

Professor Fiona Patterson

Department of Psychology

Organisational Psychology Research Group

Visiting Professor

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About

Fiona is an Honorary Visiting Professor in Organisational Psychology.

BSc, MSc, PhD, CPsychol, AFBPsS, FAcSS, FRCGP (Hon), FCMI

Fiona is a leading expert in the field of assessment, selection and innovation in organisations. She is the founding Director for Work Psychology Group, a research-led organisational psychology consulting practice located in the UK and Australia, providing advice to public and private sector organisations internationally.

Previous to this role, Fiona held academic posts at the University of Nottingham, the Institute of Work Psychology, University of Sheffield, City University (as Director of the Organisational Psychology Group, & Director of Research for the Social Sciences) and most recently, at the University of Cambridge. Prior to her posts in academe, Fiona was Head of Organisational Psychology at The Boots Corporation Plc and a Psychologist at Ford Motor Company Limited (Global) in the corporate sector.

Research interests

Fiona's areas of research interest and practice include:

- **Assessment of non-cognitive attributes** required in high stakes professions (e.g. Medicine, Dentistry, Pharmacy, Finance and the Judiciary). Over the last 20 years Fiona has led an international programme of research in the healthcare professions on the development of theoretical models of important non-cognitive attributes (empathy, teamwork, resilience and integrity) and the related design, implementation and validation of assessment methodologies. This has included situational judgement tests, selection centres and application for educational interventions. Some of this work has been submitted as a City University case impact study for the REF2014 and REF2021.
- **Widening participation, diversity & differential attainment at work and in education.** Differential attainment regarding ethnicity and socio-economic status occurs across many professions. Psychologists and HR professionals may be more familiar with terms like

'adverse impact' or group differences, representing the same phenomenon in recruitment, selection or assessment.

- **Evaluation of complex organisational interventions.** Examples include evaluation of NHS values-based recruitment and the development and implementation of an evaluation framework for simulation-based educational interventions.
- **Innovation and creativity.** Fiona has a long standing research interest in innovation and has developed the Innovation Potential Indicator (IPI), a psychometric test that assesses individual level innovation; she was a co-founder of the Interdisciplinary Centre for Creativity and Professional Practice, City Business School <https://www.cass.city.ac.uk/faculties-and-research/centres/creativity> and contributor to the Masters in Innovation, Creativity and Leadership.

Fiona's research and practice has been conducted in collaboration with a broad range of private and public sector organisations internationally. She publishes regularly in high impact journals and is co-editor and author of the leading international textbook *Work Psychology*, which has been translated into five languages and is sold worldwide. All of Fiona's published research is available to read at ResearchGate https://www.researchgate.net/profile/Fiona_Patterson.

Links

Fiona can also be found at <https://www.workpsychologygroup.com/about-us/>

Selected Publications

Books

- Arnold J, Coyne I Randall R & **Patterson F.** (2020) *Work Psychology*. (7th Edition). Pearson; FT Prentice Hall.
- **Patterson F** & Zibarras L. (2018) *Selection and Recruitment in the Healthcare professions: research, theory and practice*. Palgrave MacMillan. ISBN: 978-3-319-94970-3, DOI:10.1007/978-3-319-94971-0

Book Chapters

- **Patterson F**, Ferguson E & Zibarras L. (2019). Selection for medical education and training. In T Swanwick (Ed) *Understanding Medical Education: Evidence, Theory and Practice*. Wiley-Blackwell, pp 352-365.
- **Patterson F.** (2018). Designing and evaluating selection and recruitment in healthcare. Chapter 1 in *Selection and Recruitment in the Healthcare professions: research, theory and practice*. Palgrave MacMillan.
- **Patterson F**, Kerrin M, Born Ph. M, Oostrom J & Prescott-Clements L. (2015). What are values and how can we assess them? Implications for values-based recruitment in healthcare. Chapter in Cleland J & Durning (Eds), *Researching Medical Education*. Wiley, UK.
- **Patterson F**, Kerrin M & Zibarras L. (2016) Great minds don't think alike? Person level predictors of innovation in the workplace. Chapter in H Shipton et al, *Human Resource Management, Innovation and Performance: Looking across levels*. Palgrave.

