

Personality in the Workplace:

The Elephant in the Room

8 November 2012 – Sebel Playford (Adelaide)

20 November 2012 – Rendezvous Hotel (Melbourne)

WORKSHOP PRESENTER

Dr Peter Cotton is a Clinical and Organisational Psychologist specialising in occupational mental health and how organisational environments influence employee behavioural and wellbeing outcomes. He has published a number of book chapters and peer reviewed research papers, and worked as an advisor to government including as a subject matter expert in occupational mental health with the National Occupational Safety and Health Commission. Peter has held consulting appointments with most Australian workers compensation authorities and the Australian Public Sector Commission. Organisational health research he co-authored with Professor Peter Hart was incorporated into Comcare's 2008 jurisdictional guidance materials (Working Well: An Organisational Approach to the Prevention of Psychological Injury). In 1996 Peter was instrumental in convening the First National Occupational Stress Conference co-sponsored by Comcare and the Australian Psychological Society. He has continued to work at the forefront of the management and prevention of psychological injury and workplace psychosocial risk since that time. More recently, he has assisted WorkSafe Victoria with the development and implementation of the most advanced clinical quality assurance program of all Australian jurisdictions. In February 2010 Peter was appointed as the Australian representative to attend the Global Roundtable of Employment and Mental Health in London sponsored by the UK government. Peter served three terms as a Director on the Board of Directors of the Australian Psychological Society and was appointed a Fellow of the Society in 2002. He currently holds the positions of Director of Psychology Services with Medibank Health Solutions; and Senior Clinician, Mental Health, with WorkSafe and Transport Accident Commission Victoria.

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8.30am - 9.00am Registration and morning coffee

9.00am - 11.00am **Introduction and Session One**

- Overview of the 'Big Five' factor model of personality
- Personality: adaptive and maladaptive
- Personality profile exercise
- Personality, wellbeing and life trajectories: practical examples
- The differences between personality Traits, Styles and Disorders

Session Two

- Personality as a predictor of work performance
- Personality and workplace counterproductive behaviours
- Identifying counterproductive behaviour risk in recruitment processes
- Trait Emotionality; profile and associated workplace behaviours
- 'Type D' personality and psychological vulnerability
- Trait Compulsiveness; profile and associated workplace behaviours
- Trait Antagonism (narcissism); profile and associated workplace behaviours
- Other key personality traits relevant to the workplace
- Case studies

11.00am - 11.15am Morning Tea

11.15am - 12.30pm **Session Three**

- The extent to which personality-based behavioural issues can be managed in the workplace
- Workplace management strategies
- Workplace containment of personality-based behaviours: Proactively minimising 'incivility'
- When personality-based issues warrant clinical intervention
- Evidence regarding the effectiveness of interventions to reduce the impact of maladaptive traits
- Case study: Transforming excessive perfectionism to healthy perfectionism

12.30pm - 1.15pm Lunch

1.15pm - 2.45pm **Session Four**

- The bullying phenomenon and personality factors
- Clarifying organisational and individual level contributions to the incidence of workplace bullying
- The impact of trait emotionality on performance management
- Organisational risk associated with manager approaches to performance management
- Bullying victims and personality issues
- The organisational prevention of bullying: Managing and improving organisational climate
- Case studies

2.45pm - 3.00pm Afternoon Tea

3.00pm - 4.30/4.45pm **Session Five**

- Personality disorders: overview of five key types
- Personality disorders in the workplace
- Personality and psychological injury
- Personality and chronic pain
- The impact of psychosocial factors (i.e., perceived injustice, low job satisfaction and perceived inadequate support)
- Querulent complainants and the obsessive pursuit of justice
- Case studies

Early Bird closes
12/10/2012

REGISTRATION PAGE – Personality in the Workplace

APS Members can accrue Continuing Professional Development (CPD) hours by participating in CPD activities that they determine to be relevant to their individual professional skills, learning plans and goals. These may be self-initiated. CPD activities do not need to be endorsed by the APS.

Registration Fees

- \$399- Early Bird (applicable to registrations received and paid prior to 12/10/12). \$499 Post Early Bird
- \$299- Interstate Flat Fee (No Early Bird Applies)
- \$269- Not for Profit Flat Fee
- \$249- Full time Student

YES, PLEASE REGISTER ME! 8 Nov 2012 – Adel 20 Nov 2012 – Melb

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CANCELLATION POLICY

Your registration will be confirmed in writing when full payment is received. We will refund your registration in full less a \$120 administration and processing fee if notification is received in writing by 5/10/2012. If we receive notification of cancellation between 8/10/2012 and 21/10/2012, you will receive 50% refund and workshop notes. No cancellation will be accepted after 22/10/2012.

CONFIRMATION OF REGISTRATION

Your registration is not confirmed until you receive written confirmation from PPL Education. You should not proceed with making arrangements such as booking airfares or accommodation unless you have received such confirmation.

VENUE DETAILS

Full venue information will be provided in your Confirmation of Registration Letter.

AMENDMENTS

PPL Education reserves the right to cancel, postpone or amend the event details if required.

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