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Fong Ailon Canniff is one of the largest firms of psychologists specializing in both psycho-legal and industrial organizational areas.

We are mediators trained in conflict management. In addition, we offer a wide range of assessment and counseling services to individuals, couples and families.

Prospective Hires Put to the Test

In recent years, more and more companies require job applicants to complete psychological testing as part of the screening process. In fact, according to one US survey, 83% of 1,500 managers utilize such instruments before hiring a new employee. It has further been suggested pre-hiring testing has nearly doubled since 1999, and that within the next few years psychological testing may become the “final arbiter of who gets any job offer” (Jordan Peterson as cited by Wallace Immen of The Globe and Mail). Perhaps the greatest reason to utilize such tests is to minimize the regret of poor hiring decisions, which the survey indicated may account for one in five new hires.

Various psychological tests may be employed for job-screening purposes, including measures of intelligence, emotional intelligence, and personality. Intelligence tests resemble those taken in school, and determine how well knowledge is acquired and how accurately knowledge is applied. Emotional intelligence measures an individual’s level of awareness, empathy, and social skills. Psychological tests may also explore executive functions, including one’s ability to plan and make decisions. In general, psychological testing has been found to increase both performance level and long-term retention of employees, as well as assist decisions regarding employee advancement within the corporate structure.

But what does the law have to say about the use of psychological testing for job screening? To date there are no laws to specifically regulate the use of such instruments for employment purposes. However, as human rights legislation prohibits employers from using testing to identify disability that might disqualify a job candidate, companies need to be aware that rejecting a prospective employee based on test results could result in a discrimination complaint. The law also requires that test takers provide express consent before engaging in psychological testing, and that individual confidentiality be strictly maintained. Further, the law indicates that companies must inform prospective hires about why a test is being given, and be able to justify its use if faced with a court challenge. It is important, then, that companies weigh the potential benefits of using psychological tests in employment screening with the legal risks.

Source: Immen, W. (2005). The Globe and Mail.

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15 Ways to Keep Your Relationship Tuned Up

Why do some relationships last forever and others fall apart? Here are some ways you can make your partner feel appreciated again, and prevent your relationship from becoming a casualty.

1. Treat your partner as you would your boss, best friend, or best customer.
2. Think of ways you can do the unexpected and be thoughtful. Remember how you acted when you wanted to win your partner over.
3. Pay attention to your appearance. Dress nicely; get into shape.
4. Express your thoughts carefully. Being married doesn't give anyone permission to let it all hang out.
5. Spend regular time together alone.
6. Hug when you say hello and goodbye. It feels good and it makes people feel loved.
7. Learn and practice communication skills. Relating successfully to another person requires a set of skills that can be learned.
8. Be polite. Just because you are married doesn't mean you can forget your manners.
9. When your partner leaves for work in the morning, say goodbye and "I love you" or "Have a good day."
10. When your partner faces a challenge at work during the day, ask how it went when you get home.
11. If you want to make plans that affect how your partner will be spending time, check with him first and make sure it's convenient.
12. When you disagree with something your partner says, pay attention to your response. Do you express your opinion without putting her down? You can express your opinion assertively rather than aggressively. For example, you can say, "I have another opinion. I think we should wait until spring to have the walls painted," rather than, "That's silly! We should wait until spring."
13. Ask open-ended questions to encourage your partner to open up and talk. Open-ended questions begin like this:
 - a. Tell me about...
 - b. What do you think of...
 - c. What was it like when...
14. Researchers have found that people whose marriages last the longest have learned to separate from their families of origin (their own parents and siblings) and have appropriate, healthy boundaries. They value and honor their own privacy and separateness as a couple. This means they have regular, appropriate contact with their extended family, but that it is not excessive or stifling. How do you compare?
15. Respect each other's private space. Over time, many couples let this slide.

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ASSOCIATION FOR CONFLICT RESOLUTION — Larry Fong

As some of you might know, I am President of the Association for Conflict Resolution (ACR) which is the product of the merger of the Academy of Family Mediators (AFM), Society for Professionals in Dispute Resolution (SPIDR), and the Conflict Resolution in Education (CREnet). This merger of mediators and arbitrators has a worldwide membership of 6700 strong. ACR encompasses all areas of mediation and arbitration. I invite you to join ACR or come to the conference in Minneapolis in September of 2005. Go to www.acrnet.org for further information. Fong Ailon Canniff will have a strong presence at this conference.

Also, in September of 2005 is the World Mediation Forum in Crans Montana, Switzerland. Last year's conference in Buenos Aires was very successful, and this conference in the Swiss Alps near the French border should prove to be as interesting. For more information please see www.mediate.com/world.

As well in May of 2005, the Association for Family & Conciliation Courts is in Seattle, Washington. I shall be presenting there on mediation. This conference, for those who work within a court system, is well attended by Judges, lawyers, and mental health professionals world wide. It is well attended by Canadian Judges, of which the previous President was a Judge in Ontario. For more information go to www.afccnet.org. Fong Ailon Canniff will have psychologists in attendance at this conference.

LESA REFRESHER COURSE — MAY OF 2005

Don't miss out on the 38th Annual Banff Refresher Course for lawyers. Dr. Joan Kelly, one of the leading specialists on children's best interests, will be in attendance to give a workshop on parenting and divorce. Long the choice to train Canadian Judges, she is an excellent resource and a great way for lawyers to gain knowledge of children and divorce. For more information go to www.lesa.org.

Have you seen FAC's new website? Go to www.worldpsych.ca. The website includes a downloadable map to our firm, brochures on many of our services and as well other information of valuable resource to our clients. We now direct many of our clients to the website for further information and this helps them with timely information.