

# The role of work and organizational psychology in socio-ecological transformations: A bricolage of positions from a recent panel discussion

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## ABSTRACT

This article presents a bricolage of eight position statements, made by the participants of a panel discussion at a recent small group meeting<sup>1</sup>. The objective of the event was to critically explore potential contributions of work and organizational (W-O) psychology in addressing the most pressing and interconnected global problems of our time, namely, social inequalities and environmental unsustainability. The contents of this article reflect the aims of the panel discussion as a collective reflection on the current and future role of W-O psychology in the necessary socio-ecological transformations. A case for a politically-infused reorganization of work and its representation in psychology is followed by warnings against tendencies of whitewashing and greenwashing and the insufficiency of conventional approaches in W-O psychology. Calls are made for more localized and situated research, collaboration with social movements and alternative organizations, and other forms of academic activism with a focus on democratic practices and benefits to society. Recommended for the reorientation of the field is more critical and reflexive engagement with positionalities and power, transformative public actions, as well as the development of scholarly collectives based on inclusivity, care, and uncompromising commitment to making a positive impact for the common good.

## Keywords

Work and organizational psychology – socio-ecological transformation – social inequalities – environmental sustainability – bricolage

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<sup>1</sup> The small group meeting was entitled „Work and Organizational Psychology in the Era of Grand Challenges: Integrating Theories and Practices for Addressing Social Inequalities and Environmental Sustainability“. The event was held at Università Cattolica del Sacro Cuore di Milano, from 8th to 10th of July, 2024, and was organized by members of the „Future of Work and Organizational Psychology“ (FoWOP) initiative. The panel discussion, convened towards the end of the first conference day, was moderated by Thomas Höge, who also compiled and edited this bricolage. The order of authors does not reflect their relative contributions to this article, but the sequence of position statements. To learn more about FoWOP, please visit: <https://fowop.eu>. A detailed conference report is available at: [www.uibk.ac.at/de/psychologie/tagung/fowop2024](http://www.uibk.ac.at/de/psychologie/tagung/fowop2024).