Title: How Did You Get That Job? Virtual Conference: A Q&A with Sari Shepphird  
Speaker: Sari Shepphird, PhD, is the Director of Sport & Perform Consulting and Psychological Services, Inc.

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Welcome everyone my name is Eddy Ameen and I serve as the Associate Executive Director for Early Career and Graduate Student Affairs here at APA. That means I help oversee the Offices on Graduate Students and the Office on Early Career Psychologists. I'm really excited a host today. As I am a psychologist with sort of a unique position myself, I'm one of the three hosts that you'll be hearing from on this How Did You Get That Job Virtual Conference. These talks will look at careers for psychologists and corporate and industrial settings. You'll hear from between today and tomorrow from seven psychologists in total and they've all achieved much success working outside of academia and private practice.

Today's webinar will last 45 minutes. In the beginning, our guests will tell us about their current job, what a day in the life is like and what skills abilities and competencies they use to succeed. Then we'll switch and learn more about how they got there and what the path would look like for somebody interested in breaking into this type of career perhaps such as yourself. Well then conclude with your questions for our guests today. There'll be a mix of questions submitted in advance as well as those received live. If you have a question for our speaker, I'll ask that you locate the question box in your GoToWebinar control panel and type it in. We have staff on hand that will be reading the questions and helping me prioritize those that we can fit in before the end of our 45 minutes.

You can submit questions at any time today during the presentation. And let's get started. I'm so excited here today to welcome Dr. Sarah Shepphird. She's the Owner and Director at Sport and Perform consulting in Psychological Services Incorporated in Calabasas California. Sari provides psychological skills training, professional coaching and consulting to corporate executives to industry leaders, to high-stakes professionals, to performing artists and creative artists to athletes and to sports team. First off, welcome Sarah to How Did You Get That Job Virtual Conference and thank you so much for taking the time to join us today.

Hi Eddy. It's great to be here I was muted for a second there. So, I'm introducing myself the second time but it's great to be on thank you so much for having me here. We're really glad to have you. Sorry we just get right into it your official title is Owner and Director at Sport and Perform Consulting and Psych Services. Can you tell us what that means specifically? Sure! I'm in private practice but the work that I do focuses on performance psychology, so the bulk of what I do with my time is I meet with individuals and groups and teams and I speak to them about how to optimize their performance. So, whether that be industry leaders or executives within fortune 500 companies or some of the other domains that you spoke about. That's the focus of the work that I do.

Could you tell us what a typical day in your in your organization would look like? I'm sure they're quite varied but maybe you could flavor it and let us see are you going to different offices or people coming in is it more individual more groups. Sure! Part of what I love about my work is that I have a lot of variety in what I do. So, probably three-quarters of the time I'm in my office with people who are coming to me. It might be individuals. It might be leadership teams. It might be groups of people or teams that are seeking optimization with their performance skills. Sometimes though I'm meeting in boardrooms or I'm visiting with teams in a team room or I'm actually on a course or a field with an athlete. And all of these things are different performance domains that I addressed in trying to help people perform their best, remove performance barriers that keep them from being able to offer the maximum skill that they have.

But then also optimize their performance help them to get to the next level or to be able to achieve the goals and dreams they've set out for their careers. Thank you. This idea of Performance Psychology. Would you say that other people share a similar title or phrase when thinking about what it is that they that they bring to psychology? Or do you also find that the kind of work that you do is represented by psychologists [and] other titles as well. Sure! So, Performance Psychology is really the study of human behavior and performance settings. And so, Performance Psychologists address the ways in which performers think and feel and behave so as to obtain optimal results within their particular performance domain.

So, my task is to assist in the development of more effective or optimal performance. It's similar in some respects to the fields of executive coaching or mental skills consulting, psychological skills training is something else that that overlaps quite a bit. Performance Strategist might be another title that you would have heard of but Performance Psychology in general focuses on the performance domain with a particular performer and on the performance setting itself. So, it's sort of managing those moments when someone is in the spotlight or executing some kind of performance. So, in that respect it's different than executive coaching or consulting that might focus more on developing a managerial style or helping someone identify a career path or shifting careers.

