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The field of Psychology continues to develop in the UAE with clinical psychologists working within both private and government institutions. Furthermore, Organisations in the UAE have acknowledged the important role psychologists can play and several of the leading UAE brands employ psychologists on both in house and consultancy basis. Beyond these two main fields, psychologists have begun to work in general healthcare settings, education and even sports psychology.

This growth in psychology has been reflected in the development of several psychology based degree programmes including the first MSc clinical psychology leading to licensed practice from the UAE-U and the first full Masters in Business Psychology at Heriot Watt University Dubai. This and other indicators show the commitment of the UAE authorities to incorporating psychological science and practice in its society.

As psychologists working in various settings across Dubai we, the IPCD team, are excited by the growth of our field and the recognition and respect psychology is gaining. However we felt that for all the success and achievements of individual practitioners, we have work to do to develop our representation across the region, to bring individuals together as a single professional community and to provide ongoing networking and development opportunities for all psychologists. In this aspect there have been some important developments in continued education and knowledge update opportunities - notably the UAE-U conference, ACPN clinical psychology and psychiatry events, IHS Professional Development Breakfasts, accreditations on various psychometric instruments, the regional HR FORUM and the UAE Psychologist Newsletter published by UAE-U.

However there is yet to be a focused, stand alone psychology event representing the many areas in which psychologists work and bringing the community together as a profession. We have worked to organise IPCD as the first in what we hope to be ongoing events organised by psychologists for psychologists and with the aim of inclusivity both across the region and across fields of practice.

Various networks have developed and are currently active, including our own informal Dubai Psych network, The Middle East Psychological Association (based in Kuwait), MEEPA (specific to eating disorders), and various ad hoc organisational psychology groups (e.g. the Association for Coaching network). It is our aim and hope that events such as IPCD help to bring these disparate groups together to form a more formal professional network across the region.

We hope that each and every one of you take back good memories, some new networking contacts, new topics and practices to share back with other colleagues, and hopefully this conference will continue to grow in the future.

Enjoy the learning!

With best wishes, The IPCD Team
AGENDA
## Conference Schedule 2013

**Day 1 (Friday 1st November)**

### A (Clinical Psychology)

8.00-9.00  Registration

9.00-9.15  Welcome

9.15-10.00  Prof Peter Kinderman

10.00-10.15  Coffee Break

10.15-11.45  **Session IA (3 papers)**

1. Understanding Siblings of Children with Autism - A Study on Self Concept: Christopher

2. Level of Anxiety among Pregnant Women: With History of Pre-term and Full-term Deliveries: Firdos Jahan

3. Depressive Rumination as Experimental Avoidance - A Performance Based Exploration: Thomas

11.45-1.15  **Workshop IA**

Managing Infidelity in Couples Therapy: Rider

1.15-2.30  Lunch & Prayer break (Poster Session)

2.30-3.15  Invited Speaker: Dr Nomita Sonty. The Psychology of Risk and Resilience in Chronic Pain: A Pivotal Role for Mental Health Practitioners

3.15-4.00  Dr Julian Boon

4.00-4.15  Coffee Break

**4.35-5.00**  Round Table Discussion

Clinical Presentation of Gender Identity and Sexual Orientation Issues in the UAE: Asamarai

Family Therapy: Chakroun

### B (Occupational Psychology)

8.00-9.00  Registration

9.00-9.15  Welcome

9.15-10.00  Prof Peter Kinderman

10.00-10.15  Coffee Break

10.15-11.45  **Session IB (3 papers)**

1. The Outcomes of Organisational Embedness in a Greek Call Centre: Kampa

2. The Transition to Retirement & the Desire for Professional Continuity: Rowson

3. Understanding Distinct Triggers for Employee Engagement & Motivation Amongst Local Talent & Expatriates, Males & Females & various Age Cohorts: Jones

11.45-1.15  **Session IIB (3 papers)**

1. Value Differentiation Across Work, Home and Life Contexts - Implications for immigrant integration & adaptation: Rasmi

2. It’s Official – It’s Tough at the top for Women Leaders in the Middle East: Darling

3. Developing Behavioural Assessors in a Multi cultural Environment: Stodart

1.15-2.30  Lunch & Prayer break (Poster Session)

2.30-3.15  Invited Speaker: Dr Nomita Sonty. The Psychology of Risk and Resilience in Chronic Pain: A Pivotal Role for Mental Health Practitioners

3.15-4.00  Dr Julian Boon

4.00-4.15  Coffee Break

**4.35-5.00**  Round Table Discussion

Identifying Occupational Interests in Young People: Gohel

HWU Business Psychology Symposium: Hunter and HWUD students

### C (General Psychology)

8.00-9.00  Registration

9.00-9.15  Welcome

9.15-10.00  Prof Peter Kinderman

10.00-10.15  Coffee Break

10.15-11.45  **Session IC (3 papers)**

1. Effectiveness of Dialectical Behavioural Therapy in Treating Female Prisoners with a BPD: Ralph

2. The Effect of Practising Pranayama on Test Anxiety & Test Performance: Nemati

3. Promoting Wellness & Social Emotional Learning through a School Based Mindfulness Programme: Barack

11.45-1.15  **Session IIC (3 papers)**

1. EMDR Intervention for Psychological Trauma among Syrian Refugees: Acarturk

2. Forgiveness Therapy, Process & Application: Jeledan

3. Diagnostic Challenges in BPD: Hussain

1.15-2.30  Lunch & Prayer break (Poster Session)

2.30-3.15  Invited Speaker: David Barrett & Katharina Lochner. Personality & Behavioural Style Assessment – Normative, Ipsative & beyond to new ways

3.15-4.00  Dr Julian Boon

4.00-4.15  Coffee Break

**4.35-5.00**  Round Table Discussion

Ethics & Culture issues in Clinical Psychology: Schullenberg

Domestic Violence: Manju
### Conference Schedule 2013

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<th>A (Clinical Psychology)</th>
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<td><strong>09.30-11.30</strong></td>
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<td>1. From Coronary Stenting to Holistic Rehabilitation - Comprehensive Model of Psychophysiological Education of Cardiac Patients: Sztembis</td>
<td>Dialectical Behaviour Therapy &amp; the treatment of emotional dysregulation: Widmer</td>
<td>Mental Toughness &amp; MTQ48: Perry</td>
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<td>2. Practical Use of Digital Expressive Art Therapy with Self-Harming Adolescents in the Middle East: Lambie</td>
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<td>3. Practical Considerations in the Assessment, Diagnosis &amp; Amelioration of Conduct Disorders in Arab Populations: Safa Javed Aftab</td>
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<td>4. Where do Delusions come from: Ghalib</td>
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<td><strong>11.30-12.15</strong></td>
<td><strong>Round Table Discussion: Introducing the Middle East Eating Disorders Association: Alford and MEEDA</strong></td>
<td><strong>Practitioner Session: Coaching: Attenborough</strong></td>
<td><strong>Invited Speaker: Dr Patricia Lingley-Pottie: Strongest Families Programme</strong></td>
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<td><strong>12.15-1.15</strong></td>
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<td>Core Somatic Integration Theory: Naidu, Lakadawala</td>
<td>Understanding Team Dynamics for Team Success: Gohel</td>
<td>Counterproductive Work Behavior Measures: Barrett &amp; Lochner</td>
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<td><strong>3.15-4.00</strong></td>
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Peter Kinderman is Professor of Clinical Psychology at the University of Liverpool, and an honorary Consultant Clinical Psychologist with Mersey Care NHS Trust and has twice been elected Chair of the British Psychological Society’s Division of Clinical Psychology. He is Head of the Institute of Psychology, Health and Society at the University of Liverpool, comprising psychiatrists, GPs, clinical and other applied psychologists, sociologists, public health physicians, nurses, sociologists and academics.

IPCD and DUBAI: I am looking forward to a truly international conference, bringing together the perspectives and experiences of colleagues from diverse cultures in one of the most vibrant and optimistic cities in the world.

Title: Times of Change and Opportunity: Towards a Psychological Model of Mental Health and Well-being

It is a time of significant change in the field of mental health. The publication of DSM-5, the fifth edition of the American psychiatric diagnostic manual, has proved controversial, and has led many to question the creeping medicalisation of normal life, and to criticise the poor reliability, validity, utility and humanity of conventional psychiatric diagnosis. Reviews of the ineffectiveness and adverse effects of many psychiatric drugs as well as of the effectiveness of evidence-based psychological therapies have led many to call for alternatives to traditional models of care. Psychological science also offers robust scientific models of mental health problems and well-being. These integrate biological findings with the substantial evidence of the social determinants of health and well-being, mediated by psychological processes. These significant scientific and professional developments allow us to foresee a future beyond the ‘disease model’ of mental health and well-being.

Julian is a Chartered Forensic Psychologist with the British Psychological Society and a Registered Forensic Psychologist with the Health and Care Professions Council. He is a Senior Lecturer in Forensic Psychology at the University of Leicester, UK where his teaching and research interests include personality, love and destruction. Most recently he has been involved in research on homicide, specifically domestic homicide and emotional intelligence in personality disordered serial homicide offenders. Julian has been advising the police and other agencies in the psychological aspects of serious crime investigation for over 20 years and is a Forensic Clinical Psychology Consultant advising on psychological profiling for the Serious Organised Crime Agency / National Crime Agency in the UK. He also conducts risk assessments in prisons for parole board reviews and has given evidence for both prosecution and defence at all levels of justice through to the High Court.

IPCD and DUBAI: While I have never been to Dubai I have many times thought of going to what is a major and influential region on the world’s stage. I am particularly attracted to the International aspect of the ICPD. In my view far too much of UK and USA psychology is ethnocentric and we can learn much from psychologists working in, or originally from, other diverse cultures. Additionally - in a related vein - I am very much looking forward to meeting with delegates of the Conference who are members of the Dubai Police Department. It will be most interesting and I am sure fruitful to exchange experiences and ideas in regard of psychological profiling and policing issues in general.

Title: The Application of Personality Theoretics to the Psychological Profiling of Offenders.

