**Statement of Purpose Instructions for IO Psychology MA applicants**

**Please answer the following three essay questions in your personal statement and upload your personal statement in the Graduate School’s application portal as one document containing all three essays.**

**Please limit EACH of the three essays to approximately one page each, double-spaced.**

1. **Our IO psychology MA program is a part-time, evening program for working professionals that is focused on teaching you the science of IO psychology so that you may apply it, as well as building applied skills. We also value using data to make decisions within organizations and teaching those data analytic skills to our students. Also, given the part-time, evening nature of our program most students work full-time and typically do not engage in hands-on research with faculty in their labs or do a thesis unlike many other IO master’s programs.** Given that description of our program, what are the main things that are appealing to you about our program? More broadly, what about the field of IO psychology interests you, what do you hope to do with an IO master’s degree once you are finished, and how do you think our degree will help you meet your goals? What made you decide to pursue an I-O master’s degree as opposed to an M.B.A. or a Ph.D. in I-O psychology?

**2. Demonstrating that you can work with a diverse set of people in an inclusive manner is a central skill set you will need as an IO psychologist – not only will you need it to complete your coursework but it is also a professional expectation. HR is tasked with representing all employees in a fair and equitable way. In addition, our two major professional organizations, SIOP and SHRM, care about this issue a great deal and want professionals trained in this field to be versed in diversity, equity and inclusion.** Please provide a brief essay that highlights your skills in a) working with a diverse set of people and b) contributing to an inclusive environment in either your academic or professional life. Please use specific examples to support your assertions.

**3.** **Please tell us about a time you had to use data to solve a problem or use data to make a decision, or had to use data as part of a project at work or during college.** Did you analyze the data yourself or was it provided to you? If you analyzed it yourself, what tool did you use (e.g. Excel, SPSS, R, etc.)? Describe the problem you were trying to solve and how the data helped you in that situation.