



Claire Lish

Why did you apply to be certified by the ABP as a Fellow?

I completed my MSc in Occupational Psychology in 2004, and the learning this gave me, along with my continued focus and interest in Business Psychology have informed my professional practice in Human Resources ever since. While my job title is Human Resources Director, I consider myself first and foremost a Business Psychologist, and for me, having been a member of the Association for a few years at Principal Practitioner level, it was important to have my experience professionally accredited and certified. In particular in the current climate, the role of the Business Psychologist is pivotal to the way in which we shape the world of work beyond Covid, so now was the time to have my experience and study formally accredited through the transition process.

Can you describe the process?

I am already a Chartered Fellow of CIPD, and achieved this recognition through the Experience Assessment route which consisted of a series of assignments and a review of practice over a number of months, so I am used to a process like this, and perhaps because I have experienced this route to Chartership with an awarding body previously, I found the ABP approach an easy and straight forward process.

The initial stage for me was a very informal telephone discussion with a member of the transition team to talk through my background, experience and working areas of interest. This was especially useful, as together we were able to ascertain which level I should be aiming to be certified at. I then submitted a detailed work history to The Association (forms are available [HERE](#)) via an **Evidence Submission** which answered a series of questions about my practice, and how current research has informed that practice, as well as my areas of interest and key achievements.

I provided references, and also evidence that included, but was not limited to examples of my strategic leadership, personal development, and championing diversity and inclusion. The process turned around very quickly, and where I had misunderstood one section of the submission, I received prompt and detailed feedback about what I needed to evidence in order to be appropriately assessed for fitness. The process took less than one month from my submission to receipt of a decision.

Is there any advice you would give to others who might apply?

I found that this was a great opportunity for me to consider both my practice and my involvement in Business Psychology. As I completed my application I was also completing a self-audit on my career, so it helped me to see where there were a couple of gaps that I would like to fill in terms of both experience and my contribution to the field, I would encourage others to do the same.

Make sure that you read all of the information on The ABP certification pages including the Route to Certification Handbook, and also take a moment to check out the Webinar delivered by Steve Apps that is available [HERE](#) as this gives a good summary of the process.

If you are stuck, get in touch with The ABP, their mission is to be widely recognised as promoting professional excellence and a community of practice in business psychology – they are invested in your success and will support you in your certification journey.