

Western Kentucky University

TopSCHOLAR®

---

Masters Theses & Specialist Projects

Graduate School

---

Spring 2021

## AASP CMPC® Recertification Survey: Analysis of Perceived Benefits and Barriers

Ben Sammet

Western Kentucky University, [ben.sammet@gmail.com](mailto:ben.sammet@gmail.com)

Follow this and additional works at: <https://digitalcommons.wku.edu/theses>



Part of the [Clinical Psychology Commons](#), [Industrial and Organizational Psychology Commons](#), and the [Other Psychology Commons](#)

---

### Recommended Citation

Sammet, Ben, "AASP CMPC® Recertification Survey: Analysis of Perceived Benefits and Barriers" (2021). *Masters Theses & Specialist Projects*. Paper 3485.  
<https://digitalcommons.wku.edu/theses/3485>

This Thesis is brought to you for free and open access by TopSCHOLAR®. It has been accepted for inclusion in Masters Theses & Specialist Projects by an authorized administrator of TopSCHOLAR®. For more information, please contact [topscholar@wku.edu](mailto:topscholar@wku.edu).

AASP CMPC® RECERTIFICATION SURVEY: ANALYSIS OF PERCEIVED  
BENEFITS AND BARRIERS

A Thesis  
Presented to  
The Faculty of the Department of Psychological Sciences  
Western Kentucky University  
Bowling Green, Kentucky

In Partial Fulfillment  
Of the Requirements for the Degree  
Master of Science

By  
Benjamin V. Sammet

May 2021

AASP CMPC® RECERTIFICATION SURVEY: ANALYSIS OF PERCEIVED  
BENEFITS AND BARRIERS

Date recommended April 7, 2021

**Elizabeth Shoenfelt** Digitally signed by Elizabeth Shoenfelt  
Date: 2021.04.08 14:04:30 -05'00'

Dr. Elizabeth L. Shoenfelt, Director of Thesis

**Katrina A. Burch** Digitally signed by Katrina A. Burch  
Date: 2021.04.07 16:28:22 -05'00'

Dr. Katrina A. Burch

**Reagan D. Brown** Digitally signed by Reagan D. Brown  
Date: 2021.04.08 13:57:26 -05'00'

Dr. Reagan D. Brown



Associate Provost for Research and Graduate Education

## TABLE OF CONTENTS

Introduction.....	1
Literature Review .....	1
Method .....	9
Results.....	10
Discussion.....	15
Conclusion .....	17
References.....	19
Appendix A.....	22
Appendix B.....	33
Appendix D.....	36
Appendix E .....	37
Appendix F .....	38
Appendix G.....	39
Appendix H.....	40
Appendix I .....	46
Appendix J.....	51
Appendix K.....	52
Appendix L .....	53
Appendix M.....	62

AASP CMPC® RECERTIFICATION SURVEY: ANALYSIS OF PERCEIVED  
BENEFITS AND BARRIERS

Benjamin V. Sammet

May 2021

69 Pages

Directed by: Dr. Elizabeth Shoenfelt, Dr. Reagan Brown, and Dr. Katrina Burch

Department of Psychological Sciences

Western Kentucky University

A survey of 212 individuals who recertified or certified as a Certified Mental Performance Consultant® (CMPC) provided information on the perceived benefits of and barriers to the credential. Primary reasons for recertification and certification were the perceived credibility and expertise implied by the credential, with some indicating the certification to be central to their practice. Similarly, the primary value of the CMPC® certification cited by respondents was an indication of meeting professional standards; being listed on the CMPC® registry also was valued. In addition to perceived credibility, being perceived as ethical was highly ranked as a benefit of certification. Supporting and developing the field of sport psychology were cited as important reasons for recertifying. That is, the CMPC® certification was pursued by sport psychology professionals to help further legitimize and promote the field in the eyes of others and to help strengthen the identity of sport psychology. A promising finding was the sizeable number of respondents who indicated the need for this certification as a job requirement, perhaps implying that the aspiration of the CMPC® credential becoming a widely held standard is being achieved. New certificants rated the benefits of certification higher than did recertificants, suggesting potential optimism of newer certificants as to the value of the CMPC® certification.

