



Psychological Job Task Analysis

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.