A model for psychologically profiling offenders is presented which tracks the antecedents of offending behaviour through to the acting out of offenders and future risk assessments. This model of offender profiling is principally clinical in its approach assessing as it does each crime-scene, offence and offender personality and motivation individually. The application of the model in relation to police and forensic work will be illustrated with case examples.
Lynsey is a Chartered Psychologist and Associate Fellow of the British Psychological Society. She is a Senior Lecturer in Forensic Psychology at the University of Lincoln, UK where she is Programme Leader for the BSc (Hons) Psychology with Forensic Psychology and a member of the Forensic and Clinical Psychology Research Group. Her research interests relate to interviewing in forensic settings to enhance the effectiveness of practitioners making high stake judgments of risk incorporating consideration of personality, motive, and mindset. Most recently she has been investigating the concept of revenge in forensic and non-forensic applied settings including how this applies to offending behaviour and accompanying decision-making, and leading on a national kidnap research programme in collaboration with law enforcement. Her broader interests are in the development of a holistic, psychological approach to detection of deception and in the detection of psychological vulnerabilities with police suspects requiring language interpreters. Lynsey has previously worked in a military psychology research capacity and continues to work in collaboration with police, security and in related government organisations and provides training on the CHAMELEON approach to interviewing to law enforcement agencies. In addition to her academic interests, Lynsey works in a secure forensic mental health setting conducting interventions and assessments with a range of clients.

IPCD and DUBAI: The conference is a wonderful opportunity for practitioner psychologists to engage in informed and interesting discussions across a range of fascinating topics within and across applied disciplines. I am thrilled to be part of what is sure to be a dynamic, lively, and innovative conference. This is my first visit to Dubai – I am looking forward to visiting a city I have always thought of as a place of opportunity, inspiration, and energy along with somewhere that conjures images of fantastic hospitality and an array of exciting things to do and see.

Title: The challenge of dark personalities, emotions, and revenge: Implications for Occupational, Clinical and Forensic Psychology practice.

The challenges faced by practitioners working in applied psychological settings, when considering the dark side of personality, emanating emotions and toxic behaviour are considerable. The Dark Tetrad of personality is a concept deserving increased attention across occupational, clinical and forensic client groups in addition to normative personality. Individuals, who score highly on constructs of Machiavellianism, Narcissism, Psychopathy and Sadism, and a combination thereof, can variously leave a trail of destruction – from personal relationships through to interactions with strangers. The role of emotion in understanding the behaviours of dark and challenging personalities can assist in understanding the motive underpinning negative or criminal behaviour, particularly when individuals feel wronged or slighted and respond accordingly. This talk will consider the concept of revenge in relation to challenging personality using research and case examples to illustrate the range of behaviours involved and implications for intervention.
The role of protective factors or resilience in the face of chronic pain is yet to be fully understood. This has shown that anxiety, depression, specific pain beliefs and catastrophisation, increases vulnerability to disability. The complex interactive effects of biological, socio-cultural and psychological factors in chronic pain clearly demonstrate the need for a shift from a medical to a comprehensive biopsychosocial model. Extant research with an early emphasis on risk has shown that anxiety, depression, specific pain beliefs and catastrophisation, increases vulnerability to disability. The role of protective factors or resilience in the face of chronic pain is yet to be fully understood. This has opened up a new line of query into psychological resources such as positive affect, self-efficacy and acceptance, all of which have adaptive significance for the individual with chronic pain. In light of our current understanding of chronic pain and its management, there is a clear role for mental health practitioners in this specialisation as clinicians, educators and researchers.

Nomita Sonty is a licensed clinical psychologist with specialisation in Pain Management and Behavioral Medicine. Dr. Sonty’s expertise lies in evaluating and treating psychological aspects of many chronic pain conditions including headache disorders. She performs pre-surgical behavioral evaluations for implantable devices. She offers individual and couples psychotherapy for those suffering from chronic pain and other chronic medical illnesses. Her theoretical orientation is CBT. She is also experienced in using biofeedback for pain disorders. She is also engaged in research related to the protective factors in chronic pain.

**Title: The Psychology of Risk and Resilience in Chronic Pain: A Pivotal Role for Mental Health Practitioners**

Anecdotal evidence as published in the local media reveals that there is a growing concern in Dubai that young adults between the ages of 20-30 are reporting more back pain. In other countries, estimates show that chronic or recurrent pain affects between 10% and 20% of the general population and has reached the magnitude of becoming a public health concern. This type of pain lasts for more than three months, results in increased absenteeism at work, and has significant consequences for the individual, the family and society at large. The role of psychological factors in the causation and management of this condition have been well documented and are even considered to be robust prognosticators of pain-related disability. The complex interactive effects of biological, socio-cultural and psychological factors in chronic pain clearly demonstrate the need for a shift from a medical to a comprehensive biopsychosocial model. Extant research with an early emphasis on risk has shown that anxiety, depression, specific pain beliefs and catastrophisation, increases vulnerability to disability.

David Barrett is a business focused occupational psychologist working with clients across a spectrum of challenges from large scale international psychometric, assessment, development and performance management projects to competency based development and executive coaching for entrepreneurial owner managers. He is an honours Psychology graduate from Trinity College Dublin and holds a postgraduate MSc in Occupational Psychology from Queens University Belfast.

**Title: Personality and Behavioural Style Assessment – Normative, Ipsative and Beyond to New Ways**

For online personality tests, two formats are established: normative and ipsative. Normative questionnaires are pleasant to answer for test takers because they can indicate for each item to what extent they agree, but often leads to undifferentiated profiles (Murphy, Jako, & Anhalt, 1993) or socially desirable responding (Zickar & Gibby, 2006). The ipsative format yields profiles with a higher degree of differentiation (Bartram, 2006), but is not as pleasant to answer. A third format that strives to combine the advantages of the two formats will be presented: adalloc (adaptive allocation of consent). Adalloc presents items in blocks and test takers have to make a choice, like the ipsative method. However, they are not required to allocate all points, and they may also allocate an equal number of points to all items, like in the normative format. Up to date, over 2,500,000 participants have completed adalloc based questionnaires. These questionnaires yield internal consistencies between .72 and .85 and test-retest reliabilities between .70 and .87. Factorial analyses result in eight factors as found for such measures e.g. by Kurz & Bartram (2002). The method allows for shortening the questionnaire and makes it pleasant for participants to complete and at the same time yields highly differentiated profiles. This presentation will be jointly presented with Katharina Lochner.
Patricia has 25 years of pediatric nursing experience with expertise in research methods, scale development and the conduct of randomised clinical trials. The past 13 years have been focused on psychological research, specifically the use of technology to deliver distance cognitive behavioural interventions. As a researcher with the Centre for Research in Family Health at the IWK Health Centre, all located in Halifax, Nova Scotia, her research interests are in distance delivery systems, distance therapeutic alliance, the distance treatment experience and barriers to care. Patricia has published 13 articles and editorials. She is the co-recipient of the Canadian 2013 Ernest C. Manning Foundation Principal Award for Social Innovation. This is the highest honour awarded by the Foundation, recognising Canadian innovators who have developed and successfully marketed a new concept.

IPCD and DUBAI: I am very excited about attending this conference for the first time. It will be a wonderful opportunity to network with other professionals, learn about new innovations and engage in stimulating conversations. The agenda includes a variety of interesting and important topics that will unquestionably be very informative and inspiring, providing an opportunity to make international collaborations. I am looking forward to my second visit to Dubai. Since my return to Nova Scotia, Canada (from my trip this summer), I have likely inspired other Canadians to visit Dubai because of the beauty, friendliness and shopping that Dubai has to offer (especially the shoes!).

Title: Strongest Families Institute: Bridging the access gap using evidence-based, distance education

Strongest Families provides evidence-based, psychologically informed education from a distance to families in the comfort and privacy of their own homes. This innovative model was designed to be a cost-effective access solution for common mild-to-moderate childhood problems (e.g., disruptive behaviour, inattention, anxiety and nocturnal enuresis) by teaching children and families’ skills to overcome and manage these issues. Using highly trained, highly monitored non-professional telephone coaches, families receive help in the privacy of their home at convenient times. Barriers are virtually eliminated. There is no need to travel, no stigma, no financial burden, no need to take time off from work or school and appointment times are offered during the day, evening, night or weekend. Strongest Families programs have been proven in randomised trials to be effective with lasting effects up to one year and as an educational service program continues to have successful outcomes. Annually, Strongest Families has an 85% success rate in overcoming presenting childhood problems, has less than 10% attrition rate, families are highly satisfied and report strong relationships with their telephone coach. The goal is to get help to families when and where they need it. This presentation will provide a brief overview of how Strongest Families works, what it means for families by showcasing program material including short demonstrations of skill-based videos as well as coaching call audio examples, and review outcome results (i.e., case examples and aggregate data reports).

Keynote Speaker
Dr Patricia Lingley-Pottie
President & COO, Strongest Families Institute,
Assistant Professor, Dept. of Psychiatry Dalhousie University
Email: PPottie@strongestfamilies.com
SESSION SUMMARIES
Clinical Stream - Papers

Z. Ceren Acarturk, PhD, MSc (clinical psychology)
Assistant Professor, Istanbul Sahil University, Turkey.
Email: cerenacarturk@sahil.edu.tr
Dr Acarturk studies trauma, social phobia and migration and has undertaken PTSD studies after the 1999 Marmara Earthquake in 2001 and Epidemiology of PTSD three years after the Marmara Earthquake in 2001.

Title: EMDR Intervention for Psychological Trauma Among Syrian Refugees: Results of a Pilot Study

Refugees have been exposed and witnessed to a number of traumatic events. The most common mental health problems among refugees are depression and PTSD. In the treatment of PTSD, EMDR is one of the evidence based treatments that reduce traumatic symptoms. Its effectiveness was studied among victims of car accidents, sexual assault or natural disasters. Nevertheless, only one pilot study conducted EMDR among refugee groups. The objective of this research was to investigate the efficacy of EMDR in comparison to a wait-list control condition in the treatment of Syrian refugees suffering from PTSD symptoms. There is no previous study published on treating posttraumatic stress symptoms in this population. EMDR was found to be effective in reducing PTSD and depression symptoms among Syrian refugees. With some adaptations in study design, inclusion of a larger sample is justifiable to study the effectiveness of EMDR in this group.

Safa Javed Aftab, MSc (applied psychology)
Applied Psychologist, Soor Center for Psychotherapy and Assessments, Kuwait.
Email: safaj@soorcenter.com
Areas of expertise include ADHD (inattention, hyperactivity, impulsivity), Oppositional Defiant Disorder and Conduct Disorder utilising a multi-dimensional approach, speaks English, Urdu, Punjabi and Hindi.