Respondents identified the biggest barriers to certification as certification requirements (CEUs, mentoring, required coursework) and the certification exam. The

financial cost of becoming certified was the third most frequently cited barrier, followed by the lack of exam preparation materials and time commitment. COVID-19 posed some unique barriers such as access to exam testing sites and opportunities to earn CEUs.

Perceptions of the benefits and barriers to certification for the recertificants and certificants assessed in the current study were similar to the perceptions of those who chose not to recertify (Shoenfelt & Bramschreiber, 2020). In sum, the CMPC® credential is largely regarded by respondents as denoting a standard of competence, expertise, and furthering the discipline of sport psychology toward an overarching professional identity.

## **Introduction**

In the summer of 2020, the Association of Applied Sport Psychology (AASP) conducted a survey (Shoenfelt & Bramschreiber, 2020) of those who chose not to certify or recertify under their new certification, Certified Mental Performance Consultant® (CMPC). This survey provided information from participants who viewed the certification as too costly for the perceived benefits. To provide information on those who did choose to certify, AASP has commissioned a second survey to be developed and administered to those who chose to certify or recertify as CMPC®. In this paper I first discuss professional identity and voluntary certification before examining the literature on sport psychology and certification. I then detail the methodology that will be used in this study.

## **Literature Review**

Throughout life, people develop various identities, self-images and definitions of how they appear and behave. These self-concepts can be in multiple contexts, most relevant here on a professional level. People define themselves by their expertise, the work that they do, and their work outcomes. Their knowledge of the subject matter and the organization within which they work are other avenues of this definition. This form of identity is an important mechanism for how people react and interpret interactions in the workplace. These perceptions affect not only their own individual perceptions, but also the collective identity of the profession (Ryan & Ford, 2010, Silva, 1989).

As such, the formation of a professional identity is vital for communicating the values and properties of a given profession, particularly in a regulatory manner. In recent years, the applied psychology fields have received increased attention from state

jurisdictions, illustrating the importance of a well-understood professional identity (LCIOP, 2017).

Professional identity is broadly defined by Ryan and Ford (2010) as those characteristics which are most persistent and emblematic of the nature of the field. Professional identity in this context is how a person defines themselves regarding an organization. Or, as Ryan and Ford described, what attributes of the collective field or organization are assimilated at an individual level. It is both a top down and a bottom-up process, whereby psychologists absorb the specific attributes of their profession, or define themselves within the confines established by the profession itself (Ryan & Ford, 2010).

Further, Ryan and Ford (2010) denoted two primary forms of professional identity. These were Situated Identity and Deep-Structure Identification. A Situated Identity is a placeholder identity, brought on primarily by certain situations and cues. These cues help people shape their identities in the moment, but are temporary by nature. They shift and change as new cues arise.

On the other hand, Deep-Structure Identification is how people often appraise the content of their work compared to their professional identity. When these things fail to align properly, people adjust their identities to match by either deepening their own established identity, or by moving away from it. In essence, a deep structure identification is one that is more ingrained and enduring for the given person.

Overall, professional identity can be considered an understanding of one's work content, and its relation or comparison with similar colleagues and coworkers. Professional identity is in addition to outward perceptions of the profession by the



collective society (Ryan & Ford, 2010). A prime example of this is a firefighter where it is easy to envision the uniform, the truck, or the axe, and it is incredibly easy to recognize what a firefighter's work entails: fighting fires, using skills taught in training to provide a valuable public service. To protect the public, certain fields require forms of legislation to denote expertise or quality of the practitioner. Two forms of this regulation are known as licensure, and voluntary certification.

Voluntary certifications and licensure are two different forms of certification, both of which can help to signal a universal level of expertise in the field, and thereby protect customers from those lacking necessary knowledge, skills, or abilities in the field. Licensure has the advantage of legal backing, but voluntary certification has its own benefits from being regulated directly by experts of the field. Each of these contribute equally to building an individual's deep-structure professional identity. Being certified or licensed to practice is a strong identifying feature and can help define the field for both client and practitioner (Harrison, 1979).