It's a little bit different than that in in terms of my focus because it's more unique to focus on the particular performance or performance requirements within a particular career or performance domain. That's really fascinating. I'm gonna add a question in here. Is there, do you find similarities or differences between the different kinds of clients that you work with? Some are artists, some are on the field doing sports. Are there differences in terms of what it takes to perform well? Yeah! There are more similarities and differences. And it's and it's really fascinating. It's part of what I love about my work. I and I love variety but it's always fascinating to me to see how performance skills cross over to so many different domains because performance itself has threads that are similar regardless of what the performance domain is.

So, as I mentioned I work with Fortune 500 senior executives, I work with business startups, I work with courtroom attorneys, I work with actors, I work with dancers and athletes, I work with comedians, I work with first [responders], I work with surgeons, I work with musicians. And they seem like such disparate fields but the performance aspect of all of these domains is very similar because each of these professionals or groups of professionals are preparing for a specific performance event. And so, with that event comes performance anxiety or competition anxiety, sometimes there's a discrepancy between how someone rehearses or practices or prepares for their performance and their actual performance that they give.

So, it might be that someone has a sense of confidence or intensity and focus and attention while they prepare or rehearse or practice or train within their craft. But when it comes to the actual performance of their craft, it can break down. And we see that kind of performance anxiety take place regardless of the domain. Similarly, regardless of the domain, we have performers who experience low self-esteem or depression or just doubt about their own ability. Perfectionism is something else that is a thread that's pretty common regardless of performance domain. injury recovery might be something that affects different performers maybe in different ways. So, for example the surgeon who's whose hand has been injured and that's someone that I've worked with. It's facing a different kind of recovery.

[Then] maybe someone who's lost their voice or an athlete who has torn a ligament. But returning to performance still brings the same sort of threads of doubt and lack of confidence and wondering if that performer will be able to achieve the same level of success they've had in the past. So, right, right! It's really fascinating to see the overlaps between performance domains. Thank you so much for sharing and helping us kind of get a little bit inside the heads of people who are put into the spotlight and need to perform. I want to kind of flip this and ask you for you to perform well in your and your work in performance psychology. What skills knowledge, knowledge and abilities do you find the necessary on a day-to-day basis? Sure! Well my training in clinical psychology has been invaluable.

And being able to address the whole person, to understand the system's context of the work or performance that a person is facing, to understand group processes is significant and to understand the cultural context of someone's performance is significant. And so, my training in clinical psychology has been invaluable. But added to that, I wanted to gain competency in areas that would equip me to address the performance aspect of someone's life. And so, we can talk a little bit more about how I did that. But being able to rely not only on my broad training in clinical psychology and then sort of my [respecialized] training in performance psychology both have been invaluable to me. Thank you. Is there anything that you say separates your identity as a Performance Psychologist from others and in terms of what makes you successful in your in your current independent practice? I think it's a combination of factors.

The first being that I sought to be ethically and competently trained. There are a wide variety of people who are offering coaching, a mental skills coaching, career coaching and it's more of a personal interest or perhaps something that one is trying to get into just based on their own experience, their own life experience and wanting to offer pearls of wisdom from their own life experience, but I thought to be ethically and competently trained. And so, what I looked to be the standards for that kind of training. Specifically, APA's Division 47 which is the Division for Sport Exercise and Performance Psychology offers a proficiency of training experiences. An APA's proof proficiency actually in in training experiences that leads to the development of this of the competency.

And so that's what I sought to do. And the proficiency identifies specific areas related to being able to work as a Sport or Performance Psychologist. Classes that are recommended educational experiences as well as mentorship or supervision consultation. So, I thought to do all of that. I took courses in in biological bases of behavior, motor learning [Kinesiology], things that are involved in understanding certain sport and performance, performers experiences where they're needing to train their bodies as well as their minds in their crafts. And then I also sought supervision consultation with an expert in Performance Psychology. So, that I felt I could get that specific training that would enabled me to provide competent services.

