



We dip into the Society member database and pick...

James Lewis is a Principal Consultant at Cubiks, a global talent assessment consultancy part of the PSI family

one on one

One psychological superpower

The ability to predict future job performance with 100 per cent accuracy, or at least the ability to define 'potential' once and for all.

One workplace competency

Kindness. In 10 years of practice, I haven't once been asked to define kindness as a distinct workplace behaviour. Is it inherent to Organisational Citizenship Behaviour? Could it underpin team performance? Can it be measured? If anyone wants a side project to help, or has any research to share, please get in touch!

One TV series

Brooklyn 99 (or *The Detectorists*).

One bias

Unfortunately the one where I believe I'm less biased than the average person (blind spot bias). Despite working in an industry at the cutting edge of mitigating bias in talent assessment, I'm reminded daily about the limits of my own perspective and the advantages of my own privileges in ways I'd never even considered.

One new song

Abusey Junction by Kokoroko.

One nugget of advice for aspiring psychologists

Don't be too swayed by shiny new technology or trendy buzzwords. Be a bit critical. Where's the evidence? What's the impact? Exciting solutions are the ones that really work.

One game

Mario Kart N64.

One inspiration

Every time I hear the phrase 'The first woman to...', because it reminds me how far we still have to go for equality to be the norm. My inspiration comes from the stories of women and minority groups fighting for equality in so many contexts. I strongly believe psychologists play a critical role too, whether it's actively reducing bias in promotion at work or

dispelling myths about human differences – we must help change society's perceptions and behaviours!

One proud moment

Gaining my Chartership in Occupational Psychology with the BPS. I submitted 10 entries in one final submission...

One podcast

Dan Carlin's Hardcore Histories. I'm making up for lost time when it comes to history (PlayStation hours had a direct negative correlation on History revision). Dan Carlin's podcasts are epic but well worth it. I'm nearly finished with 'Blueprint for Armageddon', six 4-hour podcasts exploring World War One in incredibly moving, thought-provoking and (in places) horrific detail.

One personality trait (via PAPI 3)

'Conceptual Thinker' (Definitely not 'Need for Rules and Guidelines').

One thing about the BPS

Remaining a global standard for practice and pushing for progress. More and more often our clients ask to work with BPS Chartered Psychologists to be reassured that they're working with certified experts.

One beer

It's a bold choice – Sleeping Lemons (Wild Beer). It's a sour beer, which only really works in the summer. It sticks in my mind because it reflects an awakening, from being a basic lager drinker to suddenly seeing the diverse world of craft beers, brilliant label designs and the odd 12 per cent smoky Porter.

One book

Shogun by James Cavell.

One audiobook

The Lord of the Rings: The Fellowship of the Ring by J.R.R. Tolkien. Listening to the voice actor attempting so many different Hobbit accents is worth the money alone.

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