### **Licensure**

In recent developments over licensure, it has become increasingly recognized that the requirements and work content of clinical and applied fields are fundamentally different. In the APA's 2010 Model Act, this distinction was noted in the form of two separate paths to licensure. One for Health Service Providers (HSPs), and another for General Applied Psychologist (GAPs) (LCIOP, 2017). The provisions and clearance for HSP specifically denotes their licensure to diagnose and treat individuals, either through therapy or prescription. GAP is more broadly focused to include sport, human factors, correctional, and I-O fields within. The parameters of what a GAP does are thus

significantly broader than the HSP license. GAPs are permitted by their licensure to provide service to individuals, groups, and organizations as their competence and expertise allow (LCIOP, 2017). Sadly, the ASPPB Model Act lacks this HSP and GAP distinction.

It is also important to note here that there are two primary forms of licensure derived from government regulations. The first, known as title acts, refer to the title which one identifies their practice by, but not the content of their work. In this form, individuals must qualify for the use of the title, but so long as the title is not used, anyone can conduct the practice (LCIOP, 2017). This form of certification does little to protect the public and does more to protect the interests of those who qualify as psychologists. Fortunately, LCIOP points out that recent legislature has found title acts to go against the freedom of speech. The other form of licensure is the opposite of title acts and is known as a practice act. Practice acts restrict only those who qualify for licensure as being permitted to conduct the specific areas of competence.

### **Benefits and Consequences of Licensure**

Licensure in applied psychology, despite being regulated by state licensure boards, has the potential to bring both great harm and benefit to applied psychology, depending on how such legislature is handled. Having a firmly established pathway to achieving licensure accurate to the competencies of applied psychology would provide a boon of sorts to the practice at various levels. According to the LCIOP Task Force (2017), licensure in applied psychology can lend itself to bolstering credibility, which relates directly to improving the distinctiveness of the practice in name and in business. Without such an avenue of credentialing, LCIOP (2017) pointed out that applied

psychologists would instead opt for more viable and useful credentials like SHRM certification.

Indeed, Scontrino, Gormanous, and Blanton (2019) also noted other benefits relating to licensure. Although licensure is chiefly for the protection and safety of the public, licensure can also serve to protect the licensed applied psychologist too. Licensure opens up the accessibility of both liability insurance and aids in defining one's expert level knowledge in their given field, which can hold up in a court of law. Finally, another benefit of licensure is the ability to claim patient-client privilege, which while unlicensed psychologists may falsely claim; without a license there is no legal basis or real obligation to follow through on maintaining this level of confidentiality.

All these benefits are not without their consequences as well. Latham (2017) pointed out four possible issues in defining and requiring licensure of the applied field of Industrial-Organizational psychology (I-O). The first of Latham's claim is the diversity of I-O and its resulting overlap with business schools reflects poorly, as without proper consideration licensure could place these other practices in a similar position to what I-O now faces in regards to licensure.

Latham (2017) then called into question how such a law could be reasonably enforced but cites largely title acts. These acts have already been found to be contradictory to the freedom of speech. Latham (2017) then called into question whether I-O psychology truly needs licensure. Given that licensure is to protect the public from unqualified individuals conducting a practice improperly, it is hard to distinguish what harm would specifically come from I-O psychology. While recent surveys indicate that

most psychologists within the field of I-O can bring harm to the public, the nature of this harm is still unclear (Nagy et al., 2021).

### **Voluntary Certification**

Voluntary certification is described by the Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force (2017) as a form of regulatory oversight stemming from outside governmental jurisdiction. Instead, the certification is provided by a professional association, such as the Society for Human Resource Management, or AASP. Unlike a license which grants permission to practice, a certification can indicate specialized levels of expertise in a field, meeting a level of expertise posed by the professional association. However, it is also of note that some certifications are less useful than others, and the resulting “alphabet soup” can create confusion for those outside the profession. Accordingly, certification programs are faced with having to market their certification to those outside of the profession to garner support for the use of the certification as a means of signaling competence. However, the existence of a National Commission for Certifying Agencies (NCCA) could alleviate this marketing situation for professions that meet their standards (Nagy et al., 2021).

