The Wellness Architects are able to provide an evidence based assessment of the psychological functional demands inherent to roles and the tasks within them.

THE GAP

Corresponding terminology regarding the potential range of psychological demands compared to physical demands is not widely recognized by the profession or the industry.

The results of this lack of understanding of psychological functional demands include:

- Selection processes which only rely on testing for personality or pathology factors
- Gap analysis, and professional and talent development opportunities which focus only on job tasks and skills and not on opportunities to manage the demands and impacts on employees
- Recovery at work plans which are only able to graduate exposure to tasks rather than actual psychological demands
- GP recommendations which can only suggest either a ‘do or do not’ approach or an arbitrary time limit as options to graduate exposure to workplace tasks, demands and risks
- Unfocused treatment plans which accept the improvement of self reported symptoms as valid treatment goals without reference to the actual functional demands of the return to work goal.

PSYCHOLOGICAL JOB TASK ANALYSIS

The Wellness Architects assesses functional demands according to a broader range of potential factors than is typically utilised including domains of psychological function such as:

- Cognitive
- Interpersonal
- Emotional
- Environmental
- Organisational

Our assessment protocol has been developed by Psychologists working with client organisations and individuals across a wide range of industries and employers.

Our customer organisations and individual clients have utilised our assessment methodology within compensable injury schemes, welfare employment programs, organisational well being, risk management and recruitment.
Psychological Job Task Analysis

THE PROCESS

Needs Assessment
A brief meeting with relevant stakeholders to identify the history of injury or other risks observed to be present within the workplace or role so as to identify which roles are to be assessed. Logistics for the promotion and logistics of the assessment are identified.

Assessment Interview
An interview with one or more current job holders who can describe the day to day activities required of their role. Participants can be identified by the customer and are generally done within a work environment typical to performance of the role.

Draft Job Profile
A draft version of the functional demand profile is provided to enable a review of the terminology used and the assessment result. It is recommended that a second set of current job holders, not originally participating in the assessment be selected for review.

Revision Meeting
A brief meeting to discuss the results of the review and arrive at a final version of the role’s psychological demand profile.

Job Task Analysis Report
A final report is provided which describes the role and provides an analysis of the psychological functional demands which individual tasks present. This report can be delivered in a format which matches existing organisational documentation. The assessment can include assessment of potential suitable duties available at the workplace more generally, for use in a suitable duties register.
The report can include recommendations regarding the potential implementation of the job task analysis in recruitment, talent development, risk and injury management.

An evidence based assessment of psychological functional demands can be used by:

- HR professionals building job interview profiles and assessment centres
- Coaching and Training professionals developing learning pathways for others
- Risk Management professionals building Job Dictionaries and Suitable Duty Registers
- Organisational health professionals analysing health promotion priorities
- Return to Work Coordinators designing recovery at work plans
- Compensable injury scheme agents requesting independent medical advice
- Treating Doctors and Psychologists identifying treatment goals and intervention plans