

# RIOP

Richmond's Industrial Organizational Psychologists  
Local Group for Central Virginia

ISSUE #2



## 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 with updates.\*\*\*

## NEWSLETTER SUMMER 2021

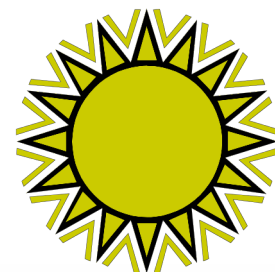
Welcome to the newsletter for  
the Richmond Industrial  
Organizational Psychologists  
(RIOP) Central Virginia group.

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## RIOP WEBSITE

[Richmondio.wordpress.com](http://Richmondio.wordpress.com)



# RESEARCH SPOTLIGHT

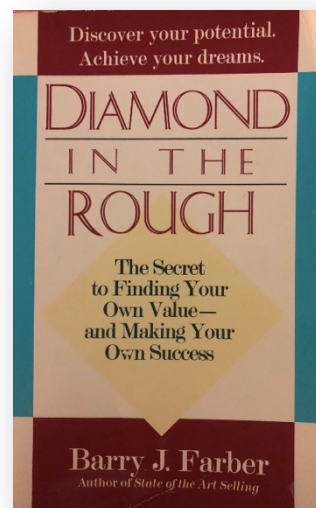
Amy Cuddy is a social scientist with a powerful story about recovering from a car accident and brain injury. Whenever I see one of Cuddy's videos about "power poses" (i.e. standing like Wonder Woman for a two-minute nudge to boost empowering hormones within the body), I smile to know that her research evolved over the years to lead us to this niche area about the way self-confidence and body posture overlap. Her writing and research expands tenets from Laird's (1974) Facial Feedback Theory and it is especially helpful for preparing for job interviews; however, power poses are helpful for so much more. We benefit from learning more about the body posture connection to hormones and so be sure to check out Cuddy's work for yourself. In the meantime, place a toothpick between your teeth to force a gentle smile or do two-minute power pose to reset your mood.



# BOOK SPOTLIGHT

*Diamond in the Rough* by Barry Farber (1995) features interviews and stories for building resilience. Farber reminded readers that whenever you are doing something that is tough and painful, it does not mean you have to give up. If it is a task that must be done, break it down, rest, get advice, and come back to tackle it. He reminded us that what we resist most is what can also build us up the most; sometimes the antidote for depression is action. We need to remind workers that problem-solving and dealing with trials is also a way to practice resistance for the brain.

This book is also helpful for those who want to network and conduct more interviews. Farber generously shared his tactics for getting interviews and explains what helped him persevere as he took the vision for this book and then turned it into a reality.



## STRESS TALK



The topic of stress has been explored for decades now and we continue to discover more about similarities and differences workers have with experiencing job stress. Lazarus (1974) noted that cognitive appraisals help us determine if a situation is perceived as threatening or innocuous. This is followed by a cognitive reappraisal, which allows us to consider resources and coping options. Coping strategies refer to behavioral and psychological actions that can help us tolerate, reduce, or minimize the impact of stressors. Workers need to be reminded that there are times when they might need to change jobs and times when “they” need to change or adjust. Problem-focused involves changing or eliminating the stressor whereas emotion-focused coping involves changing the way we emotionally react. Sometimes we can eliminate a stressor or just make a move to a new role or organization. Other times, we are the ones that change and need to work through challenges rather than being delivered from them.

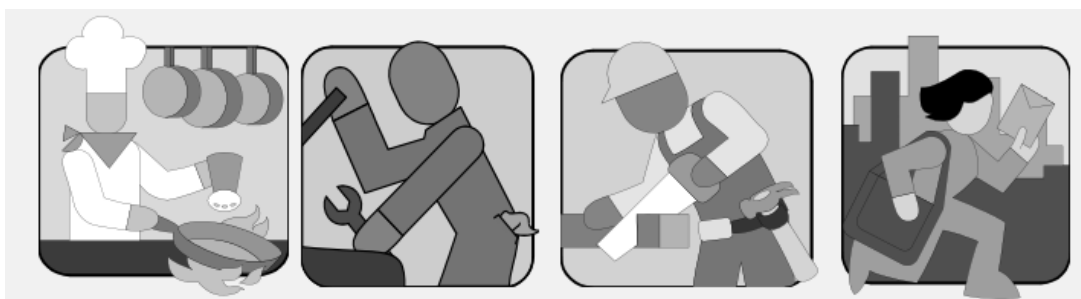
## SIOP NEWS

The Society for Industrial Organizational Psychology (SIOP) will host another Work Smart Series on November 18<sup>th</sup>, 2021.

Dr. Tomas Chamorro-Premuzic will present “*Macro Human Capital Trends Impacting the Workplace Today.*”

More information is available at [siop.org](http://siop.org).





## RIOP MEMBERSHIP

If you want to join the Richmond Industrial Organizational Psychologists (RIOP) Central Virginia group, please go to the website ([richmondio.wordpress.com](http://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

- Farber, B. (1995). *Diamond in the rough: The secret to finding your own value and making your own success*. Berkley Books.
- Laird, J. (1974). Self-attribution of emotion: The effects of expressive behavior on the quality of emotional experience. *Journal of Personality and Social Psychology*, 29, 475-486.
- Lazarus, R. S. (1974). Psychological stress and coping in adaptation and illness. *International Journal of Psychiatry in Medicine*, 5, 321–333.

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