So, I think that's part of what is what I would recommend to others with part of what helps me succeed is that I as I made sure to get the training that would help me to excel in my craft. Thank you. I want to dig a little deeper into the development of your skill sets that helped you get where you are now. As you mentioned that in your graduate training was in clinical psychology which provided sort of a broad basis in which you would continue to draw upon these skills to do the work that you do. Did you announce during graduate school to yourself or to anyone that performance psychology was the path that you saw yourself heading on or did that come later? It came later when I was in graduate school, I had never heard of Performance Psychology. So, I graduated in 1996 and I worked in Clinical Psychology for the first 15 plus years of my career.

And it wasn't until just over a decade ago that I even understood Performance Psychology to be an area of psychology in which you could train and specialize. And so, it's really been in the last decade that I've done this this work. Go ahead! Oh! I was gonna say you use the term [respecializing] and I wonder if you could walk us through how somebody even begins to think about changing their careers. Kind of maybe shutting down work in one area and beginning to get the skills and competencies needed to do something different. Absolutely! Sure! And in it's an interesting kind of juncture to walk through in one's personal career because I didn't anticipate this kind of a change. So, just for me really quickly, this took place because I had heard more about Sport and Performance Psychology and then began attending some workshops and just some see [E-Courses] with just a few hours of credit just to get a sense of what the career was about. And so, when I had.

That light-bulb experience and felt like it would be a really great fit for me. That's when I investigated how to be competently trained. And so, when I talked about [respecializing], I'm thinking about getting those skills and covering my bases and in keeping with ethical practice to make sure I've developed the competencies that are set out within this particular area of work. And that's when I referred to that proficiency that I that I mentioned through Division 47. And so that's how I went about. It was to identify the areas of training that I needed and then identify a different path through which I could get that training. Great! And so, when you began that path towards training. Well began sort of with a continuing education credits, you say a light bulb went off which I like that that idea that maybe I'm calling to be doing something else and then you saw a path to do it competently. And you had mentioned taking graduate and graduate level courses sort of as an independent student or did you did you have to enroll in a [respecialization] program. I did a piecemeal kind of retraining in that I took classes from different universities in the subjects that I wanted.

In today's time and framework, we have that option which is great that really didn't exist when I was in graduate school. Right! We can do online platforms and we can take one class from a university. And it really anywhere in the world. And that's what I did. I took them all the way from the University of Melbourne to Florida State. And so, I would take one class here or there just to cover the bases that I wanted to cover which is something again I wouldn't have been able to do 20 years ago. But it's wonderful to be able to do that. I know others that I know who have respect I've gone back for degrees in Performance or Sports Psychology.

But that's not the path that I chose, I chose to be able to find the courses that I was looking for and pieced them together. And then you had mentioned that you found somebody to provide supervision. Is that somebody that also that you worked under for their Clinical Experiences in Performance Psychology. Well I did eight-hour consultation group with Dr. Kay Hayes, who is out of Toronto. And she's really one of the pioneers in Performance Psychology. And it is still a mentor of mine today. And we actually work together in some capacities now. But I sought to have her be my mentor if she would agree to and she kindly did. And so, I did some supervision consultation with her for quite some time, but she was one of the first workshops of workshop speakers that I that I wandered into. And I think I just caught that bug from her about Performance Psychology. There are different ways a person can find a mentor. And one of those ways might be through like Division 13 of APA which is Consulting Psychology, Division 47 as I mentioned is Sport Exercise and Performance Psychology.

There's also an association outside of APA called the Association for Applied Sport Psychology and they offer certification in something called a Certified Mental Performance Consultant those who are wanting to work in performance domains and they actually have a list of approved mentors on their website. So, there's various places you can find people who work in this field and be able to gain some first-hand knowledge. Thank you! That's so helpful. What did you learn on the job? I understand you did a lot to prepare yourself. What do you think you could only learn by being engaged in this in this work more fully? Sure! Some of it is contextual intelligence because each performance domain has its specific requirements.

There may be a lot of overlap as I mentioned, but the domains have their specific requirements for what's involved in performing well or optimally within someone's unique craft. And so, some of that contextual intelligence really is going through under understanding what someone's unique experience is within their performance domain, doing a little bit of research about what's involved in in their specific company or their specific job. So, I work with senior consultants or excuse me senior executives from tech firms, from healthcare, from media entertainment corporations. And I needed to understand the context of what those performers did. So, it's not just about knowing that they are engaged in performance but what's involved in their specific skill sets. That's learned on the job. It's a little bit of research that I do when I begin work with a new client is understanding a little bit about their performance domain and what's involved in optimal performance; specifically, in the kind of work that they do.