### **Benefits and Consequences of Certification**

Although applied psychologists face barriers to licensure, voluntary certification offers similar benefits, and greater access. As Nagy et al. (2021) noted previously, certification is a means of signaling expertise controlled by a professional organization that exists within the profession. By being under the control of the profession, certification requirements are set by those existing within the field, and thus most knowledgeable about what requirements would best denote expertise in the subject. For

example, while many of those in the field of sport psychology are clinical and therefore licensed, certification can serve to benefit those from more applied backgrounds. By providing a means of signaling expertise to those who have difficulty or even inability to meet the requirements of licensure, applied sport psychologists can potentially still engage in elements of their practice. The result is a form of credential that is more easily obtainable in the case of most applied psychologists. In fact, Nagy et al. (2021) also noted that such certification can be utilized as grounds for adapting licensure to include a particular certification as a requirement or otherwise precedes licensure.

However, this accessibility comes as a potentially double-edged sword in that the organization within the profession sets the requirements for the certification it creates. Certification itself is not enforced by law as licenses are. Further, because of the control exerted by professional organizations extant within the profession, the objective of such certification is more frequently to protect business interests, and less frequently about protecting the public, as is the case with licensure (LCIOP, 2017).

### **Sport Psychology and Certification**

Over the years, certification within the field of applied sport psychology has been a matter of debate. Although some praise AASP for creating and maintaining certification programs that are viewed as being accessible and beneficial to all, others would disagree. Some key notes of these disagreements would be the self-serving nature of the certification, overly exhaustive requirements, and even doubts about the certification aligning with the purpose of protecting the public (Anshel, 1992, Anshel, 1993). Others have questioned and debate the use of the clinical model, and another key question remained (Dishman, 1983, Zaichowsky, 1992). The question, as Silva himself posed back

in 1986, remains today: “Who is a sport psychologist?” (Portenga, p1, 2016). There is an ongoing question regarding the work content within the field of sport psychology in addition to a need for further definition of the field to strengthen the professional identity of sport psychology (Harrison & Feltz, 1979, Portenga Aoyagi, & Cohen, 2016).

This question of professional identity may be answered through a certification program, although Winter and Collins (2016) pointed out that several of these programs do not accurately reflect the interdisciplinary nature of the profession of sport psychology. Silva (1989) also acknowledged that certification can advance sport psychology as a profession by providing this needed definition, he noted that being an interdisciplinary field, necessitated an evolutionary definitional process in order to ensure continued advancement of the field (Gardner 1991). Similarly, Portenga et al. (2016), as well as Harrison and Feltz (1979), reported that as the profession and field continue to grow, the definition of what a sport psychologist does also must change to fit. Thus, it is prudent for AASP to collect information regarding their new certification program, which was recently accredited by the NCCA, to identifying potential costs and benefits on the program and to ensure the program aligns with the needs of sport psychologists who become certified (Watson II & Portenga, 2014).

### **Current Study**

The current study is an applied survey project for AASP that provides analogous data for recertificants and new certificants to compare and contrast, where applicable, with the non-recertification survey data collected summer 2020 (Shoenfelt & Bramschreiber, 2020). AASP requested empirical data on the reasons people choose to obtain or retain Certified Mental Performance Consultant® (CMPC) credential. Given the

nature of this project, no hypotheses are offered. This study will meet the needs of AASP, providing new information regarding perceived barriers and benefits of their CMPC® credential.

## **Method**

### **Participants**

Individuals identified by AASP as CMPC® recertificants or new certificants were invited to complete the online survey. The total number of survey respondents was 212, although not all participants answered every question. The majority of participants were recertificants (134, 63.2%); 76 (35.8%) were new certificants; two did not say. The mean age of participants was 45.4 years ( $SD = 10.63$ ; range = 22 to 76). Participants reported being a member of AASP for a mean of 13.01 years ( $SD = 8.20$ ; range = 1 to 36). As expected, those recertifying ( $M = 16.35$ ,  $SD = 7.53$ ) had a longer tenure with AASP than did new certificants ( $M = 6.81$ ,  $SD = 5.25$ ). Gender identity of participants was 96 male, 105 female, 3 other, and 8 did not say. Ethnicity was reported by 203 participants with 84% indicating White, 3.8% Asian, 2.4% Black or African American, 4.7% Other, and 4.2% did not say. Twenty-one reported being international members of AASP with 14 of those working in the United States. The most common reported country among the international members was Canada (4); one respondent each reported their country as Australia, Brazil, Canada, Israel, Jamaica, Mexico, United Kingdom, and Zimbabwe.

