and errors begin to recur.

So when the new tests arrive, we can't assume that we just have to learn how to administer the new subtests and we will be ready to go. We should be reviewing the entire test in detail, (particularly to identify minor changes to administration or scoring so that we don't simply follow old habits). For those who are curious, the WAIS-5 has 3 new subtests (Set Relations, Naming Speed Quantity, and Running Digit Span). The WMS-5 has eliminated 8 subtests, has introduced 4 new subtests (Symbol Span, Spatial Addition, Design Memory and General Cognitive Screener), and made modifications to 3 subtests.

Unfortunately, the title of this article is not just provocative—it accurately depicts how the majority of psychologists conduct formal test administration. Yes, I mean you. None of us is perfect. And we make errors. Recent studies suggest that 94% to 98% of protocols contain at least one administration or scoring error. And that's based on only what can be gleaned from the protocols themselves. Some of these mistakes are administrative errors or judgment errors, while others are clerical errors (incorrect addition, wrong table or column).

I have trained graduate students in psychology, trying to improve their test administration and scoring. This has included live modeling with descriptive advice; followed by close observation and feedback of live practice administration; followed by scripted one-to-one administration of the full test to the instructor or doctoral graduate student TA, including challenge of all prompts to ensure competence; after which they conduct videotaped administration with practice clients scored by the instructional team. Even with this wrap-around support and multilevel feedback, student administrators continued to make errors. And even when errors are reduced through careful instruction and immediate feedback, drifting occurs in later administrations post-evaluation.



What should we do about this? In the rest of this article, I will provide some suggestions to help improve your administration and scoring so that you can stop making mistakes. And catch and correct the ones you do make.

1. Perfect Practice Makes Perfect. When the new tests arrive, go through every detail of the test administration. Read the manual carefully and highlight administration, feedback, and scoring guidelines. Then, sit down with a colleague and practice administering the test without making mistakes. Ideally, both examiner and examinee will have a copy of the manual. Give each other feedback. If someone does make a mistake, fix it immediately and over-practice the correct administration to ensure you learn it correctly.

2. Audit your current practices. Even before those new tests arrive, you should sit down with your manual(s) and go over every step of every subtest, including the general administration and scoring procedures. If you want to improve your practice, first assume that you are doing something wrong. Then make it your goal to find that error so that you can correct it. An easy way to do this is to have a colleague observe your administration at least once a year. Or meet with a colleague to swap administrations with each other.

Click here for the full article.

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