



e a w o p

European Association of Work
and Organizational Psychology

Diary Methods for Organizational Intervention Research and Practice

M. Gloria Gonzales-Morales & Deirdre O'Shea



Biography: I got my Psychology Degree at Universidad de La Laguna (Canary Islands, Spain). I completed my dissertation, awarded with the European PhD (Doctor Europaea), in 2006 at University of Valencia (Spain) in the Work and Organizational Psychology Interuniversity Doctoral Program. In 2007, I moved to Virginia (USA) to do research as a Fulbright Visiting Scholar at George Mason University for two years. I was a postdoctoral researcher at University of Delaware for a year before starting at University of Guelph on May 2010.



Biography: Dr. Deirdre O'Shea, Reg. Psychol Ps.S.I., is a Lecturer and is a Registered Work and Organisational Psychologist, located in the Department of Personnel and Employment Relations at the Kemmy Business School, University of Limerick.

Deirdre completed her PhD and M.Sc. in Work & Organisational Psychology from Dublin City University in 2011 and 2005 respectively, and her B.Sc. in Psychology from University College Dublin in 2002. She received a DCUBS research scholarship to complete her PhD research.

Deirdre has lectured at the University of Limerick, Dublin City University, Oscail (National Distance Education Centre) and the Centre for Talented Youth in Ireland (CTYI). She has been an international visitor at Humboldt University, Berlin, Germany (2013), University of Guelph, Canada (2014), and Northeastern Illinois University, Chicago (2014).

Abstract: Intervention research and practice in organizations require specific methodologies that not only allow to evaluate the effectiveness of the programs, but also to understand the mechanisms and processes through which the intervention works and transfers to everyday operations. Diary methods can be defined as methodological designs that involve data collection on a regular basis (e.g., daily, weekly, monthly). Cross-sectional or traditional longitudinal studies can only capture a static picture or snapshot of the psychological and organizational variables being measured at specific points in time. Diary methods help us to take ‘motion pictures’ of the intervention implementation, mechanisms and outcomes.

The main learning objectives of this workshop are to:

- 1. Understand the need and usefulness of diary methods for intervention research and practice.** We will discuss how mediating mechanisms and processes can be assessed, and how other practical issues such as dosage, participant adherence or participant experience and practice can be explored with diary designs.
- 2. Reflect on how to design an intervention diary design based on clear research/practice questions.**
We will highlight the importance of establishing clear research/practice questions to guide the design in terms of what, how and when to measure. We will consider advantages, challenges and pitfalls related to diary intervention designs. We will discuss the use of control, placebo, random assignments and Randomized Controlled Trials. Statistical, analytical and technological tools needed for this type of methods will be described.
- 3. Apply diary methods to participants’ own research/practice projects.**
In groups, participants will discuss and work on their own designs for their research and/or practice projects.

The instructors of the workshop will facilitate the learning of these objectives through participative and active learning. Their experience designing and implementing interventions using diary methodologies will allow them to share their success and, most importantly, failure stories.

Participants are asked to submit a 200 word summary of either planned or on-going diary/intervention research two weeks prior to the workshop which can be shared with the participant group and discussed during the workshop.