Title: Practical Considerations in the Assessment, Diagnosis and Amelioration of Conduct Disorders in Arab Populations

Much research focuses on the causes of defiance but few studies examine the perspective of those who have been categorised as Opposed Defiant/Conduct Disorder. This paper discusses the findings of two case studies of actively defiant clients and the psychologist’s experience with them and their families while completing the assessments. Conduct issues are among the top reasons of school suspensions, expulsions and family stress. School and parents currently use two primary methods to dissuade youth from exhibiting defiant behaviors: punishment and rewards. Neither of these approaches has eradicated anger-guided disobedience from the youth, because the practice appears to be increasing in the Arab world. This paper not only explores the psychologist’s view on how culture and parental behaviors influences and/or contributes to the progress of abnormality/negative behaviors, but also addresses the youth’s perspectives on their ongoing pattern of uncooperative and hostile behaviors towards authority as well as emotions surrounding their behaviors.

Sheila Christopher, PhD (social work)
Associate Professor in Rehabilitation Science, Holy Cross College, Tamil Nadu, India.
Email: sheila627@gmail.com
Dean of Student Affairs, with 28 years of teaching experience in China, Netherlands & India.

Title: Understanding Siblings of Children with Autism - A Study on Self Concept

Siblings of children with autism sometimes have a low self-image, as well as difficulty in coping with problems that arise. It appears that siblings perceive their special sibling as capable of changing his/her behavior, and are therefore less tolerant towards him/her. This study investigated the Self concept of siblings of children with autism (HFA) with regard to their behavioral problems and social competence. Fifteen siblings of children with Autism participated in the study. The Piers-Harris Children’s Self-Concept Scale – Second Edition (Piers-Harris 2) is a 60-item self-report questionnaire (subtitled “The Way I Feel About Myself”) designed to assess self-concept in children between the ages of 7 and 18 years. This standardized tool was used to understand the self concept and related dimensions of this study. Overall, siblings of children with Autism are more susceptible to adaptation problems. Implications for practice and intervention will be discussed in the paper presentation.

Nadeem Ghalib, MPhil (psychology)
Clinical psychologist, Psychology Department, Preston University, Islamabad, Pakistan.
Email: nadeem_ghalib@hotmail.com
Areas of expertise include ADHD (inattention, hyperactivity, impulsivity), Oppositional Defiant Disorder and Conduct Disorder utilising a multi-dimensional approach, speaks English, Urdu, Punjabi and Hindi.

Title: Where do Delusions Come From? A Multi-method Approach to Study Life Positions and Cognitive-Affective Determinants of Delusions

The theory of Transactional Analysis holds that evaluative beliefs about one’s and other’s worth are acquired early in life through interaction with significant others, leading to four distinct life positions: I am Ok, You are Ok, I am not Ok, and You are not Ok. The theory further asserts that these positions are formed as firm convictions and people suffering from psychopathology usually occupy the position “I am not Ok” and/or “You are not Ok.” (Budzis et al., 2012). The present study has been planned to explain the development of delusions on the basis of theoretical framework of Life Positions. The present study argues that delusions emerge because the deluded person holds the position “I am not Ok.” That is, the deluded individuals believe that they are worthless, inferior, their behavior is faulty and they don’t deserve much, resulting in habitual faulty perceptual styles, which are compensated with delusions of reference, persecution, grandeur etc. The present study also proposes that this life position among deluded individuals originate from impaired cognitive insight, pervasive hurt feelings and the belief that the others have treated them unfairly.

Self-Concept Scale – Second Edition (Piers-Harris 2) is a 60-item self-report questionnaire (subtitled “The Way I Feel About Myself”) designed to assess self-concept in children between the ages of 7 and 18 years. This standardized tool was used to understand the self concept and related dimensions of this study. Overall, siblings of children with Autism are more susceptible to adaptation problems. Implications for practice and intervention will be discussed in the paper presentation.
increases the level of anxiety in current pregnancies. Previous history of Preterm is an important factor for an increased level of anxiety. History of previous Preterm deliveries was noted amongst pregnant women with previous history of Preterm than those who had full term deliveries. That means Fifty women were with the pre-term history (Study Group). While the remainder (50) were with full-term history (Control Group).

Investigation was conducted on pregnant women with collected data of 100 Pregnant women (Mean age range from 20-32 years) from the ANC and Labour Room of the Department of Obstetrics & Gynaecology. J.N. Medical College. AMU, Aligarh. Worked for over 8 years as a Psychologist and Counsellor delivering both lectures and workshops including an HIV/AIDS counselling & testing camp.

A report presented at American Psychological Association states that Borderline Personality Disorder may be underdiagnosed and needs deep understanding and a thorough conceptualisation of symptoms presented by the client.

Siddiga Hussain, PhD (clinical psychology)
Clinical Psychologist , Soor Center for Psychotherapy & Assessments; Gulf University for Science & Technology, Kuwait.
Email: drsiddiga@scadmin.org
Provides therapy and counselling services to adult and teenage mental health patients in both English and Arabic and she has spoken at conferences in Kuwait, Singapore, India, Turkey, and the USA.

Title: Diagnostic Challenges of Borderline Personality Disorder

Adolf Stern in 1938 described Borderline Personality Disorder as a group of patients suffering from what he thought to be a mild form of schizophrenia, on the borderline between Psychosis and neurosis. It is a condition which has its origins in both biology and environment. Emerging through various explanations in past the term Borderline personality Disorder is given by the American Psychiatric Association in DSM-IV which is used till today. Formally speaking, sense of abandonment, depression, anger, relationship problems, impulsive and self-harming behaviors, aggressive behaviors, suicidal &paranoid ideation, emptiness and mood swings generally characterise this disorder. In practical terms this personality is so complex and complicated that diagnosis becomes too trivial and challenging because of its close resemblance and comorbidity with other Axis I and Axis II disorders. A report presented at American Psychological Association states that Borderline Personality Disorder may be underdiagnosed at least initially. Recent researches have stated significant comorbidity between BPD and ADHD. Thus arriving at this diagnosis needs deep understanding and a thorough conceptualisation of symptoms presented by the client.

Firdos Jahan M.Phil, MA (psychology)
Psychologist & Clinical Visitor, Jubilant Psychosolutions Clinic & Smile Rehabilitation Centre, India. Email: firdos82@gmail.com

Works for over 8 years as a Psychologist and Counsellor delivering both lectures and workshops including an HIV/AIDS counselling & testing camp.

Title: Comparative Study of Level of Anxiety among Pregnant Women with Previous History of Preterm & Full Term Deliveries

Investigation was conducted on pregnant women with collected data of 100 Pregnant women (Mean age range from 20-32 years) from the ANC and Labour Room of the Department of Obstetrics & Gynaecology. J.N. Medical College. AMU, Aligarh. Fifty women were with the pre-term history (Study Group). While the remainder (50) were with full-term history (Control Group). Keeping in mind the nature and purpose of the investigation the researcher had decided to apply 1-test. A higher level of anxiety was noted amongst pregnant women with previous history of Preterm than those who had full term deliveries. That means previous history of Preterm is an important factor for an increased level of anxiety. History of previous Preterm deliveries increases the level of anxiety in current pregnancies.

Imman Issa, MSc (health psychology) PGDip (counselling)
Applied Psychologist, Soor Center for Psychotherapy and Assessments, Kuwait.
Email: imman@scadmin.org

Over 20 years experience in working with children and adolescents with special needs and providing intervention plans for schools and families, an expert in behaviour modification programs and evaluator in educational and IQ assessments in both Arabic and English.

Title: The Self within Collective Society

From a practical Perspective, this paper will look at the notions of independence of the self and the distinctions between mind and body and between the individual and the family as key factors that need to be considered when working with clients from the Arab culture, which is considered to be a Collective society. The theoretical implications of individualism - collectivism for self-esteem and self-acceptance will be provided here as a framework for exploring the culture and the Self (Trindis, 1995). The self, as an independent autonomous entity, is characteristic of individualism. With collectivism, the self is defined by interdependent affiliations. Any individual needs both autonomy and interdependence to function and adapt in their daily lives regardless of whether a person has a collectivist orientation or extreme individualist values. The ways in which cultures differ from each other on psychological dimensions have been the subject of much debate. However, a culturally sensitive approach in psychology is very important in this era of globalisation, as individualism and collectivism have become so intertwined that we now have a new hybrid. Thus, the main objective of this paper is to address the question of whether the therapeutic intervention should be aimed to help the client to fulfill “oneself” and to “make what is unconscious conscious” or “collective” that is order in the family and how to adapt and function within the nuclear family in the Arab culture.

Firdos Jahan M.Phil, MA (psychology)
Psychologist & Clinical Visitor, Jubilant Psychosolutions Clinic & Smile Rehabilitation Centre, India. Email: firdos82@gmail.com

Works for over 8 years as a Psychologist and Counsellor delivering both lectures and workshops including an HIV/AIDS counselling & testing camp.

Title: Comparative Study of Level of Anxiety among Pregnant Women with Previous History of Preterm & Full Term Deliveries

Investigation was conducted on pregnant women with collected data of 100 Pregnant women (Mean age range from 20-32 years) from the ANC and Labour Room of the Department of Obstetrics & Gynaecology. J.N. Medical College. AMU, Aligarh. Fifty women were with the pre-term history (Study Group). While the remainder (50) were with full-term history (Control Group). Keeping in mind the nature and purpose of the investigation the researcher had decided to apply 1-test. A higher level of anxiety was noted amongst pregnant women with previous history of Preterm than those who had full term deliveries. That means previous history of Preterm is an important factor for an increased level of anxiety. History of previous Preterm deliveries increases the level of anxiety in current pregnancies.

Imman Issa, MSc (health psychology) PGDip (counselling)
Applied Psychologist, Soor Center for Psychotherapy and Assessments, Kuwait.
Email: imman@scadmin.org

Over 20 years experience in working with children and adolescents with special needs and providing intervention plans for schools and families, an expert in behaviour modification programs and evaluator in educational and IQ assessments in both Arabic and English.