### **Instrument**

A survey (see Appendix A) was adapted from the previous non-recertification survey (Shoenfelt & Bramschreiber, 2020). The survey contained five items with multiple choice response options and seven items with a 4-point importance rating scale. The survey contained four open-ended items addressing the perceived value of the

certification and any barriers encountered in pursuing certification. The final section of the survey asked participants to provide demographics information in the form of age, gender, ethnicity, tenure in AASP, and nationality. It was estimated that the survey would take 10-15 minutes to complete.

## **Procedure**

The survey participants were identified by AASP as CMPC® recertificants or new certificants. AASP invited these individuals by email (see Appendix B) to respond to an online survey. This email contained the URL link to the survey and provided information on the purpose, transparency of the data collection, and the voluntary nature of the survey. Reminder emails were sent at two and three weeks subsequent to the original invitation.

## **Results**

### **Reasons to Certify**

Participants were asked to indicate the most important reason they chose to certify as CMPC®, the second most important reason for certifying, and other contributing factors for pursuing certification. Potential reasons were identified in checklist. The responses to these items are reported in Table 1 (see Appendix C).

As seen in Table 1, the most frequently cited reason to certify both as the most important reason (79) and across all responses (175) was “I am an experienced professional and want this credential to indicate my experience.” The next most frequent reason was “I practice as a mental performance consultant,” cited as most important 55 times and 164 across all responses. “My job requires the CMPC® certification” ranked third as the most important reason (22) and frequently as a contributing factor (79) but ranked sixth across all responses (53). “I actively participate in AASP” tied for fourth



rank as the most important reason (16) and third across all responses (118). “Certification is appropriate for me because I am listed on the approved mentor registry” tied for fourth rank in most important reason (16), fourth as a contributing factor (50), and fourth across all responses (94). Although few identified “I like the Certified Mental Performance Consultant® (CMPC) title” as a most important reason for certifying, it ranked second as a contributing factor (70).

### **Benefits of Certification**

Participants were asked to rate potential benefits of CMPC® certification on a 4-point scale ranging from 1 = Not at All Important to 4 = Extremely Important. The results of these ratings may be found in Table 2 (See Appendix D).

As seen in Table 2, respondents rated “Demonstration of having met professional practice standards” as the most important benefit of CMPC® certification, followed by “Indication of ethically responsible conduct” and “Perceived expertise and credibility.” All three of these ratings fell at the mid-point between Moderately Important and Extremely Important. “Listing on AASP registry for CMPCs” was rated as Moderately Important. “Listing on USOC/USOPC registry,” “Bringing in new clients,” and “My job requires certification” were rated as slightly important benefits of certification.

To explore whether recertificants and new certificants differed in their perception of the benefits of certification, a benefits composite was formed by summing the ratings across the seven items and then dividing by seven. New certificants perceived benefits as significantly more important ( $M = 3.04, SD = .48$ ) than did recertificants ( $M = 2.79, SD = .63; t(187) = 3.16, p < .01$ ). Inspection of the means for each item indicated that no single

item was driving this difference; rather, new certificants viewed most of these benefits as slightly more important than did recertificants.

**Comparison with Non-recertification Survey Results.** Shoenfelt and Bramschreiber (2020) reported that non-recertificants rated none of the benefits as important. Three benefits were rated as slightly important: perceived expertise and credibility ( $M = 2.54, SD = 1.06$ ), being listed on the AASP registry for CMPC® ( $M = 2.04, SD = .88$ ), and being listed on the USOC/USOPC registry ( $M = 1.84, SD = .90$ ). Two benefits were rated as not at all important: bringing in new clients as a result of the certification ( $M = 1.59, SD = .90$ ), and a job requirement of the CMPC® certification ( $M = 1.20, SD = .60$ ). Shoenfelt and Bramschreiber noted that the respondents who rated these benefits chose not to recertify; thus, it was not surprising they perceived these benefits as having little importance.

