# Clinical Psychology of Education and Work

## Proff. Francesco De Ambrogi, Diego Boerchi

***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course consists of two parts with complementary training objectives. As a whole, the course aims to introduce students to the understanding and deepening of the main contributions offered by psychology to the issues of work dynamics, training and assessment in work contexts.

The specific aims of the course are to provide: a theoretical framework and a discipline-specific language to facilitate communication, sharing, and analysis of problems; contributions on the individual/work context interaction; indications on the development of skills, in particular soft skills; indications and tools for the identification of skills; indications and tools for personnel evaluation for internal selection and development purposes.

At the end of the course, students will be able to:

* communicate and collaborate effectively with other professionals through the acquisition of a language and specialised technical knowledge about clinical psychology applied to work;
* know and understand the transformational dynamics of organisational systems and of the individuals included in them;
* develop the ability to analyse one's own and others' individual and professional identity;
* know and understand specific aversive dynamics in the occupational field (mobbing, burnout, stress);
* conduct interventions aimed at identifying skills;
* conduct interventions designed for the identification and assessment of skills;
* carry out study, planning and research activities with a critical approach within interdisciplinary and interinstitutional teams.

***COURSE CONTENT***

In the first part of the course, students will be provided with conceptual and operational tools concerning:

* theoretical introduction to clinical psychology in its forms: psychodiagnostics, psychotherapy and psychopathology, with particular focus on the latter, in particular on the phenomenological approach;
* theoretical review of the main intervention models in Clinical Psychology;
* theoretical presentation associated with practical exercises/workshops on process consulting;
* workshop training sessions on specific issues of work psychopathology such as mobbing, stress, burnout as well as insights into elements of positive psychology applied to work (empowerment, assertiveness, etc…).

In the second part of the course, students will be provided with conceptual and operational tools concerning:

* theoretical introduction to professional assessment;
* theoretical review of the processes and tools for identifying skills;
* theoretical review of processes and tools for skills assessment;
* theoretical and practical notes on the certification of skills;
* practical exercises on methodologies and tools for conducting skills identification and assessment and development centres for recruiting.

***READING LIST***

E. Sanavio, C. Cornoldi, *Psicologia Clinica,* Il Mulino, Bologna, 2017. Chs.:1,2,4,5,6,7,8.

E. Schein, *Lezioni di consulenza,* Raffaello Cortina, Milan, 1996.

R. Gallo, D. Boerchi, *Bilancio di competenze e assessment centre. Nuovi sviluppi: il Development Centre e il Bilancio di Competenze in Azienda*, FrancoAngeli, Milan, 2011.

Materials provided during the course available on Blackboard.

Recommended reading:

L. Cionini, *Modelli di psicoterapia,.*Carocci, Rome, 2013

W. Levati e M.V. Saraò, *Il modello delle competenze*, FrancoAngeli, milano, 1998.

P. Augugliaro (edited by), *Dagli Assessment ai Development Center. Suggerimenti e indicazioni della ricerca scientifica*. FrancoAngeli, Milan, 2013.

***TEACHING METHOD***

To encourage learning from experience, student active participation is required: frontal lectures are combined with classroom practical exercises through experiential group activities, and individual and group study.

***ASSESSMENT METHOD AND CRITERIA***

The exam is oral and its assessment objectives are: knowledge of course topics; preparation concerning the topics covered and the practical exercises carried out in class; learning the ability to reflect on different contents, discussing their applicability in specific contexts; thorough knowledge of the textbook contents.

***NOTES AND PREREQUISITES***

Since the course is introductory, there are no content-related prerequisites for attending it.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.