Title: The Self within Collective Society

From a practical Perspective, this paper will look at the notions of independence of the self and the distinctions between mind and body and between the individual and the family as key factors that need to be considered when working with clients from the Arab culture, which is considered to be a Collective society. The theoretical implications of individualism - collectivism for self-esteem and self-acceptance will be provided here as a framework for exploring the culture and the Self (Trindis, 1995). The self, as an independent autonomous entity, is characteristic of individualism. With collectivism, the self is defined by interdependent affiliations. Any individual needs both autonomy and interdependence to function and adapt in their daily lives regardless of whether a person has a collectivist orientation or extreme individualist values. The ways in which cultures differ from each other on psychological dimensions have been the subject of much debate. However, a culturally sensitive approach in psychology is very important in this era of globalisation, as individualism and collectivism have become so intertwined that we now have a new hybrid. Thus, the main objective of this paper is to address the question of whether the therapeutic intervention should be aimed to help the client to fulfill “oneself” and to “make what is unconscious conscious” or “collective” that is order in the family and how to adapt and function within the nuclear family in the Arab culture.

Tagreed Malik Jeledan, PhD (psychology)
Assistant Professor Mental Health, Taibah University, Saudi Arabia.
Email: d.jeledan@yahoo.com

Volunteers with NGOs to help and support children and adolescents with eating disorders, professional interests in clinical, forensic and correctional psychology, particularly focused on personality disorders and behavior modification.

Title: Forgiveness Therapy: Process and Application

Forgiveness and its therapeutic application have been taken up by researchers and clinicians in the fields of psychology, counselling, and family therapy. “Forgiveness Therapy” as a process is described by a number of clinicians and researchers as a promising approach to anger reduction, depression healing and the restoration of general emotional and mental health. Every day in Saudi Arabia we encounter many cases of child abuses and so freaky numbers about families who suffer from the parents being both abusive towards their children. These children are innocent souls and the great energy for our bright future as long as they get good care, love and attention. But what if they were hurt deeply from their own source of love and security? I wondered about their injured feelings and perpetuated thoughts, and behavior. What would they be when they grow up and be parents themselves without receiving any therapy? This research aims at presenting an example of a case study made by the researcher for a 22 years female with depression and low-self-esteem as result of parents’ abuse when she was a child. This paper also presents further investigations and discussions on the process of “Forgiveness Therapy” and its effectiveness on enhancing general mental health for adult females who have been abused by their parents during their childhood. What could “forgiveness Therapy” offer to them as a therapeutic process of healing and restoration? Further suggestions have been offered.
Experimental Research explores the cognitive processes (thinking styles) and content (beliefs) integral to both healthy and aberrant emotional experience, regular columnist and author with 24 peer reviewed publications in last 2 years, 4 Grant funded projects awarded in last 4 years.

**Title: Depressive Rumination as Experiential Avoidance: A performance based exploration**

Recent research suggests that rumination in response to depressive mood may be a manifestation of experiential avoidance. This model suggests that rumination is associated with avoiding threatening thoughts and emotions, a function similar to that ascribed to worry in models of generalised anxiety disorder. However, most research to date exploring the idea of depressive rumination as a form of experiential avoidance has relied primarily on self-report measures of experiential avoidance. The present study explores an implicit, task-based, assessment of experiential avoidance, assessing the degree to which performance on this task is associated with depressive rumination. This is a cross sectional study utilising an opportunity sample of 120 undergraduate students at Zayed University in the Emirate of Abu Dhabi in the United Arab Emirates. The study provides further support for the idea that rumination may be a mechanism associated with experiential avoidance. This view has important implications for the refinement of cognitive therapeutic techniques in the context of depressive illness.

**Justin Thomas, PhD (clinical psychology), MSc (health studies)**

Associate Professor, Zayed University, Abu Dhabi, UAE.  
Email: justin.thomas@zu.ac.ae

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**Anna-Louise Lambie, BA (art therapy), M.Ed**

Art Therapist, Soor Center for Psychotherapy & Assessment, UK/Kuwait/UAE.  
Email: anna_louiselambie@me.com

Works with clients in Kuwait and Saudi Arabia, currently lives in Abu Dhabi.  
**Title: Practical use of Digital Expressive Art Therapy with Self-Harming Adolescents in The Middle East**

The introduction of technology in previous years has brought about a great opportunity to reach clients who previously were unable to obtain psychotherapy. One such client group would be the citizens and residents of The Kingdom of Saudi Arabia (KSA). Due to national (social and legal) constraints clients are more likely to search for psychotherapy outside of The KSA. The practical implications of obtaining therapy outside of the country of residence are numerous, one such implication is the basis of any form of therapy: regularity and reliability of the therapy. Keeping up with a weekly session is virtually impossible unless the therapist goes virtual. Self-harm and suicidal tendencies amongst teenagers is a reality. The normal course of events for a teenager is difficult, sometimes too difficult and there is a need for therapy. If a teenage client is isolated and unable to obtain regular therapy in their own home country, there are limited choices. One of which would be to send the teenager to a residential program outside of the home country. I would like to present another option: Digital Expressive Art Therapy.

**Ralph Sztembis, MD, PhD (psychology)**

Doctor, Cardiologist & Psychologist, Provincial Hospital 2, Rzeszow, Poland.  
Email: rsztembis@gmail.com

Currently works as an interventional cardiologist in the area of acute coronary syndromes, stable coronary disease and electrophysiology. Publications include articles, presentations mainly in the field of health psychology, psychocardiology, biofeedback.  
**Title: From Coronary Stenting to Holistic Rehabilitation – Comprehensive model of Psychophysiological Education of Cardiac Patients**

Thousands of people a year undergo myocardial infarction, that in most developed regions of world is treated with primary coronary intervention. Though intervention itself and pharmacological treatment are well established and recognised by medical associations (including European Society of Cardiology) and are developed within model of evidence based medicine, still little place is left for psychological support and psychological interventions among those patients. Partially because of little evidence, partially because of way the hospital treatment is organised. There is little time and place for patients’ education. Meanwhile anxiety, depression, stress or post-traumatic stress disorders are common among those patients and largely influence their lives, quality of lives, drug and treatment compliance. The presentation discusses author's experience and original solutions in the field of psychological support for patients after myocardial infarction. The model is mainly developed for patients aged 40 – 65 who still want and can come back to work after cardiac event. The model is based on concepts of: health psychology, mind-body medicine, self-regulation and biofeedback.
become immobile. In this state all the fear and energy created by the situation becomes locked in the body ways- fight, flight or freeze (immobility). Once animals and humans realise they cannot fight or escape a situation (flight), they parts of the human brain and nervous system are virtually identical to those of other mammals.” They react in one of the three human beings behave just like other mammals when under stress/threat. According to Levine, “The involuntary and instinctual with the environment. Integration suggests Putting together, bringing together something that is disintegrated. It is seen that the external environment with the help of sensory organs, providing the right kind of information about oneself and one’s interaction which is the storehouse of all experiences that one ever has experienced. The body is a means to perceive the internal and/or something that which is Central, Primary, Original, and Ultimate, vital to human existence. Somatic relates to the bodily aspect aspects of an individual using the pathway of sensations causing healing and integration, experiencing wholeness, aliveness and completion. Core means the inner layer different than the outer layer. It can also be described as a Fundamental aspect, Essence, something that which is Central, Primary, Original, and Ultimate, vital to human existence. Somatic relates to the bodily aspect which is the storehouse of all experiences that one ever has experienced. The body is a means to perceive the internal and/or external environment with the help of sensory organs, providing the right kind of information about oneself and one’s interaction with the environment. Integration suggests Putting together, bringing together something that is disintegrated. It is seen that the human beings behave just like other mammals when under stress/threat. According to Levine, “The involuntary and instinctual parts of the human brain and nervous system are virtually identical to those of other mammals.” They react in one of the three ways- fight, flight or freeze (immobility). Once animals and humans realise they cannot fight or escape a situation (flight), they become immobile. In this state all the fear and energy created by the situation becomes locked in the body.

Clinic Stream - Workshops

Rajiv Naidu, BHMS (homeopathy),
PGDip (counselling & health psychology)
Shazya Rashid Lakadawala, MA (clinical psychology)

Email: dndauidurajiv@gmail.com
Naidu: Practicing for the last 16 years with an interest in Mind-Body-Soul connection, panel member of licensing committee DHA and has research published at international conferences.

Lakadawala: Psychology Practitioner, Rashid Hospital, Dubai Health Authority (DHA), UAE.
Undertakes psychological testing, supervision and training for Psychology / Psychiatry interns and residence, presents within hospital and universities and lectures on clinical disorders, panel member for DHA psychological licensing of psychologists and quality facilitator for psychology.

Email: srlokadawal@gmail.com

Title: Core Somatic Integration Therapy

As the name suggests, Core Somatic Integration is a therapeutic technique involving the integration of the un-integrated aspects of an individual using the pathway of sensations causing healing and integration, experiencing wholeness, aliveness and completion. Core means the inner layer different than the outer layer. It can also be described as a Fundamental aspect, Essence, something that which is Central, Primary, Original, and Ultimate, vital to human existence. Somatic relates to the bodily aspect which is the storehouse of all experiences that one ever has experienced. The body is a means to perceive the internal and/or external environment with the help of sensory organs, providing the right kind of information about oneself and one’s interaction with the environment. Integration suggests Putting together, bringing together something that is disintegrated. It is seen that the human beings behave just like other mammals when under stress/threat. According to Levine, “The involuntary and instinctual parts of the human brain and nervous system are virtually identical to those of other mammals.” They react in one of the three ways- fight, flight or freeze (immobility). Once animals and humans realise they cannot fight or escape a situation (flight), they become immobile. In this state all the fear and energy created by the situation becomes locked in the body.

Kennon Rider, PhD (psychology)
Associate Professor, Marriage & Family Therapist, Zayed University, Abu Dhabi; German Neuroscience Centre, UAE.

Email: kennonrider@gmail.com
An academic with a focus on marital and family issues at universities in Texas and California in the U.S., and now, in the UAE. Specialising in couple’s therapies he has practiced for 30 years and has seen hundreds of cases of infidelity.

Title: Managing Infidelity in Couple’s Therapy

Infidelity has the potential to end relationships. At the very least it is often a devastating, critical event in marital life that causes a great deal of pain and suffering. While couples remain reluctant to enter therapy for normal relationship problems, infidelity is often a catalyst for getting help. Thus, therapists are confronted with a distraught couple in great need of support and intervention. How do they assist them in negotiating this difficult period in their lives? His workshop aims to help the clinician offer effective treatment for a difficult but relatively common therapeutic problem. Learning Outcomes: Participants will become aware of latest research on infidelity in relationships, know typical categorisations of infidelity and prospects for treatment of each, become aware of relevant questions to ask in first and subsequent sessions, consider potential causes of infidelity and how these impact future sessions, learn a model for helping couples to rebuild trust in the relationship and discuss cases and potential interventions.