So, I learned I learned that as I go and it's part of what I like as a lifelong learner is to be able to do a little bit of Investigation in research as I work with different performance domains along the way. This is great. Let's move into a discussion of career progression. You provided some great detail in terms of how you started and how you saw it supervision sort of the skills that you needed to acquire to grow into this position. Are there any other milestones along the way and as you built your company? Sure! I went from feeling like a novice who was wanting to dabble in Consulting and Performance Work to someone who identifies as a Performance Psychologist, so I wouldn't have called myself that originally or early on because I don't feel like I had the competency to identify myself that way. I was really a Clinical Psychologist with some interest in Performance Psychology and that's how I have identified myself. But as we know in terms of competence and also in advertising abiding by ethical standards that we really want to make sure that what we say is accurate to our level of training.

So, that's evolved over time. Starting off with a particular interest and then moving through my training and heating some of those benchmarks until now I as a specialist in this area. And so, I think I think that's part of how I've evolved. And then again just the different learning experiences over time where I have just refined my training. And then also have begun now to be able to give away some of the knowledge and experience that I've been fortunate to gain. I want to be able to grow the field. And so, in terms of my career progression. I think that's where I've found my stuff now. Serving in governance for example in Division 47 and then offering training experiences to others who are wanting to develop skills in this area. That's great. So, you're there mentoring your received is something that you continue to pass on.

Absolutely and I enjoy it very much! And I think it's important to be able to grow the field because it's really a ripe time to be able to offer these kinds of skills to our clients and to companies and corporations and firms who are looking for ways to be their best. Not only their best in their performance, but their best selves. And it's really a prime time to be able to do that in terms of the zeitgeist, so I'm trying to strike while the iron is hot and help other people do the same. Thank you! I think I think a lot of our attendees for today and tomorrow's virtual conference are interested in questions like how do I get a job like yours, where do I look for openings? Is do I look under performance psychology and something like psych careers is there other tricks too just scouting out these opportunities. Sure! Well! I think some of the divisions that I mentioned and the organizations that I mentioned are a great place to start because there are job boards.

The Division 47 is open to any level of APA member, you don't have to be a member of the division to be on the division 47 [listserv]. And so sometimes there are you know job postings and training opportunities that come through that that happens quite frequently. And then the Association for Applied Sport Psychology has job boards and again don't let the title of the organization be deceiving because even though it's its title under Sports Psychology, it also formed focuses, excuse me, on performance domains outside of sport as well! So, there are job boards there and again opportunities to learn about training. And then Division 13 would be another area where especially if someone's interested in consulting by being embedded in an organization.

That would be a great place to look as well! Speak a little bit more about being better and being embedded in an organization. So, it's different than what I do because I'm in private practice and executives will come to me. I'll get calls about Performance Psychology. Someone who might say yeah, I've heard a little bit about sport psychology and I'm really thinking that it might be similar to the kinds of skills that I need working in my organization or in my company. Can you help me in my performance? And so, we I'm getting more calls about this from people who've heard of these kinds of performance skills. Since it's pretty popular now, I think in in the in the general public to hear about this kind of work. And so, people will come to me in order to gain that kind of skills and to access that kind of service.

It's different than someone who is a consulting psychologist and is embedded within a company. So, that might be something similar to what you'd find in Division 13 as I mentioned in terms of Consulting Psychology overlaps a lot with Industrial Organization Psychology as well where companies like fortune 500, fortune 1000, companies are looking for psychologists to come be a part of their team and work sort of embedded through their organization or on their home turf and offer training and maximizing skill sets from that kind of a platform. So, it's a little different than folks continue my practice just really depending on the kind of interest that someone has in terms of their work.

