

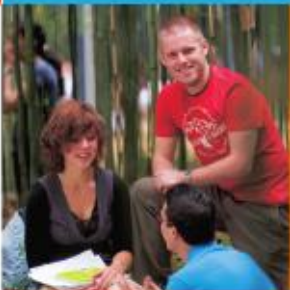


Internship Elective

PSY9110 2023/2024



Faculty of Psychology and Neuroscience



Welcome to the “Internship Elective”. As a psychology student, you gain a lot of relevant theoretical knowledge and skills and in this elective you have the opportunity to apply the knowledge and skills in practice. The aim of this course is to facilitate you in developing knowledge, skills and abilities that are relevant for a practicing psychologists. In this way, you will increase your employability: “...a psycho-social construct that embodies individual characteristics that foster adaptive cognition, behaviour, and effect, and enhance the individual-work interface” (Fugate, Kinick, & Ashfort, 2004, p. 15). Employability has a unique influence on job search behaviors, job choice and job search outcomes: People with high employability recognize career opportunities quickly and reach their career goals more easily (see e.g. Fugate, et al., 2004).

In this course, you will have to find an organization yourself and it is important that the organization is aware of the fact that your aim is to develop skills and abilities that are crucial for a psychologist. You can choose an organization in any subdomain of psychology that interests you, so it can be in health psychology, work psychology, forensic psychology, developmental psychology etc... Questions that you might be confronted with during your internship could for example be: 'Why does person B experience problems in domain C?'; 'What can individual D do to increase his or her quality of life?'; 'How do I motivate my employees or my students to opt for a healthy lunch?'; 'Are the volunteers in our organization satisfied with how we coach them and how can we improve satisfaction?'. These are just a few questions that you might come across while working as a psychologist.

In this elective, you will have to make sure that you will have a supervisor in the organization that has an academic or equivalent Master degree in psychology. In case your supervisor does not have a Master or equivalent degree in psychology but in a related field (e.g. economics, sociology), you have to indicate in your application why this supervisor’s background is relevant for your internship. During and after your internship, you will have to write a report focusing on your specific learning goals and the skill and abilities that you developed during the internship. We use the classification by Bartram and Roe (2005) for this. Bartram and Roe (2005) describe the main competences that are important for psychologists, in the context of the European diploma in psychology. Therefore, it is very relevant for you to focus on several of the competences that they propose in this paper.

Contact information

Course coordinator: Sjir Uitdewilligen

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Timeline

The first step is for you to find an organization that is willing to offer you an internship position. Since you will receive a maximum of 6 ECTS for this elective, this means that you will have to work 168 hours in total for the company. You can choose yourself how to divide these hours; you could for example work fulltime for 4 weeks, or work part-time for a longer period. It is important that you are responsible for this; so make sure that you combine your internship with your other obligations at the university (working on your research proposal and Academic Skills). Furthermore, you can be flexible on when you plan your internship: It should take place somewhere between January 1st and March 22nd. Next to the practical internship you will start working on your research internship (i.e. your master thesis project). This means that you will have some appointments with your master thesis supervisor to discuss this project and you will start writing on your research proposal. Therefore, make sure to communicate clearly with your master thesis supervisor, as soon as you have found them, how you will combine these tasks during this period.

As soon as you found an organization, you should contact the coordinator via e-mail. He will then give you further instructions. You will receive a contract that has to be signed by all parties involved: you, the company, the coordinator of this elective, and your faculty supervisor (which will be the coordinator of this elective, in most cases). You can now also already start to think about specific learning goals. You will have to set 3 – 5 SMART learning goals, based on the competences that are described by Bartram and Roe (2005). Before you start working in the company, you will write a one page development plan, in which you describe your learning goals and in which you specify how you will try to develop these specific competences during your internship.

After the completion of the internship, you will write your report. The report should consist of: a general introduction, your development plan, description of your learning goals, competences and tasks that you had to perform during the internship, and an overall reflection and conclusion. You will find more specific information under the heading “Report”.

Requirements for the organization

- You will be supervised by a psychologist working at the host organization;
- The minimum workload is 28 study hours per ECTS
- In general, internships are awarded a maximum of 6 ECTS.
- The content of your internship should be related to the objectives of the FPN Master program;
- The internship should be a *practical* internship and not a *research* internship.
- Internships must be approved by the coordinator of PSY9110.

Note:

This practical experience cannot be used to fulfil the prerequisites regarding the theoretical background and working experience set for the psychodiagnostics registration (i.e., the BAPD) and/or vLOGO.