Jacqueline Widmer, DClinPsy
Clinical Psychologist and DBT Trainer, UAE/Germany.

Email: jacqueline_widmer@yahoo.com
Extensive experience working with Dialectical Behavior Therapy both in inpatient and outpatient settings, conducting DBT trainings for mental health professionals throughout Europe since 2005.

Title: Dialectical Behavior Therapy and the Treatment of Emotional Dysregulation

Dialectical Behavior Therapy (DBT) is a comprehensive cognitive behavioral treatment designed for the complex and difficult to treat patient. Initially developed by Prof Marsha Linehan at the University of Washington (Seattle, USA) for individuals suffering from borderline personality disorder, it has become the state of the art treatment for borderline personality disorder and its efficacy has been demonstrated across numerous randomised controlled trials. Following its worldwide success, DBT has also been adapted for other diagnostic categories and treatment settings (addictions, eating disorders, forensic population) that all share problems with regulating affect as one of their core dysfunction. This workshop is intended for clinicians (psychologists, psychiatrists, mental health workers) with limited or moderate knowledge of DBT. Participants will learn about the theory and some of the neurobiological research underpinning the treatment concept. The treatment structure and the core treatment strategies employed in DBT will be presented. Finally, the bulk of the presentation will focus on specific emotion regulation strategies employed in DBT that aim at helping patients better identify emotional states, decrease their emotional vulnerability, and teach them to regulate their emotional state in more adaptive and functional ways. This will be an interactive workshop where participants will have the opportunity to learn and practice therapeutic strategies.
Clinical Stream - Roundtables

Jeremy Alford, PhD (clinical psychology) & MEEDA Team
Clinical Psychologist and General manager, Choices Clinic, Lebanon and consultant psychologist, Soor Centre for psychological Assessment and therapy, Kuwait.

Email: jalford@choiceslebanon.com

Expertise in a wide range of mental and behavioural health issues with 10 years Experience in the middle East and previous experience in residential healthcare facilities in the UK. A leading advisor in the development of a purpose built behavioural health department for a new hospital in Lebanon.

Title: Introducing The Middle East Eating Disorders Association (MEEDA)

The Middle East Eating Disorders Association is a non-profit organisation set up in 2009 following recognition that there was little awareness or understanding about these disorders in the region. This Round Table will introduce delegates to the aims and services provided by MEEDA and how the association can provide enhanced training and support for professionals working with clients with eating disorders. The session will also be of use to those from allied health and education settings who may want to raise awareness and support for eating disorders among young people in the region.

Further information about the association can be found at the website: www.meeda.me

The session will be presented by Dr Alford and the MEEDA team:
- Hiba Safieddine: Founding member & Vice President & Clinical Dietitian
- Carine El Khazen: Chief Operations Officer & Clinical Psychologist
- Dr Carole Chidiac: Family Medicine & Board of Advisors of MEEDA
- Natalie Safa: Founding member

Mariam Chakroun, M.Ed (special education), PhD (candidate, psychology)
Special Education Teacher & Volunteer, Soor Center for Psychotherapy & Assessments, Lebanon, Kuwait.

Email: mariam.chakroun@fsis.edu.kw

Has spent many years volunteering with children from poor socioeconomic status, children with learning disabilities, juveniles, and elders; Worked with students with physical disabilities, mild MR, autistic, Asperger’s syndrome, ADD/ADHD, Learning disabilities and students with behavior disorders and emotional behavioural disorder. Currently a special education teacher at FSIS and a volunteer at Soor Center for Therapy and Assessment, Kuwait. I work with children, adolescents and adults. I speak English and Arabic.

Title: Family Therapy

Family therapy has a positive impact in addressing family dysfunction. Structural Family Therapy (SFT) focuses on creating positive changes within the family. However, addressing any family issues requires therapists to view the family through the clients' cultural lens to enable therapists to better assess, diagnose and help clients. Therefore, multicultural perspectives should be highly considered. This will include the use of language, gender, influence of social class, immigration, cultural clash, and power of authority figure. The definition of family structure may differ from family to another in the same local community. As a result, therapists need to understand how families view their relationships and problems in order to understand how they can be successfully addressed.

Layla Asamarai, PsyD, MA (clinical psychology)
Senior Clinical Psychologist and Head of Psychology, Rashid Hospital, Dubai Health Authority; Psychologist, Dubai Community Health Centre, UAE.

Email: drlayla@gmail.com

Extensive clinical experience in a range of issues. Transformed the psychology unit at Rashid Hospital into a fully independent section with both inpatient and outpatient services. Developed community outreach collaborations and chaired the licensing panel for psychologists within the Dubai Health Authority.

Title: Complexities in Clinical Presentation of Questions of Gender Identity and Sexual Orientation in Clinical Practice in the UAE

Although the realisation of sexual orientation via a process of self realisation and “coming out” is a complicated process met with challenges throughout the world, the presentation of this process in Dubai is further complicated by a number of social, cultural, and religious factors. Discussion will begin through a brief presentation of these clinical cases that highlight the complexities of how these cases present themselves clinically. The first is the case of a female client that self identifies as a “boya”, the second is of a male that denies being homosexual but complains about a compulsive behavior, the third case involves a young man who also denies that he is homosexual and who is expressly very homophobic. After presentation of these cases, a collaborative discussion of how clinicians in the UAE receive these cases and their clinical insight and practices with ensues study the effectiveness of EMDR in this group.
It's Tough at the Top for Women Leaders in the Middle East

Title: It’s Tough at the Top for Women Leaders in the Middle East

Barbara Darling, MSc, PGCE, PGDip (personnel management & employee relations)
Director of Leadership and Talent Practice, Hay Group, UK.
Email: Barbara.darling@haygroup.com, www.haygroup.com

Has extensive experience in designing and delivering talent management processes to support clients in managing the risk and opportunity involved in key hires and in moving people up and across the organisation, and in managing succession.

His Highness Sheikh Mohammed has called for more women to take leadership roles, and this call is replicated by country leaders across the region. However, building on our 2009 research into leadership in the Middle East, Hay Group's latest findings, show that women struggle to be visible as leaders. Our research shows that post-financial crisis, both male and female leaders in the Middle East continue to be largely short term in focus. They over-rely on the "Do it now!" Coercive style, backed up with the Affiliative, caring style, and the longer-term Coaching style. Both men and woman leaders fail take time to motivate their teams by sharing a compelling vision, or asking “What do you think?” But women leaders intend to inspire, and to get their team members participating in decision making and generating new ideas, more than their male counterparts. These are exactly the styles that are needed to motivate high performance in the region especially in a post-Arab Spring world. But something is lost in translation. They come across less as impactful than men in their use of almost all leadership styles. The climate that women leaders create for performance is less favourable than that set by male counterparts – we know that 70 per cent of the climate created is driven by the leader's repertoire of leadership styles. Furthermore, team members led by women expect less in terms of the climate they would ideally like. These negative expectations intensify the challenge of leading for women. The message is clear: organisations need to do more to be women-friendly if they are to rise to the challenge set by country leaders and in managing succession.

The challenge to retain key employees is intense. Researchers and practitioners spend large amounts of time, effort and money trying to figure out how to keep their best employees from leaving and satisfied. This study sought to draw researchers’ attention to the role of organisational embeddedness in employees’ turnover intentions and objective job performance. The findings, while concentrating on call centre agents, add to the knowledge of organisational embeddedness, turnover intentions, and job performance, by examining the relative impacts of burnout, skill utilisation, and self-efficacy. A self-report survey was completed by 245 call center agents in Greece in 2012 (61.2% response rate). Then, in another survey, their immediate supervisors were asked to rate the agents' performance. Exploratory factor analysis, multiple regression and mediation analysis were carried out to test the study hypotheses. It was found that organisational embeddedness is negatively related to turnover intentions and positively related to job performance. Moreover, organisational embeddedness was found to be negatively associated with burnout, but positively associated with skill utilisation and self-efficacy. Finally, burnout was found to act as mediator in the relationship between organisational embeddedness and intention to leave the organisation. This study extends theory and research on job embeddedness. The results are discussed, providing some future research suggestions and practical implications for organisations.
Sarah Rasmi, PhD (applied social psychology)
Assistant Professor of Psychology, American University, Dubai, UAE.
Email: srasmi@aud.edu

Research focuses on acculturation and personal values theory with a special emphasis on the psychological and socio-cultural adaptation of immigrant Arab populations, published in numerous peer-reviewed books and journals and presented at national and international conferences.

**Title: Value Differentiation Across Work, Home, and Life Contexts: Implications for Immigrant Identity Integration & Adaptation**

We believe that our presentation will be of interest to a wide audience, as it addresses issues that are salient to people living and working in the United Arab Emirates. Psychology academics, practitioners, and students will have an interest in this presentation because it addresses value differentiation, an issue that is relevant to expatriate and local workers in multicultural environments, in both their personal and professional lives. We also make a contribution to the literature by providing a comprehensive overview of value differentiation that is grounded in theory and uses rigorous methodological and analytical procedures and tools.

Tatiana Rowson, PhD (gerontology/psychology) MBA
Organisational Psychologist, Human Relations Inst, UAE.
Email: drtatiana.rowson@gmail.com

Coordinator of the Retirement Support – In Search of What Comes Next project at PUC University, Brazil, published on issues related to the adjustment to retirement and has participated in conferences organised by the British Society of Gerontology.

**Title: The Transition to Retirement and the Desire for Professional Continuity**

As people are tending to live for longer, the study of ageing has become a growing area of research. While longevity should be seen as a triumph, the socio-economic challenges caused by ageing populations, are encouraging many countries to re-evaluate the place of older people in society and to adopt measures to encourage active ageing. At the same time, the way older people have been experiencing the transition to retirement has also been changing from a standardised process to an individualised experience. Retirement no longer means the end of the working life. In this context, where many countries are encouraging people to delay retirement, it is relevant to study the retirement patterns of occupational groups where their members hold specialised skills and knowledge and have the scope to remain active for longer. This paper presents findings from recent research on the retirement of academics and discusses their relevance to the study of the psychology of retirement. The study compares the transition to retirement of academics and their experiences of professional continuity thereafter in Brazil and the UK. The rationale behind comparing academic professionals was to investigate, in two different cultural contexts, an occupational group with a great sense of professional identity, career continuity and consistency in work patterns. The study found that in both countries there was a desire for a continuity of professional identity, and most academics experienced some professional continuity following retirement. It was noted that in the UK there was more scope for alternative retirement arrangements in than in Brazil. Life satisfaction in retirement was associated with financial stability, enhanced freedom and the possibility of actively using skills and knowledge. The findings suggest that retirees should be encouraged to prepare for retirement to facilitate their adjustment. It emerged that the meaning of the profession for academics brings a desire for a continuity of professional identity in retirement which may also be true for other similar professional groups. Reflecting on the findings and issues presented may be beneficial to business and organisational psychology practitioners when advising or planning for the retirement of staff and succession planning.