The two benefits added to the current survey as benefits of certification (i.e., demonstration of having met professional practice standards and indication of ethically responsible conduct) were the most highly rated by those who chose to recertify/certify. Other than these two items, the rank order of perceived benefits was identical for those who chose not to recertify and those who recertified/certified.

### **Involvement in AASP**

Two survey items inquired about the respondent's level of participation in AASP activities at the time they decided to certify and since certifying, respectively. The responses to these items are summarized in Table 3 of Appendix E. Inspection of Table 3 reveals that participation in various AASP activities changed little after becoming certified.

## **New Certificants Reasons to Certify and Value Added of CC-AASP Credential**

Recertificants were presented with a checklist of potential reasons and asked to identify which applied to them. Additionally, recertificants were asked open-ended questions about the value added of the original Certified Consultant – AASP that predated the CMPC® credential and for any additional reasons they certified. Responses to the checklist item are summarized in Table 4 (see Appendix F). Responses to the open-ended items were subjected to a Q-sort conducted by five industrial-organizational psychology graduate students. The students identified common categories among the responses to item and then sorted the responses into these categories. The responses describing the value added of the original CC-AASP credential are summarized in Table 5 (see Appendix G); the actual responses may be found in Appendix H. Appendix I contains the responses to the open-ended item asking for additional reasons to certify.

As seen in Tables 4 and 5, perceived credibility was the top response to both items. Supporting and developing the field of sport psychology was second among the reasons in the checklist and likewise appeared in the open-ended responses. Of note is that 26 respondents indicated that certification adds no value prompting the question of why these individuals chose to certify then again chose to recertify.

**Comparison with Non-recertification Survey Results.** Shoenfelt and Bramschreiber (2020) reported that most non-recertificants indicated they pursued certification originally to help grow the discipline of applied sport and exercise psychology (81%). Respondents also sought certification for perceived expertise and credibility (68%). Other reasons for pursuing certification originally were listing on the AASP registry (38%), bringing in new clients (32%), listing on the USOC/USOPC

registry (23%), and their job required the certification (9%). The non-recertificant results for originally certifying closely mirror those of the current respondents who chose to recertify, although the top two reasons changed order for the two groups.

### **Meaningfulness of Certification and Barriers to Certification**

Two open-ended items asked respondents to identify what makes the CMPC® credential meaningful and barriers to obtaining certification, respectively. Responses to these two open-ended items were subjected to a Q-sort conducted by five industrial-organizational psychology graduate students. The students identified common categories among the responses for each of the four open-ended questions and sorted them into categories. The responses to these items are summarized in Tables 6 (see Appendix J) and 7 (see Appendix K). Actual responses may be found in Appendices L and M, respectively.

As seen in Table 6, perceived credibility and personal validation were the top reasons certification is meaningful. Supporting and developing the field of sport psychology was third among the reasons in the open-ended responses. Of note is that 15 respondents indicated that certification is not meaningful or adds no value, prompting the question of why these individuals chose to certify then again chose to recertify.

As seen in Table 7 of Appendix K, the biggest barrier to certification is certification requirements (CEUs, mentoring, required coursework) and the certification exam. The financial cost of becoming certified was the third most frequently cited barrier, followed by the lack of exam preparation materials and time commitment. COVID-19 posed some unique barriers such as access to exam testing sites and

opportunities to earn CEUs. There were 16 comments indicating no barriers were experienced.

**Comparison with Non-recertification Survey Results.** Shoenfelt and Bramschreiber (2020) asked those who declined to recertify to identify personal or professional barriers to recertification. By far, the most common barriers to recertification were time constraints and other commitments (11), cost (9), and both time and cost (6). There were ten comments about the exam being a barrier; three of these specifically identified the lack of study materials as a barrier. Thus, the barriers identified by those who chose not to recertify are similar to the barriers identified by those who chose to recertify/certify.