The setting that one might want to work in and the kind of hours that one would want to spend and where they'd like to be. So, for me I prefer the variety as I've mentioned a few times of being able to be in private practice and hit different kind of performance domains and then also be able to travel to visit teams or to be on the sports fields, for example. But folks who are learning or, excuse me, folks who are wanting to be in a corporate setting can also pursue the same kind of career, but it'll just look a little different than mine. Gotta. Let's say we're thinking of someone who's a leaving internship about to look for postdocs or maybe somebody who's doing a postdoc and about to look for their first job and has heard what you're saying today and said I'd like to move in that direction. Do you have any suggestions for what kinds of settings one should look for? Should one pursue licensure if one has a Clinical Counseling or school background in order to do this work. So, so answer, my answer might vary from what you use here from others in this field.

I absolutely recommend licensure. And I know that some Consulting Psychologist might not However, I strongly do. I think it provides the greatest breadth of opportunities to be able to work with folks who are performers. So, that when a performer comes wanting to address their performance and optimize it, but also has perhaps a history of substance abuse or depression or generalized anxiety related to their life experience. I'm able to address all of that and so I find it to be a tremendous benefit for my career personally. So, I do recommend licensure. And then I'm sorry. What was the second part of your question Eddy? Um. In terms of internships or postdocs or first jobs that people should look for that might help them more easily move into performance psychology. Any suggestions? Sure! So, I there are postdocs in Sports Psychology and as I've mentioned sort of briefly the skills and abilities that one uses to work in sports psychology are very similar to other performance domains.

And I know some people who have specifically trained in their postdoc in sports psychology settings in order to develop those skills and then truly they want to transfer those skills to other performance domains. And so of course that's an option. And then there's always the option of finding a postdoc which someone who works in this field. It's kind of the old-fashioned way of doing a postdoc is finding someone in private practice and saying hey I'd like to do what you do. And getting supervision and postdoc hours that way. That would be something else that people could look into. But if you've done your postdoc and you're wanting to transition into this kind of work.

Again, getting a mentor I think is a wonderful way to go and looking into the different kinds of training experiences that are recommended. It's a way of brainstorming too because when you take a look at the different competencies that are suggested say through the proficiency that I have mentioned outlines through Division 47. It's a great way of brainstorming. What would I like to do? Do I want to help people to be able to work in corporate settings? So, do I want to be able to work with actors? Do I want to be able to work with athletes? So, I want to be able to have a private practice or be embedded in someone's corporation. So, I think just getting a taste for what the field offers is a great way to brainstorm what kind of career you could step into? You are so helpful. I want to move it just for a second into just some advice. I have a specific advice question and then I'll just ask you more generally about additional things we might not have covered specifically.

There so, let's say that there's somebody that you like who has a job that you're interested in. Do you simply go up to them and say will you be my mentor? I suppose part of that is you know how comfortable can you get yourself to be in doing that. And it is the kind of path that you're wanting to go down, so that's what I did. I got in touch with Dr. Kate Hayes and I said I'm wanting to have a mentor and I'm wanting to gain hours for consultation supervision in keeping with the kind of training that I'd like to make sure that I get. Would you be open to doing that? And she said, "Yeah let's talk about it". And so, we worked it out and developed that kind of relationship. And that's the kind of thing that's the most comfortable for me because of the way that I like to work. I like to be able to do one-on-one and to be able to kind of be in my own setting and in my own sort of comfort zone but then bring in the information that I'm wanting to get which is part of why I did a lot of be online classes. And then did the supervision with the person that I was wanting.

And I think that's why organizations like the Association for Applied Sport Psychology has a webpage specifically to vote to finding an approved mentor because a lot of people are going that path and just reaching out and see who might be available to do that. But it doesn't have to be that way, you know, to be able to take a course or to enroll in another postgraduate degree perhaps get a master’s degree in Performance Psychology and get that kind of mentorship through a more structured program is another way to go as well. Thanks! I know I said I was going to ask you this but a more general question about advice but you're peppering this entire conversation with some tremendous advice. So, if you don't mind, we've got about 10 minutes for questions and I'm getting some really tremendous questions from the audience. If you're listening in and you haven't submitted a question yet, feel free to use the chat or the question feature rather and submit your questions. So, one would be. Sari. What would be your suggestion for new graduate students wanting to consult part-time? So, a part-time consulting you want to make sure that you are doing so ethically. And you've heard me say that a few times it's part of it's a theme I suppose.