Michelle Hunter, PhD, MSc (organisational psychology)
MA (psychoanalysis) & Students from the MSc Business Psychology programme
Teaching Fellow and MSc programme coordinator in Business Psychology, Heriot Watt University Dubai Campus.
Email: m.a.hunter@hw.ac.uk

Over 10 years teaching experience in a range of subject areas within psychology at both Bachelors and Masters level. Expertise in organisational / Business psychology consulting with organisations designing training programmes, assessment centres and advising on management issues.

**Title: The Business Psychology Symposium**

The aim of this session is to showcase, empirically, how business psychology can be used to enhance performance and productivity in the workplace. Compelling evidence is discussed to demonstrate the fact that business psychology provides more than just a lens, from which workplace behaviour can be viewed and made sense of, as a scientific and evidence-based discipline Business Psychology is robust enough to be used as a methodological tool to investigate both simple and complex behaviour within the modern day workforce. Organisational performance, organisational support, employment interview validity, pre-training attitudes, age-related differences in work motivation, and organisational citizenship behaviour are some of the topics that will feature in this empirical showcase.

Tracy Stodart, MBA, BA (psychology)
Director - Development & Standards, Innovative HR Solutions, UAE.
Email: t.stodart@hsdubai.com

Places a great deal of emphasis on the practical application of psychology in the world of work, her approach incorporates a focus on cross cultural integration of individual’s and teams within the workplace to achieve strong business results.

**Title: Developing Behavioural Assessors in a Multicultural Environment**

Assessor skill development, both initially and on-going, is a key cornerstone for the conduct of effective Assessment & Development Centers. Whether you are developing line managers to be credible assessors or quality assuring the skills of a team of psychologists, this session will provide some hints and tips for consideration. This session will focus on: Initial training for assessors – time and content, On-going skills enhancement – fighting complacency! Calibrating across different locations and The use of technology in assessor training. Aimed at practitioners, this presentation is focused on the on-going process of training and keeping assessors at a level that will support effective outcomes from an assessment process.
Occupational Stream - Workshops

Sharan Gohel, MSc (work psychology & business)
Director - Consulting, Innovative HR Solutions, UAE.
Email: sgohel@ihsdubai.com

Her key expertise lies in the application of psychology to business in a practical way which positively impacts on the success of an organisation and has successfully managed projects in assessment, development and organisational development across the GCC and Europe.

**Title:** Understanding Team Dynamics for Team Success

When developing teams often the key to their success are the Dynamics within the Team. Team Dynamics are the unconscious, psychological forces that influence the direction of a team’s behaviour and performance. Team Dynamics are therefore complex and multi-layered and this is an aspect which often gets missed. Team Dynamics are influenced and created by a number of factors: the nature of work that is undertaken by the team, individual personalities within the team, working relationships with other people and the arenas within which the team operates. This workshop will aim to explore the range of methodologies and models that can be used to identify, develop and understand the Dynamics of a working team. For example: Psychoanalysis (Freud and Bion), Personality theories team roles (MBTI), Team development and interaction (Lewin, Schultz and Tuckman), Culture and climate, Psychological contracts and Shadow side (Egan). In addition we will share case studies of how we have enabled Team Success through the application of Dynamics. Team Dynamics are a very important part of working life and can impact not only on an individual’s experience within the team but can also impact on the profitability of an organisation, staff retention affect Team and individual performance and ultimately the reputation of an organisation.

Radhika Punshi, MSc (organisational behavior) MSc (psychology)
Consulting Director, The Talent Enterprise, UAE.
Email: radhika@thetalententerprise.com

Is the first person from the MENASA region and continues to develop thought leadership in the areas of employee engagement and well-being, strengths-based assessment and leadership development, is a frequent commentator in the regional media and speaks regularly at conferences across the world.

**Title:** Positive Psychology Demystified - The Science & Its Application

Positive psychology is a contemporary and rapidly growing field that demonstrates what individuals, organisations and communities need in order to flourish. Its primary aim is to understand more about wellbeing, happiness and life satisfaction through rigorous research and application. In less than 15 years of its inception, thousands of positive psychology studies have been conducted and papers published. It’s truly ground-breaking in their attempt to analyse and appreciate what makes life worthwhile. The interactive workshop will aim to demystify some of the popular beliefs and research in positive psychology and provide a thorough, detailed yet concise presentation, showcasing some of the latest thinking and advances in the field of positive psychology, with an emphasis on its application in multiple contexts. It will discuss perspectives and insights from leading experts including Dr. Martin Seligman and Dr. Chris Peterson (on positive psychology and strengths) Dr. Ed Diener (on well-being), Dr. Barbara Frederickson (positive emotions), Dr. Arnold Bakker (engagement), Dr. Angela Duckworth (grit) and Dr. Karen Reivich (resilience).

John Perry, PhD, MSc, (sport & exercise psychology)
PGCE, FHEA, BASES, CPsychol

Programme director for Sport Psychology at Leeds Trinity University & consultant with AQR, UK.
Email: j.perry@leedstrinity.ac.uk

Recognised as one of the UK’s leading psychometricians with expertise in theoretical modeling and developing new psychometric assessments. He is currently involved in developing a new career management tool in collaboration with AQR.

**Title:** Introducing Mental Toughness and the MTQ-48

This workshop will introduce delegates to the concept of mental toughness and the extensive research indicating its applicability across a wide range of settings. Delegates will learn about the development of the MT model and the MTQ measure, what the scales mean, how mental toughness might be developed in individuals and in organisation’s and what the latest research tells us. The links between MTQ and other concepts such as Emotional Intelligence, Relationships and Team Working will also be discussed. John Perry will also describe his experiences in the worlds of sport and what is emerging as transferrable to the worlds of work, education and health. His own area of research includes principle centered sportspersonship - an area which is growing in interest and application as more organisations become interested in ethical practice. Delegates will have an opportunity to complete their own MTQ assessment and those interested to take it further can learn about the training programmes offered by AQR in Dubai. AQR, now working in more than 40 countries, is emerging as a leading developer of valid and reliable personality based assessments. Dr Perry has been sponsored to speak by AQR. For more information on Mental Toughness and other measures see www.aqr.co.uk or e-mail headoffice@aqr.co.uk
David Barrett, MSc (occupational psychology),
Katharina Lochner Dipl. (work & organisational psychology),
PhD (candidate, positive psychology)

Barrett: Occupational psychologist and founder of Cut-e Group.
Email: david.barrett@cut-e.com

Lochner: Senior Consultant and research coordinator, Cut-e Group, Germany.
Email: katharina.lochner@cut-e.com

Her areas of expertise are construction and evaluation of online based psychometric tests and questionnaires, designing and implementing assessment centres, and giving online careers advice. Currently working on doctoral dissertation on the subject of Positive Psychology. Author of the cut-e scienceblog, providing weekly updates on research findings that can improve people’s work and life.

**Title: Understanding & Using Counterproductive Work Behaviour Measures**

People differ in their probability of displaying counterproductive work behaviour in identical situations. The probability of counterproductive work behaviour depends on a person’s attributes to resist a situation’s critical aspects or influences. The more pronounced this attribute is, the lower the probability of succumbing to that influence. Through a combination of target information sessions, group work and facilitator led discussion we will explore core models of what creates high risk, non compliant and unsafe behaviours at work leading to negative personal and organisational outcomes. The session will look at the principles on the dynamic between establishes that as people we would like the good in people to be unchangeable but the ability to resist temptations and cope with external pressure to be limited. So which aspects of a situation determine counterproductive work behaviour? As Zimbardo asks (Zimbardo, 2007): What makes good people do bad things? According to Zimbardo this is a combination of external pressure of certain critical aspects of a situation or influences combined with a persons intrinsic attributes that lead adverse behaviour and heightened risk. The session will allow participants to gain the following learning outcomes:

- A solid understanding of theory and models that explain the dynamic between work context, personal attributes and high risk behaviour.
- A practical model on what are the causes and source of risk with their own organisation
- Practical application that can be used in strategies to reduce negative impact through better selection, development and work organisation practices.

Sharan Gohel, MSc (work psychology & business)

Director - Consulting, Innovative HR Solutions, UAE.
Email: sgohel@ihsdubai.com

Her key expertise lies in the application of psychology to business in a practical way which positively impacts on the success of an organisation and has successfully managed projects in assessment, development and organisational development across the GCC and Europe.

**Title: Which Way? Identifying Occupational Interests in Young People**

A key challenge for the upcoming generation is making the right career choice. The shift towards a more international market has widened the scope of opportunity and this adds to the difficulty for both the individuals’ making the decision and guidance and support provided. In particular, this is key issue in the Middle East and makes the long term vision for the region to develop and increase local talent more challenging. The aim of this professional discussion will be share experiences of working in this area and explore the impact of these challenges for organisations in the region. Through the session we will aim to share case studies, models and methodologies for addressing the issues that Young People face and how to overcome.

Shirley Attenborough, MSc (organisational psychology) MPBsS

Business Psychologist and Accredited Coach, Fluid Moves, UAE.
Email: shirley@fluidmovesintl.com

Her forte is the delivery and execution of executive coaching and leadership solutions for large international and regional organisations. As a prominent business facilitator, she coaches some of the world’s most prestigious corporations and consultancy companies.

**Title: Coaching – Practitioner Session**

This practitioner session will be a facilitated discussion on various aspects of coaching from coaching models and the rise of regional coaching bodies to the benefits of formal supervision for coaches. This session would be of most benefit to practitioners who are coaching on a regular basis to enable a fruitful discussion to take place.