### **Discussion**

The responses to a survey of individuals who chose to recertify or certify as a CMPC® provide information on the perceived benefits of the credential. The primary reasons for recertification and certification were the perceived credibility and expertise implied by the credential, with some indicating the certification to be central to their practice. Likewise the primary value of the CMPC® certification cited by respondents was credibility and indication of meeting professional standards; being listed on the AASP registry also was cited as a value. In addition to perceived credibility, being perceived as ethical was highly ranked as a benefit of certification. Supporting and developing the field of sport psychology were cited as important reasons for recertifying, as a benefit of certifying, and as a value of certifying. New certificants rated the benefits of certification higher than did recertificants, suggesting potential optimism of newer certificants as to the value of the CMPC® certification. Incidentally, bringing in new

clients was deemed the second least important benefit of certification. Level of participation in AASP activities remained about the same after certifying as it was prior to certification.

Perceptions of the benefits of certification for the recertificants and certificants assessed in the current study were similar to the perceptions of those who chose not to recertify (Shoenfelt & Bramschreiber, 2020). Other than the two additional benefits in the current study (i.e., demonstration of having met professional practice standards and indication of ethically responsible conduct), the rank order of perceived benefits was identical for those who chose not to recertify and those who recertified/certified. The non-recertificant results for reasons for originally certifying closely mirror those of the current respondents who chose to recertify.

### **Implications**

Enhanced employment opportunity and business-related categories were identified by respondents but did not place highly in any of the responses to various inquiries, suggesting that the certification has less to do with actual business advantages and more to do with establishing the certificant as an expert in the field. It is noted that there were several mentions by respondents across all open-ended items that they hoped the CMPC® credential becomes the standard for the discipline. As more sport psychologists become certified and as more employers require the CMPC® certification, the CMPC® credential is likely to become the standard for demonstrating the credibility and expertise of the certificant. The CMPC® appears to be on track in becoming a factor in many sport psychologist's deep-structure identities and has already become such for some (Ryan & Ford, 2010).

The responses identifying barriers to becoming certified may provide insight into areas for improving the process. The greatest number of comments related to the certification process itself (i.e., required CEUs, courses, and mentoring). The CMPC® certification program is accredited by the NCCA and, as such, has stringent requirements for initial and continuing coursework. Thus, comments addressing the quantity of courses, CEUs, etc., likely reflects reactions to increased standards from the previous CC-AASP certification program. The certification exam was developed using a content validity model and has appropriate psychometric characteristics that were just reevaluated in 2020. Complaints about exam content may therefore reflect a personal bias wherein the items a test taker struggles with are the ones that s/he remembers. In fact, all of the current respondents passed the certification exam or they would not have been included in the survey. Thus, even though some respondents commented that the exam was difficult, they passed the exam. The comments relating to a lack of study materials likely reflects that AASP promised a study guide in 2019; the guide is not yet out but is expected late spring 2021. Some comments reflected that the mentored hours of practice were difficult to obtain. Most new certificants receive the mentored hours as part of their graduate education. Those that do not are required to locate and enter an agreement with a qualified mentor. It is common in this situation that the mentor be paid for their time. To some, obtaining or paying for the required mentored hours proved particularly onerous in their steps toward certification.

### **Conclusion**

Overall, the CMPC® credential is valued for what it indicates as a voluntary certification, expertise in the field and a standard of competence and professionalism to

clients, to the benefit of both practitioner and client alike. As Nagy et al. (2021) described, certification is a means of signaling expertise and credibility to clients controlled by an extant organization within the profession; this is the chief perceived benefit by the certified respondents in the current study and was consistent even across non-certificants (Shoenfelt & Bramschreiber, 2020). The other chief benefit of the CMPC® credential is that certification has been pursued by sport psychology professionals to help further legitimize and promote the field in the eyes of others and to help strengthen the identity of sport psychology. This collective intent seeks to answer the question posed by Silva years ago, of “Who is a sport psychologist?” through strengthening the definition of sport psychology via the CMPC® credential (Portenga, p1, 2016). Thus far, the primary needs of sport psychologist who have become certified has been the propagation of the certification as a means for denoting expertise and ethical practice. A promising aspect of this is the sizeable number of respondents who indicated the need for this certification as a job requirement, which may imply that the aspiration of the CMPC® credential becoming a widely held standard is not far away. In any case, the CMPC® certification is largely regarded by respondents as denoting a standard of competence, expertise, and furthering the discipline of sport psychology toward an overarching professional identity.



