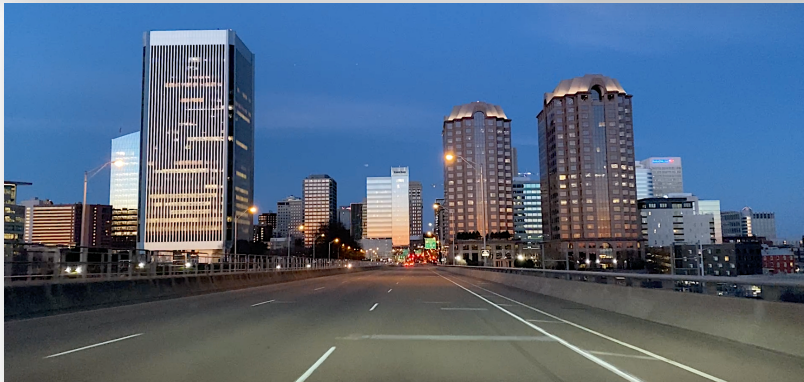


RIOP

Richmond's Industrial Organizational Psychologists
Local Group for Central Virginia

Issue #1



NEWSLETTER
SPRING 2021

WELCOME

Welcome to the first newsletter for the Richmond Industrial Organizational Psychologists (RIOP) Central Virginia group.

RIOP WEBSITE

Richmondio.wordpress.com

RIOP MEETINGS

January 21, 2021

August 19, 2021

Where: Virginia Museum of Fine Arts
Lower Level @Best Cafe
Time: 6:30 to 8:30 p.m.

If COVID restrictions make us unable to meet in person, there will be a virtual meeting. We will email members.

IN THIS ISSUE

- Research Spotlight
- Book Spotlight
- Stress Talk
- SIOP News
- RIOP Membership



RESEARCH SPOTLIGHT

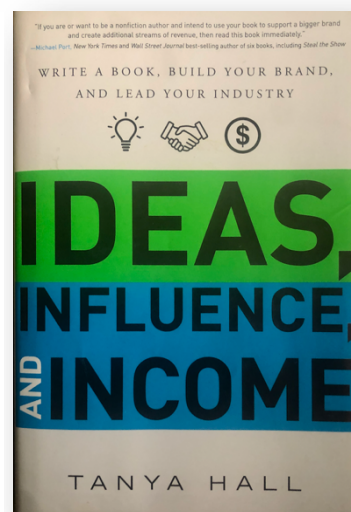


Carol Dweck (2015) followed up with her mindset research and reminded teachers that “effort is a means to an end to the goal of learning and improving.” She reminded us that too much praise without results is dangerous: Dweck shared the following: Too often nowadays, praise is given to students who are putting forth effort, but *not learning*, in order to make them feel good in the moment: “Great effort! You tried your best!” It’s good that the students tried, but it’s not good that they’re not learning. The growth-mindset approach helps children feel good in the short *and* long terms, by helping them thrive on challenges and setbacks on their way to learning. When they’re stuck, teachers can appreciate their work so far, but add: “Let’s talk about what you’ve tried, and what you can try next.”

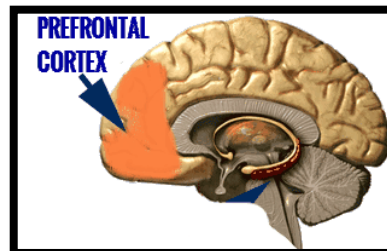
BOOK SPOTLIGHT

- Have you been wanting to write a book?
- Did you ever wonder why publisher’s suggest non-fiction books should be at a minimum of 200 pages?

Tanya Hall (2018) answers these questions in her book, “Ideas, Influence, and Income.” Hall offered robust publishing ideas on getting started, protecting content, building a platform, and connecting. There is also encouragement and motivation tips from Hall’s decades of experience with publishing. Some people say that everyone has at least one good book to produce, but some of us have many – and this book might be just what you need to get going on your next project.



STRESS TALK



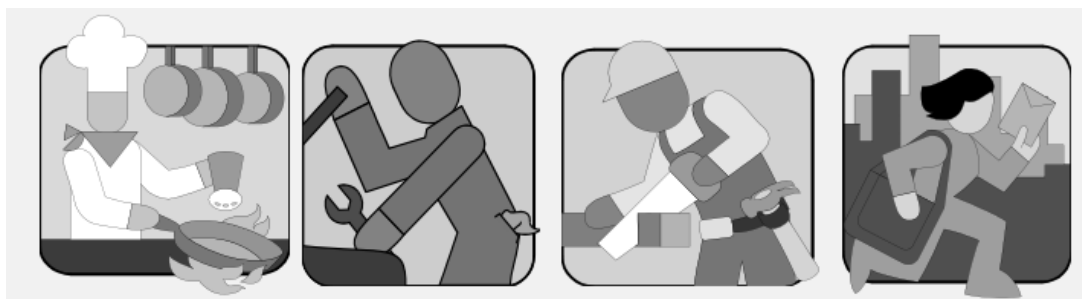
Not all stress is bad: Eustress refers to good stress that provides needed arousal. Distress refers to the harmful stressors and can accumulate if stress is not managed well. Arnsten (2015) posited that too much ongoing stress can impair prefrontal cortex functions. So make time today to destress and lighten your load. If you feel the continuous experience of being overwhelmed, oppressed, or have health issues, perhaps you can take a few days off to sleep, smile, relax, and take short walks. Also work breathing and if you need help with lung capacity, try blowing up a balloon for five minutes.

The next time you have a long weekend, perhaps you could not plan an adventure or social event; instead, find ways to decompress. The time invested in downtime could bring you some helpful wellness outcomes.

SIOP CONFERENCE

The Society for Industrial Organizational Psychology (SIOP) will have a virtual conference in spring 2021. Recorded sessions and posters will be on demand for all attendees from April 14, 2021 until May 7th, 2021. More information is available at siop.org.





RIOP MEMBERSHIP

If you want to join us in Richmond Industrial Organizational Psychologists (RIOP) Central Virginia group, please go to the website (richmondio.wordpress.com) and fill out the contact form. **This group is open to professionals and students who are dedicated to advancing the area of work psychology.** We meet twice a year and send out seasonal newsletters. We also have online video updates and workshops.

RIOP exists to help advance the area of work by providing networking, support, and resources for professionals interested in improving the fit between the worker and the workplace.

RIOP LEADERS

Yvette Prior, Director
Juanita Anderson, Community Coordinator

REFERENCES

- Arnsten, A. F. (2015). Stress weakens prefrontal networks: Molecular insults to higher cognition. *Nature*.
- Dweck, C. (2015). Carol Dweck revisits the growth mindset. *Education Week*, 35(5), 20-24.
- Hall, T. (2018). *Ideas, Influence, & Income*. Greenleaf Book Group Press.

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