**Occupational Stream - Roundtables**

Sharan Gohel, MSc (work psychology & business)
Cakil Agnew, PhD (industrial/org psychology), MSc (social psychology)

Post Doctoral Research Fellow, University of Aberdeen, UK; currently in UAE.
Email: cakilsarac@yahoo.com

Background training in Human Factors and Organisational Psychology, particularly interested in the impact of safety culture and leadership on performance at work, mainly in high-risk industries.

Title: Safety Culture in Practice: Assessment, Evaluation, and Feedback

Patient safety in healthcare has been compared to safety in other industries, especially aviation (Helmreich, 2000; Randell, 2003). Although aviation is generally regarded as much safer than healthcare (Leape et al., 1995), both of them are highly complicated and potentially risky. The recognition of the high prevalence of adverse events for patients and the associated costs (Vincent, 2010), resulted in health care organisations being advised to adopt safety management techniques used in high-risk industries to improve patient safety (Kohn, Corrigan & Donaldson 2000). Investigations into failures in healthcare delivery have identified weak safety culture as a contributing factor and revealed the need to measure this aspect of organisational culture. Examination of an organisation's safety culture first requires a baseline assessment of the current level of relevant cultural factors in the workplace, so that interventions can be targeted and any subsequent improvements can be measured (Flin 2007). In this respect, we describe an overview of a safety culture assessment process in a Scottish health care setting by using different methods.

Oduenayo Tunde Arogundade, PhD, MSc (psychology)

Lecturer, Dept Behavioural science, Redeemers University, Redemption Camp, Nigeria.
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Affiliated with the Society of Industrial Organisational Psychology, USA, the Nigeria Association of Psychology and the Academy of Management (AOM) USA

Title: A Psychological Appraisal Of Pre-Retirement Anxiety among Selected Workers in Lagos Metropolis

The study examines the psychological reactions of workers to retirement. The specific objectives of this research were to ascertain workers’ level of pre-retirement anxiety by developing and standardising a measuring instrument for pre-retirement anxiety as well as identifying some psychological and demographical variables responsible for pre-retirement anxiety. To achieve this objectives seven hypotheses were formulated and tested. It was revealed from the results that the Pre-retirement Anxiety Scale (PAS) developed for this study was found to be a reliable and valid instrument for measuring pre-retirement anxiety; The implication of these findings substantiates the need for regular pre-retirement education to psychologically prepare workers for retirement. The study concluded that pre-retirement anxiety is measurable and it is significantly influenced by the employees’ status of emotional intelligence and self-efficacy. Thus, every organisation should provide regular opportunities for workers to know their levels of pre-retirement anxiety as well as media to enhance the necessary psychological knowledge, Skills and Abilities (KSA) to reduce pre-retirement anxiety.

Nadia Ayub, PhD

Lecturer, Department of Business Psychology, Institute of Business Management, Pakistan.
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Title: Fear of Terrorism and its Psychological Impact in Pakistan

The purpose of the current study was to explore the relationship between fear of terrorism on mental health of people in Pakistan. Based on literature review it was hypothesised that fear of terrorism positively correlates with depression, anxiety and stress. A survey of 300 participants (200 males and 100 females) of different cities of Pakistan was conducted. The Terrorism Catastrophising Scales (TCS; Sinclair, & LoCicero, 2006) was used to assess catastrophising of terrorism, and “The Depression, Anxiety, and Stress Scale” (DASS21 Lovibond & Lovibond, 1995) was administered to assess levels of depression, anxiety, and stress among the participants. Results support that terrorism catastrophising effects the mental health of people indicated through high levels of stress, anxiety, and depression in sufferers.

Carmen Barrack, MSc (counselling)

School Counsellor, Canadian International School, Abu Dhabi, UAE.
Email: barracksinuae@gmail.com

Certified counsellor (Canada); member of the Canadian Counselling and Psychotherapy Association, Psychologists Association of Alberta, and Canadian Association of School Psychologists.

Title: Promoting Wellness & Social Emotional Learning through a School Based Mindfulness Programme

Students in Kindergarten through Grade 12 at the Canadian International School in Abu Dhabi participated in an eight week, school-based Mindfulness program. The curriculum for the program was provided by an organisation called Mindful Schools in the United States. Students were exposed to various age-appropriate mindfulness strategies, twice a week for 15 minutes. Teaching staff were also provided with training and mindfulness-based interventions they could use with students throughout each school day. Pre and post evaluations were administered and factors assessed included reported levels of generalised stress, attention, and self-awareness. Further information about this pilot program’s implementation as well as preliminary data and potential implications will be discussed.
Paul Firth, FlinstSMM, Professional Member: IAWHP

General Manager MENA Region, AXA ICAS International.
Email: paul.firth@axa-gulf.com

Over 21 years experience in consultancy, design, delivery and management of strategic health and wellbeing programmes to corporate clients. Highly experienced in both UK and International Healthcare across all aspects of health, wellbeing and absence management. Responsible for the design and implementation of the first recognised global EAP programme specifically for the Middle East and our first Arabic speaking service.

Title: Employee Assistance programmes in the Middle East

The presentation will focus on the importance and value of Employee Wellbeing Programmes to organisations. Still a relatively new concept for the Middle East, EAPs are now being recognised as a valuable asset and tool in support of an organisation’s Human Capital Management responsibilities. As organisations seek to manage the changing business environment in the Middle East they face significant challenges specifically in the area of employee recruitment, engagement and productivity. The presentation will look at why organisations invest in EAPs, the importance of psychological wellbeing and the impact of an EAP and organisational/business context and how EAPs are developing in the Middle East.

Jelena Mustapic, PhD (candidate), BSc (psychology)

Email: jmustapic@pswpmali.net

Worked as the manager of Community Family Centre MODUS at Society for Psychological Assistance providing therapy and counselling for children, adolescents and couples and also psychosocial treatment for perpetrators of domestic violence.

Title: Relationship of Peer Pressure, Body Shame & Body Dissatisfaction with Adolescent Eating Behaviours

Eating disorders are associated with serious biological, psychological, and sociological morbidity and significant mortality. Rapid physical growth and development in adolescence constitute the unique background for development of disordered eating behaviours and/or eating disorders at this stage of life. There is an increased value placed on peer acceptance and approval, and heightened attention to external influences and social messages about cultural norms. The experience of body shame and body dissatisfaction can lead to poor health habits and low self-esteem. These negative feelings may affect health behaviours associated with poor eating habits, dieting, low self-esteem and eating disorders. The aetiology of eating disturbances and/or disorders may be different for male and female samples. Among adolescents, disturbed eating attitudes and behaviors were associated with various psychological and socio-cultural factors; some gender-related differences are also evident. The limitations and importance of these results will be discussed, and directions for future research and treatment of eating disorders will be indicated.

Sarah Ralph, DPsy (candidate)

Trainee Counselling Psychologist, HMP Holloway (UK prison service), UK.
Email: sarah.ralph.1@city.ac.uk

Current research thesis is a qualitative, interpretive phenomenological analysis (IPA) of the experiences of female prisoners, who are diagnosed with BPD, and have completed a modified DBT programme.

Title: An investigation into the effectiveness of Dialectical Behavioural Therapy (DBT) in treating female, UK prisoners, who are diagnosed with a Borderline Personality Disorder (BPD)

The Holloway skills therapy programme (HoST) at Her Majesty’s Prison and Young Offenders’ Institution Holloway is provided to women who, because of problematic behaviour associated with borderline personality disorder, are often excluded from treatment in prison and in the community. HoST addresses issues of offending behaviour, self-harm, suicidality and discipline, through a modified evidence-based treatment modality, dialectical behaviour therapy (DBT), which is a form of cognitive behaviour psychotherapy. This paper will outline the possibility of a modified DBT approach to working with female offenders in the prison setting. A pilot evaluation of female prisoners who received the treatment is also presented through a range of quantitative measures. In turn, positive outcomes with regard to reduction in time spent on the assessment and care in custody teamwork processes, reduction in adjudications and improved overall mental health are presented. These findings are discussed along with the implications for clinical practice in the prison setting. The need for future structured research is also discussed (See and Reed, 2013).
Tracy K. Syiem, MSc (counselling psychology), PhD (candidate)

Infertility Counsellor, Jain University-Bangalore, Dr.Patil’s Fertility & Endoscopy Clinic - Bangalore, India.
Email: tracyks@gmail.com

Practicing as Infertility Counsellor since April 2009, she is now working towards her PhD Master of Philosophy (Psychology) at Jain University.

Title: Infertility - A Rollercoaster of Hope and Despair

This paper objective is to discuss the dilemmas faced by couples undergoing infertility treatment and their need for psychological support. Infertility is not a recent problem and been prevalent for many decades. Infertility is considered a Biopsychosocial crisis that is associated with elevated levels of psychological stress that is attributed to the non-definite and uncertain treatment process. The Indian Health Organisation estimated that about 10-26% of couples have infertility problems. The diagnosis of infertility can affect all areas of a couple’s life right from emotional, physical, social and financial domains. The journey of infertility treatment can bring about ample amount of distress within the individual, the partner and the society at large. The role of an Infertility Counsellor can be a very cathartic experience for the patient undergoing infertility treatment. Some of the objectives of Infertility Counselling are to facilitate decision-making and to understand the implications of their treatment choice, offering coping strategies, emotional support throughout the treatment through supportive Counselling thereby a more holistic approach to the treatment which could in turn bring about a better quality of life for the patient.

Dahiya Manju

Associate Professor, IATTE, neuropsychiatrist, Protection Officer (Woman Cell), CCSHAU, India.
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20 years experience in organising training for women in Extension, recently transferred as Scientist in Research, published 4 books, 23 research papers, 40 articles, completed three research projects as CO-PI, on-going one RKVY project as CO-PI and delivered various talks from ALL India Radio and Regional Doordarshan, Hisar, Haryana.

Title: Domestic Violence - A Psychologically Traumatic Fact for Rural women of Hisar district, Haryana (India)

In the state of Haryana the authority of male as the head of household is unquestionable. Violence against women is on increase. Women and Child Welfare Society Haryana (WCWSH) has reported 3500 cases of domestic violence registered in 2009, but the frequency increased during five months between April to August, out of which most of the cases (292) of domestic violence were in Hisar. Beating of wife and bride-burning is very common. Rape by the known persons and relations in the families is increasing. Most of the women admitted in the PGIMS Rohtak with serious burns are married between the age group of 15 -35.