Journal Articles & Research Reports

- **Patterson F**, Roberts C, Hanson M.D, Hampe W, Eva K, Ponnampereuma G, Magzoub M, Tekian A, Cleland J. (2018). Ottawa international consensus statement: Selection and recruitment to the healthcare professions. *Medical Teacher*, DOI:10.1080/0142159X.2018.1498589
- Cleland J, **Patterson F**, Hanson M.D. (2018). Thinking of selection and widening access as complex and wicked problems. *Medical Education*, 52(1), DOI:10.1111/medu.13670
- **Patterson F**, Tiffin P, Lopes S & Zibarras L. (2018). Unpacking the 'dark variance' of differential attainment in professional exams for overseas graduates. *Medical Education*, 52(7), DOI:10.1111/medu.13605
- **Patterson F**, Cleland J & Cousans F. (2017). Selection for the healthcare professions: Where are we now and where next? *Advances in Health Sciences Education*, 22, 229-242. DOI 10.1007/s10459-017-9752-7
- **Patterson F**, Cousans F, Edwards H, Rosselli A, & Nicholson S. (2017). The predictive validity of a text-based situational judgment test in undergraduate medical and dental school admissions. *Academic Medicine*, 92(9), 1250-1253.
- **Patterson F** & Zibarras L. (2017). Selecting for creativity and innovation potential: implications for practice in healthcare education. *Advances in Health Sciences Education* 01/2017, 1-12. DOI:10.1007/s10459-016-9731-4
- Lievens F, **Patterson F**, Corstjens, J, Martin, S. & Nicholson, S. (2016). Widening access in selection using situational judgement tests: Evidence from UKCAT. *Medical Education*, 50(6), 624-636. 10.1111/medu.13060.
- **Patterson F**, Knight, A., Dowell, J., Nicholson, S., Cousans, F., & Cleland, J. (2016). How effective are selection methods in medical education? A systematic review. *Medical Education*, 50(1), 36-60.
- **Patterson F**, Prescott-Clements, L., Zibarras, L., Edwards, H., Kerrin, M., & Cousans, F. (2015). Recruiting for values in healthcare: a preliminary review of the evidence. *Advances in Health Sciences Education*, 21(4), 1-23.
- **Patterson F**, Zibarras, L. & Ashworth, V. (2015). Situational judgement tests in medical education and training: Research, theory and practice. *Medical Teacher*, 38(1), 3-17.
- **Patterson F**, Tavabie A, Denney M, Kerrin M, Ashworth V, Koczwara A & Macleod S. (2013). A new competency model for general practice: Implications for selection, training and careers. *British Journal of General Practice*, 63: 249-50.
- **Patterson F**, Lievens F, Kerrin M, Zibarras L & Carette B. (2012) Designing selection systems for medicine: The importance of balancing predictive and political validity for high stakes selection. *International Journal of Selection and Assessment*, 20(4), 486-496.
- **Patterson F**, Denney M, Wakeford R, Good D. (2011) Making assessment fair and equal in postgraduate training? A future research agenda. *British Journal of General Practice*. 61(593), 712-3.
- **Patterson F** & Ashworth V. (2011) Situational judgement tests; the future for medical selection? *British Medical Journal*, 343:d6876
- Lievens F & **Patterson F**. (2011) The validity and incremental validity of knowledge tests, low-fidelity simulations, and high-fidelity simulations for predicting job performance in advanced level high-stakes selection. *Journal of Applied Psychology*, 96, 927-940.
- **Patterson F**, Kerrin M, Gatto-Roissard. (2009). Characteristics and behaviours associated with innovative working in organisations. *NESTA Research Reports*, p1-54.
- **Patterson F**, Kerrin M, Gatto-Roissard G & Coan P. (2009) Everyday innovation. How to enhance innovation in employees & organisations. *National Endowment for Science, Technology & Arts (NESTA) Research Report 43*, 1-54.
- **Patterson F** & Kerrin M. (2009) Innovation for the recovery. *Chartered Management Institute Research Reports*, 1-24.
- Silvester J, **Patterson F**, Koczwara A, & Ferguson E. (2007) Psychological and behavioral predictors of perceived physician empathy. *Journal of Applied Psychology*, 92(2), 519-527.

- **Patterson F**, Ferguson, E., Norfolk, T. & Lane, P. (2005) A new selection system to recruit GP registrars: Preliminary findings from a validation study. *British Medical Journal*, 330, 711-714.
- **Patterson F.** (2002) Great minds don't think alike? Person level predictors of innovation at work. *International Review of Industrial and Organisational Psychology*, 17, 115-144.
- **Patterson F.** (2001) Work and organizational psychology; emerging themes and future issues. *Journal of Occupational and Organizational Psychology*, 74(4) 381-90.
- **Patterson F.** (2001) Guest editorial for the Centenary Special Issue. *Journal of Occupational and Organizational Psychology*. 74(4), 379-380.