And in my career is that I want to ensure that that people are engaging with clients in doing so ethically because clients are vulnerable and trying to call for consultation or looking for consultant are still as vulnerable as those who are calling looking for therapy. And so, it's part of the theme whenever I talk about this work is to make sure that you're practicing in an ethical fashion. So, if you're a graduate student but you're wanting to consult part-time then that I would suggest being under someone's mentorship or under someone's supervision. so that you're engaging in work but having that person to look to and get specific suggestions from or just make sure that the kind of interventions that you're wanting to offer would be appropriate for that particular client.

And that's another reason why I do recommend mentorship. I think Consulting Psychology is often seen under a different lens than traditional psychotherapy, but to me, a client who's looking for change in their life is a vulnerable person to some extent. And so, to make sure that the interventions we offer are consistent with what best practices would be. I think is really important. But yeah being able to get a mentor and do that part-time is certainly a way to go. Thank you! I have a question from somebody who has worked on a dissertation on extreme mountaineering as a form of self-development.

Their question is how do I transfer that it's a consulting. Well, you've now gained experience in a lot of the things that performers are looking for in meeting, so it's that those areas of confidence of perseverance, of goal-setting, of being able to reach down deep you know and find that grit. And again, that perseverance that's required to do something extreme and that requires the coming together of a lot of skill. And that's really what Performance Psychology is about because you can train your body, you can train your craft, but you also need to train your mind to be able to perform optimally. I'm sure that's something that that all of those areas came into play in your mountaineering experience. But that's a lot of what performers are needing is the coming together of those three areas and just that coming together of them at the right time during the performance experience. So, I think that experience that you've had will help you to be able identify the kinds of things that performers are needing and looking for and to be able to relate to that kind of performance experience that you've had. I do work with extreme athletes extreme marathoners, for example, and others who have to dig deep in that way.

And being able to help a client maximize their effectiveness, not waste energy on things they can't control, be able to conserve energy for things that they can control and are their responsibility is part of performance psychology. So, having had that experience, I think you can take that with you. But to be able to build on that and make sure that you're trained in the kinds of skills that you can offer a performer that go beyond your personal experience as valuable as it has been. Well I think this relates to another question that one of our audience members wrote in with. How do I position myself and in an interview or perhaps even on a resume to communicate that I have aspiring or budding competencies in this area performance psychology? Any suggestions. Fantastic question! And this happens to come up a lot of folks who are wanting to find either a predoc or a postdoc in Performance Psychology or Sport Psychology is how do .... Oh well, folks, it seems that we may have lost series audio momentarily hang on with us just a second, we'll see if we can get it back. Eddy. This is Siri. I have no idea what happened. I'm actually on a landline so I should not have in any way been dropped but my apologies for whatever kind of technical difficulties kept me from speaking there. That's okay I'm glad that I'm glad that you're back.

I had just in here know if you heard me promote this article the 2019 trends report. Okay. I did not so I'm glad you did. Thank you! Absolutely! Let's see, I think that you were when we lost you were just answering the question about people looking for how to parlay, their how to communicate in an interview or on a resume. Yes, and let me just jump back in if that's where you'd like me to do. Yes, please do and then we will have to move into the final parts of the presentation. Go ahead! No problem. No problem. Yeah! This comes up commonly where people are wanting to stand out as being trained in Performance Psychology or Sport Psychology and hoping that that distinction will land them a job. And sometimes it's over emphasized, so I think my suggestion would be to emphasize someone's based clinical skills and their ability to work with any kind of person be it athlete or performer to address the whole picture of that of that person's life. I think that actually helps more than then sort of pigeonholing the idea of the performance skills because companies and teams are wanting to make sure that they can have sort of a one-stop shop in in terms of finding someone who can address the whole person and the needs of performers across their across their life experience and whatever they might be facing.