Domestic violence is on increase in Haryana. Even domestic deaths are increasing. 80 respondents were selected through telephone contacts within Hisar district and surrounds. The investigator personally interviewed the respondents at the office of Protection Officer, Mini-Secretariat having three to four visits with each respondent. Most of the respondents were of age group of 20-30 years, belonged to low casts and having a low family education status. 60.00 per cent of respondents faced first violence within 1-3 years of marriage, 10.00 per cent during 2-5 years and 11.67 per cent after 5 years of marriage. Data clearly shows that 91.67 per cent of domestic violence is perpetrated by husband, followed by mother-in-law (96.67%). Respondents faced various types of domestic violence after marriage such as emotional (100%), verbal (96.66%) and physical (95.10%), whereas 88.33 per cent respondents complained economical violence cases and sexual violence in 58.33 per cent. Regarding the extent of physical violence faced by the majority of the respondents daily was beating (84.20%), verbal violence in terms of sarcastic remarks (68.97%), economic violence in terms of forcing to get out of the house (32.02%), emotional violence in the form of accusation on character (27.78%), while 40 percent faced sexual violence daily in the form of forced intercourse.

Susannah-Joy Schuielenburg, PsyD, Graduate Degrees in Counselling & Education (MEPA)

Clinical Coordinator & Supervising Psychologist, Soor Center for Psychotherapy & Assessments, Kuwait.
Email: sj@soorcenter.com

Founding member of the Middle East Psychological Association (MEPA) recently elected to a two year term as the organisation’s second President. She is a member-in-good-standing of the Canadian Professional Counsellors Association (CPCA), the Canadian College of Professional Counsellors and Psychotherapists (CCPCP), the Canadian Counsellors and Psychotherapists Association (CCPA), and the International Association of Cognitive Therapists (IACT). She is also a Foreign Affiliate member of the American Psychological Association (APA).

Title: Ethics and Cross-Cultural Considerations in Mental Health

Culture plays a great role in any formal and appropriate intervention of mental health disorder because it shapes the expression and recognition of psychiatric problems. Cross-cultural therapy requires special attention to moral issues because the ethical guidelines of most professions are designed to protect the rights of an individual rather than the rights of an individual’s cultural community. The influence of the teachings and philosophies of Eastern cultures discourages open displays of emotions in order to maintain social and familial harmony or to avoid exposure of personal weakness. Clients may not be willing to discuss their moods or psychological states because of fears of social stigma and shame. Ethical dilemmas for cross-cultural or transcultural counsellors occur when the counsellor is forced to choose between ‘bending’ professional ethical guidelines in therapy on one hand, or following specific professional ethical guidelines on the other and thereby disregarding the client’s cultural context (Pedersen & Marsalia, 1982). Reynolds (1979) distinguishes between moral concerns defined as “...acting in accordance with accepted notions of right and wrong” and ethical concerns, which generally concern “...conformity to a code of set of principles established by professional organisation.” Three different aspects of counselling in regards to ethics and cultural influences will be discussed by this panel.

Louise Lambert D’Raven, PhD

Assistant Professor, Canadian University Dubai, UAE.
Email: lambert@cdac.ae

Author of Happiness 101: A how-to guide in positive psychology for people who are depressed, languishing or flourishing, a mental health program designed to improve levels of well-being in patients and non-clinical populations. She has worked in mental health, primary health care, and academia for over 10 years and is currently working on her next book on happiness in the workplace.

Title: Happiness and Positive Psychology: What and How?

Defined as the scientific study of happiness, positive psychology also focuses on PPIs, positive psychology interventions designed to generate greater status of happiness in individuals who may be depressed, languishing, or even flourishing. In this workshop, Louise Lambert D’raven, a registered psychologist and university instructor, will walk you through what positive psychology is about and how it differs from mainstream psychology. Three PPIs designed to generate positive emotions will be presented and include planning a date, using savoring and time control, and writing a gratitude letter. While there are many well-being theories, the broaden and build model (Fredrickson, 2006), which highlights why positive emotions are useful and in what ways they contribute to greater flourishing in individuals, will be presented. This brief snapshot of positive psychology will be helpful for practitioners in psychology, counselling, health promotion, and corporate wellness, as well as interested individuals who are unfamiliar with the field and its clinical interventions.
4. Title: The effectiveness of transactional analysis training on self-concept and positive and negative affect in women

Authors: Raheleh Khodaei, Sadeh Bazzazian, Ashgar Jafari

The aim of this study was to determine the effectiveness of transactional analysis training on self-concept and positive/negative affect in a sample of households that their children educated in NGO school of the Ammar in Tabriz, Iran. 40 participants were selected by available sampling and simple randomly assigned in experimental and control groups. Both groups were responded to the Beck self-concept test (BSCT) and positive/negative affect (PMAAS) questionnaires in pretest and post test. During the time between pretest and post test, participants in experimental groups were trained by transactional analysis method in 8 sessions during 2 hours. Covariance analysis results depicted that analysis of interactive communications has been effective in increasing the self-concept and positive affect and in decreasing the negative affect of women (p<0.05). The results of this research provided some evidence to suggest that transactional analysis training increase self-concept and positive affect probably by increasing awareness of householders to their internal states, ability of doing efficient relationships, more control on affects, cognitive and behaviors and reinforce personal independency, and decreasing negative affect.

5. Title: An Analytical Review: Moving Beyond Burnout – Analysing Causes, Effects and Intervention among Students

Authors: Ayesha Zia, Asila Zaidi, Salma Masoom Ali, University of Karachi, Pakistan

The aim of the present analytical paper is to highlight the factors leading to student’s burnout. Research on student burnout is still in the developmental phase and there is a lot that needs to be illuminated to help in improving the psychosocial health of students around the world. The goal of this paper is to critically analyse the factors that are creating hindrance towards student’s growth. In the beginning the paper explains the concept of burnout and how it has evolved over the period of time. It then, gravitates towards jotting down those determinants that are generating burnout in students. The common predictors include assignment overload, time management issues, paid-work and university conflict, cultural changes, lack of control, use of ineffective coping strategies, lack of reward, inadequate teaching system, personal factors and role strain. The effects are delirious on the student population and leads to a lot of mental distress which is often manifested in the form of anxiety, depression, low self-efficacy, reduced productivity and psychosomatic complaints. The intention of the authors is to understand the underlying mechanisms on which the process of burnout depends as it is vital towards reaching solutions and incorporating those remedies in our educational system. Recognising the role that the youth can play in the betterment of society it has now become quintessential to guide them towards the brighter side of world and opposite side of burnout which is engagement. The approach of the paper is to not only restrict the matter towards understanding the factors of burnout but to look for strategies that can rule this problem out from the roots. The concept of engagement is characterised by vigorous dedication and absorption. Hence psychosocial interventions that can enhance these positive qualities among students by teaching them effective coping strategies and skills are also included in the paper.
Organising Committee

Nanette Fairley
Nanette has been in the region for over 20 years in various roles in the Occupational Psychology field. Her major interest lies in the identification and development of potential and leadership talent. Post her studies in occupational psychology she completed an MBA and since then has qualified both to use, and train others, on a myriad of diagnostic and developmental tools. She is currently responsible for the delivery of a broad business and clinical psychological service for an international airline.

Dr Annie Crookes (Heriot Watt University)
Annie currently works as Academic Leader for the School of Life Sciences at Heriot Watt University’s Dubai campus. She has been in the UAE for 8 years working for UK Higher Education Institutions helping to set up and run their psychology programmes (both UG and PG). Prior to this she was employed as a lecturer at the University of Leicester, UK. She holds both a PhD in cognitive psychology and an MSc in International Addiction Studies from UK institutions. She has taught extensively across a broad range of applied and core psychology subject areas and worked closely with industry professionals.

Marcia Von Berg
Marcia is a human capital consulting professional with experience across Australia and the UAE. Marcia has worked in consulting roles in both Australia and Dubai with the Big 4 Consultancy firms, leading projects encompassing change management, organisational design, HR transformation, talent management and learning and development as well as strategic HR roles within mining and financial services. Marcia holds Bachelor Degrees in Psychology and Commerce (Human Resource Management and Industrial Relations) and a Master of Organisational Psychology from the University of Western Australia. Prior to moving to Dubai, Marcia sat on the College of Organisational Psychologists Committee in Western Australia, part of the Australian Psychological Society where she assisted with planning local events for the Psychology and HR community and supporting College members.

Simon Fletcher
Simon is a Chartered Psychologist with 20 years experience as a Psychologist and Consultant. Simon has worked across the Middle East as well as Europe in both public and private sectors. Simon joined Innovative HR Solutions in Dubai after 5 years at Cranfield School of Management where he was an Executive Development Director, responsible for the design, delivery and evaluation of assessment and development initiatives for senior professionals and emerging talent. Simon has experience of working with leaders and managers at all levels in organisations, including at board level and c-suite. Simon has worked with and directed initiatives within a variety of industries including multi-national NGCs, Telecoms, Pharmaceuticals, Energy and Transportation as well as several UK Government Departments. Simon’s particular interest is in the development of talent and future leaders and he is actively involved in helping his clients achieve this through a wide range of consultancy interventions.

Dr Alia Al Serkal
Alia Al Serkal has over 10 years of experience in Applied Psychology, having worked in various organisations related to telecommunication and aviation. Her specialty includes identifying talent in the organisation, setting up talent pool programmes, as well as succession planning. She is a firm believer in utilising psychometric testing and assessment centers to assist in selection and development as well as focusing on Emiratisation. Her interests lie in personality, stress and coping, emotional labour, well-being, work engagement, psychometric testing and norm creation just to name a few. She obtained her PhD in Psychology from the University of Leeds (UK). She is a member of the EPA, APA and a Chartered Member of the BPS.

Annie currently works as Academic Leader for the School of Life Sciences at Heriot Watt University’s Dubai campus. She has been in the UAE for 8 years working for UK Higher Education Institutions helping to set up and run their psychology programmes (both UG and PG). Prior to this she was employed as a lecturer at the University of Leicester, UK. She holds both a PhD in cognitive psychology and an MSc in International Addiction Studies from UK institutions. She has taught extensively across a broad range of applied and core psychology subject areas and worked closely with industry professionals.

Fiona Barron
Fiona has been in the UAE for almost 5 years, working predominantly in the conference and exhibition industry. She has extensive cross sector experience in managing and organising large-scale international events. She is currently working as a part time consultant for a boutique events agency whilst studying for her Masters in Clinical Psychology at UAE University in Al Ain.

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