Contract

Before you start your internship, the work placement contract has to be signed by you, your supervisor at the company, the coordinator of the elective, and your faculty supervisor (in most cases this will be the coordinator of the elective). You have to make sure that both you and the supervisor at the company sign the contract, before you send it back to the coordinator of the elective.

Development plan

Before you start your internship, you should send your development plan to the co-ordinator. In this development plan you describe knowledge and experience that are relevant for your internship. You should furthermore specify what you would like to focus on during your internship: you should formulate 3 – 5 SMART learning goals based on the competences that are described in the paper by Bartram and Roe (2005). The co-ordinator will read the development plan and give feedback to you.

- **IMPORTANT:** you should send your development plan, including your specific learning goals, to the course coordinator before the start of the internship. You can then continue working on your report during the internship and you should hand in the report after completing the internship.

Report

The final report should consist of a minimum of 10 pages and a maximum of 15 pages, using Times new roman, Calibri or Arial, font size 11, 1.5 line spacing, excluding figures, tables and the reference list. You should upload your report in Canvas, not later than April 1st.

Specific requirements:

- **General introduction** in which you describe the company.
 - 1 -2 pages;
- **Development plan** in which you explain your relevant studies and experiences, and, based on these, you formulate 3 – 5 SMART learning goals. You do this, by selecting several competences from the paper by Bartram and Roe (2005). They describe the main competences that every psychologist should possess after graduating in Europe. You should

pick 3 – 5 of these competences and formulate a specific learning goal for each. Every learning goal should be SMART (Doran, 1981). You should write this development plan before you start your internship. Make sure to explain why those learning goals are relevant to you and how you think you will work on those goals during the internship.

- 2-3 pages.
- **Middle part** in which you describe what you did during the internship to work on your learning goals. Also, you should refer to relevant scientific literature to give evidence of the methods and tools that were used in the company. You should describe for every learning goal the relevant tools, approaches and methods that you applied and you should relate this to relevant literature, explaining why you used a specific evidence-based approach. Of course, it can happen that the methods you encountered during the internship have a lack of scientific evidence. In that case, you should elaborate on what could be improved, what would you have done differently?
 - 4-7 pages.
- **Conclusion and reflection:** in this chapter you should reflect on your overall experiences during the internship. Did you meet your SMART requirements that you set in the development plan? Are you happy with your own functioning and the things you have learned during the internship? Which things would you do differently in a next job/internship? Did you come across approaches within the organization that could be improved? Here, you can again refer to scientific literature. Do you think that the company was satisfied with your performance? Of course, feel free to include any relevant feedback that you received from colleagues or your supervisor. You should definitely refer to the evaluation talk that you had with your company supervisor at the end of the internship.
 - 2-3 pages.

Deadline report

The deadline to hand in your final report is April 1st.

IMPORTANT: make sure to both upload your report on Canvans and send it to me (sjir.uitdewilligen@maastrichtuniversity.nl) as well!

Grading

Your faculty supervisor will evaluate your report (as Pass-Fail), based on the following criteria:

1. **Content:** Does the report cover the relevant competences sufficiently? Is there a clear description of both the relevant competences and, related to that, the tasks that the student had to perform during the internship?
2. **Argumentation:** Is the report sufficiently justified and based on existing models and practices? Does the student sufficiently argue why a certain approach or model is chosen? Is the chosen model compared to the scientific literature?
3. **Reflection:** Does the student critically reflect on the effectiveness of the chosen approach and his/her performance? Is this reflection backed up with evidence?
4. **Style & Clarity:** Is the structure of the report clear? Are there clear headings and an index? Did the student choose a logical and comprehensible structure which helps the reader to immediately grasp how it is organized? Is the writing style professional and to the point?
5. **Creativity:** Are the chosen approaches creative and is the report written and presented in a creative and appealing manner (e.g. not only text but also graphics, tables, figures etc..)?

Resit

A report graded as insufficient will have to be rewritten in order to pass the course. The deadline for the resit is 15 working days after reception of the initial evaluation of the report. The revised report has to be handed in via Canvas and via e-mail to sjir.uitdewilligen@maastrichtuniversity.nl

References

- Bartram, D., & Roe, R. A. (2005). Definition and Assessment of Competences in the Context of the European Diploma in Psychology. *European psychologist, 10*(2), 93-102.
- Doran, G. T. (1981). There's a SMART way to write management's goals and objectives." and Miller, Arthur F. & Cunningham, James A" How to avoid costly job mismatches" *Management Review, 70*(11).
- Fugate, M., Kinicki, A. J., & Ashforth, B. E. (2004). Employability: A psycho-social construct, its dimensions, and applications. *Journal of Vocational behavior, 65*(1), 14-38.