So, it actually tends to be a hindrance if someone identifies too much their interest and their skills in Performance Psychology to overshadow their broad-based clinical training. It seems almost counter-intuitive but when one presents with really strong clinical skills and the ability to address anyone's need at the moment. It actually stands out more than someone who might interview and says, "I've been trained it myself as an athlete, I have this life experience as a performer and because of that I think I have something to offer". Companies aren't so much interested in a person's life experience and what they've overcome even though that is a valuable component. Companies and teams are looking for someone who has the deep and broad skills to address whatever a person or a team might be facing, so that's something that I would tend to advise. Thank you so much! I want to ask if there's anything final that you didn't get to share but you hope to impart with our audience today. I think I've kind of touched base basis of the things that I wanted to highlight the most. And in the theme has been and you just to gained the competency that will make you the best psychologist that you can be in whatever industry or performance domain that you're wanting to work in. I think that is what helps someone stand out. I think it is what helps them gain the career that they want. And so, my final words would be just don't try to take a shortcut if at all possible, even if it takes a little bit longer to be able to train and stand out as having that really broad and deep training within the field of psychology to be able to apply it to performance domains. It takes a little bit longer it's certainly worth it because I think that's what helps the person stand out.

Well I'm so grateful to you. I appreciate you letting us peer into your life and see your career and I appreciate the ways that you frame this to make it accessible for a great number of people. I am sure the audience and our members on the line today will pay attention to the resources that you outline. Thank you so much for the time that you gave us this afternoon. Thank you Eddy. My pleasure to be able to chat a little bit today and I appreciate you having me on. I had a lot of fun I wish that you were there when I was standing on the diving board and in high school swimming. Diving one of those sports where a lot of Performance Psychology comes into play for sure. Thank you! Yes. I didn't know it I didn't know that it existed.

I'm really grateful to hear about your experiences and I want to say to our to our attendees on the line. Thank you for your time. I know that it's probably a busy day for you so the fact that you joined us for this webinar for several that we have planned means a lot. For you we have finding a job in an industry which is an E-Booklet produced by the editors of the Monitor on Psychology. Yeah, you can see a preview of it here on the screen. It features Q&A; with psychologists who are working in industry as well as articles on job hunting and interviewing. You can download this E-Booklet right now from the handouts tab and your webinar control panel. It should be below the questions tab on the right-hand side. We will also email you the booklet along with the recording and about a month from now.

We have some more resources to share with you. One of the great tools that APA has produced is the Individual Development Plan or IDP for short. This helps you map out your career pathway. APA has come up with a five-step process to guide you through the IDP from Self-Assessment, Career Exploration and Goal-Setting all the way to customizing your own plan of action to finding the best job for you. You can search for it on the APA website. The link is down below www.apa.org/education would be a nice way to get started. Check out the IDP though. It is a great resource if you haven't been exposed to that already.

Finally, I wanted to tell you about a resource that's produced by the offices and the committees that I work closely with. APA has a variety of career related resources and services for its 21,000 graduate student members and its 17,000 Early Career Psychologists members ECP' at APA are defined as being within 10 years of their doctorate graduate students of course come from masters and doctoral programs in psychology and related fields. And there are homes for both groups at APA for graduate students check out www.apa.org/apags and for early career psychologists check out [www.apa.org/early-career](http://www.apa.org/early-career).

Next, if you're ready to start your job search or want to explore job postings, check out APA's online Career Center which is known as Psych Careers. All you have to do is create an account, you can upload your resume and you can become instantly searchable by employers and recruiters for all applicable opportunities. That website address is www.psyccareers.com that's P-S-Y-C careers dot com. Finally, as this webinar ends, a short survey is going to appear on your screen. I hope that you'll take a minute take the survey and give us feedback about how we did today and what you'd like to see in the future from us. We're not done today hopefully, I hope that you might join us a little bit later for a very technical webinar on resumes. The title is Resumes Today. It begins at 4:00 Eastern which is in just 45 minutes from now. In this session you'll learn what is important to a potential employer and what to leave out of your resume, will explore formatting styles, how to create a resume that gets through the many automated application system and also learn the not so secret formula for presenting yourself to make it easy for employers to see all that you have to offer. The session at four o'clock Eastern will also end with strategies for creating a resume that works specifically for you.

With that we are at fifteen minutes past the hour and I want to thank you so much for joining us have a great day everybody!