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#### PhD Project:

##### **Striving for the Capabilities in a Vocational Setting: the role of Personal Goals and the Psychological Contract.**

This PhD investigates the links between the psychological contracts of adolescents doing vocational job training and their personal goals as well as the impacts that this has on the youths' well-being. The capability approach's basic reasoning, that both the person and their environment are critical to achieving capability and functioning, is central to the proposed studies; the individual's dispositions leads to personal goal choices whilst the opportunities or hindrances afforded by their environment in the form of their psychological contracts mediate the trainees' reactions and experiences associated with these goals. For example, a youth may perceive a breach in the psychological contract if their personal goals are not facilitated by their psychological contract which can be explained as a negative reaction to the limiting effects of the psychological contract.

The study will develop a deeper understanding of personal goals, well being and the psychological contract with regards to the vocational trainee in an attempt to unravel the complexities of these workers just entering the job market. The ultimate aim of the study is to unveil new possibilities to promote positive employment relationships between trainees and their supervisors whilst increasing the adolescents' capability sets.

The study consists of 3 parts:

- 1) Interview Study (10 vocational trainees)
- 2) Cross Sectional Questionnaire Study (450 trainees)
- 3) 2 week-long Diary Study (100 trainees)

#### Curriculum Vitae:

2009: <b>Winner of the Rob Stammers Prize for Academic Excellence:</b> University of Leicester, UK	2007-present: <b>Adjunct lecturer</b> at Hildesheim University, Germany
2007-2009: <b>MSc Degree in Occupational Psychology (distinction):</b> University of Leicester, UK	2007-2008: <b>Lecturer in English,</b> Leibniz University Hannover, Germany
2004: <b>Trinity Certificate in Teaching English to Speakers of Other Languages:</b> Bristol, UK	2004-present: <b>Business Language consultant and trainer</b> <b>E.ON</b> (Management Board) <b>Exxon Mobil</b> (Board Members and Top Management: Financial Controlling, Drilling) <b>Metro Group</b> (Top Management: Logistics, Distribution), <b>Bahlsen</b> (Top Management: Sales, Marketing) <b>Postbank</b> (Top Management: Financial auditing) <b>Tui</b> (Top Management: Director of Human Resources)
2002-2004: <b>City and Guilds certificate in Teaching Adult Learners:</b> City of Bristol College, Bristol, UK	2003: <b>Inclusion Worker for special needs children,</b> UK
2001-2002: <b>OCR Diploma in Circus Skills and Physical Theatre,</b> Bristol, UK	
1998-2001: <b>BA Honours degree in Psychology,</b> University of Exeter, UK.	

### **Publications and Presentations:**

Mantle, K. E. (2010, January 12-13). *Psychological Contracts in Quadratic Relationships*. Poster Presented at the British Psychological Society's Postgraduate Occupational Psychology Conference, Brighton, UK.

Mantle, K. E. (2009). *The experience of being a self-employed teacher: the issues of commitment, control and reputation*. Unpublished Master's thesis, University of Leicester, Leicester, UK.

Mantle, K.E. (2001). *Does category level and age have an effect on the production of brand name products in children?* Unpublished BA thesis, University of Exeter, Exeter, UK.

### **Further Information:**

2001-present: Member of the British Psychological Society

Key research interests: Motivation, Personal Goals, Psychological Contract, Ergonomics, Safety at Work, Human Error, Capability Approach, Learning and Teaching, Adolescence.