



PERSONAL RESUME



MICHAEL LOCK

Trading as:

- Michael Lock Consultant Psychologists Ltd (Business Psychology & Expert Witness)
- MLCP Consultant Psychologists Ltd (FE College and University assessments)
- MLCP Psychological Solutions Ltd (Individual Child and Adult assessments)

Professional and Academic Qualifications

Cert Ed	1967-70	Certificate in Education	Sheffield Institute of Education
BA (Hons)	1972-79	Social Science	Open University
BA (Hons)	1981-82	Psychology Conversion Degree	University of Nottingham
MA	1982-83	Educational Psychology	University of Nottingham
MSc	1988-90	Occupational Psychology	University of Nottingham
C. Psychol		Chartered Occupational Psychologist	
		Chartered Educational Psychologist	
AFBPsS		Associate Fellow of the British Psychological Society (BPS)	
BPS Level B (Full)		Statement of Competence in Occupational Testing	

Memberships

- BPS Division of Occupational Psychology
- BPS Division of Child and Educational Psychology
- Association of Educational Psychologists (AEP)

Areas of Strength

During a recent 360° assessment of Michael the following comments were made:

- **Colleague:** 'His intention is to strive for excellence and consideration for others ... highly ethical and his actions match his words ... interest in personal development and improvement.'
- **Direct Report:** 'Willingness to listen to other people's points of view.'
- **External Customer:** 'Meets customer needs in a timely and highly professional manner.'

Of particular note, Michael was most highly rated for:

- Ensuring equal opportunities practice is implemented
- Treating others fairly, consistently and with respect
- Pushing himself hard when faced with tough challenges, willing to put in extra effort
- Pursuing goals with tenacity, seeing things through to completion
- Ensuring that high quality standards are met, making sure work is right first time
- Treating commitments to customers as a priority
- Ensuring others comply with all legal and professional obligations
- Commitment to the long-term success of his business
- Encouraging a culture of continuous improvement

Expert Witness

Michael provides Expert reports for the Court in two main areas:

- Fitness to plead due to learning disability
- ♦ Occupational stress

He is experienced and trained as a Single Joint Expert, accepts up to forty selected assignments per year and provides detailed and comprehensive reports, fully appended, and grounded in current research.

Business Psychology

Michael offers consultancy support to a diverse client base, including large and medium sized PLCs, government agencies and multi-national companies. His work centres mainly on assessment for selection and development.

He is co-author of the Leadership Judgement Indicator (www.hogrefe.co.uk) and a Director of Formula Leadership Limited (www.formula4leadership.com).

Preferred assignments include:

- chief executive and other Board level recruitment
- Assessment Centre design and implementation for middle and senior managers

He uses a wide range of psychometric instruments, sourced from a variety of publishing houses.

Educational Psychology

Michael specialises in assessing people with specific learning difficulties. He takes referrals from employers when staff request reasonable adjustments due to dyslexia or other specific learning difficulties. He also receives referrals from six local universities.

In all cases, the assessment process centres upon establishing educational needs so that reasonable adjustments and access arrangements can be put in place to provide fair and equal access to educational or occupational opportunity.

In all this work, and throughout his career, Michael has worked to a clear set of personal principles which guide and gear what he does. These can be summarised as:

- A respect for his client who he accepts non-judgementally and with a belief in their potential to grow and change.
- A preparedness to explain matters clearly and unambiguously, so his communication is direct and open to understanding.
- A desire to do things thoroughly, perfectly and on-time, so he has built a highly valued office team around him who share these values.