## References

- Anshel, M. H. (1993). Against the certification of sport psychology consultants: A response to Zaichkowsky and Perna. *The Sport Psychologist, 7*(4), 344-353.  
doi:10.1123/tsp.7.4.344
- Anshel, M. H. (1992). The case against the certification of sport psychologists: In search of the phantom expert. *The Sport Psychologist, 6*(3), 265-286.  
doi:10.1123/tsp.6.3.265
- Dishman, R. K. (1983). Identity crises in North American sport psychology: Academics in professional issues. *Journal of Sport Psychology, 5*(2), 123-134.  
doi:10.1123/jsp.5.2.123
- Gardner, F. L. (1991). Professionalization of sport psychology: A reply to Silva. *The Sport Psychologist, 5*(1), 55-60. doi:10.1123/tsp.5.1.55
- Harrison, R. P., & Feltz, D. L. (1979). The professionalization of sport psychology: Legal considerations. *Journal of Sport Psychology, 1*(3), 182-190.  
doi:10.1123/jsp.1.3.182
- Latham, G. P. (2017). Mandating the licensing of I-O psychologists lacks merit. *Industrial and Organizational Psychology, 10*(2), 182-186. doi:10.1017/iop.2017.6
- Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force. (2017). The licensure issue in consulting and I-O psychology: A discussion paper. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 10*, 144–181.
- Nagy, M. S., & Aziz, S. (2021). Professional identity of industrial-organizational psychology master's graduates. In E. Shoenfelt (Author), *Mastering the job market:*

- Career issues for master's level industrial-organizational psychologists* (pp. 120-141). New York, NY: Oxford University Press.
- Portenga, S. T., Aoyagi, M. W., & Cohen, A. B. (2016). Helping to build a profession: A working definition of sport and performance psychology. *Journal of Sport Psychology in Action*, 8(1), 47-59. doi:10.1080/21520704.2016.1227413
- Ryan, A. M., & Ford, J. K. (2010). Organizational psychology and the tipping point of professional identity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3(3), 241-258. doi:10.1111/j.1754-9434.2010.01233.x
- Scontrino, M. P., Gormanous, G., & Blanton, J. S. (2010) A guide for I-O students (and faculty) about licensure. *The Industrial-Organizational Psychologist*, 47(3), 11-19
- Shoenfelt, E. L., & Bramschreiber, S. N. C. (2020). Report on the survey for those who declined to recertify as a Certified Mental Performance Consultant®. Technical Report prepared for The Certification Council of The Association for Applied Sport Psychology, Indianapolis, IN.
- Silva, J. M. (1989). Toward the professionalization of sport psychology. *The Sport Psychologist*, 3, 265–273. doi:10.1123/tsp.3.3.265
- Watson II, J. C. & Portenga, S. T., (2014). An overview of the issues affecting the future of certification in sport psychology. *Athletic Insight*, 6(3), 261-276.
- Winter, S., & Collins, D. J. (2016). Applied sport psychology: A profession? *The Sport Psychologist*, 30(1), 89-96. doi:10.1123/tsp.2014-0132

Zaichkowsky, L. D., & Perna, F. M. (1992). Certification of consultants in sport psychology: A rebuttal to Anshel. *The Sport Psychologist*, 6(3), 287-296.  
doi:10.1123/tsp.6.3.287

## **Appendix A**

### **CMPC® Recertification Survey**

Included below is a copy of the survey administered to those who chose to be certified as Certified Mental Performance Consultants® by AASP.

# AASP CMPC® Recertification Survey



---

Thank you for taking the time to respond to this brief anonymous survey. Your responses will provide AASP with the reason(s) you decided to certify/recertify as a Certified Mental Performance Consultant®. Your responses will be aggregated with the responses of others to help AASP understand what can be done to meet your needs. Thank you!

What is the **most** important reason you chose to certify as a CMPC?

- The exam is an effective means of assessing qualifications.
  - I practice as a mental performance consultant.
  - I wanted to take the exam.
  - I participate in AASP.
  - I like the Certified Mental Performance Consultant® (CMPC) title.
  - Have seen or expect to see an increase in clients as a result of certification.
  - My job requires the CMPC® certification.
  - The cost of certification is affordable relative to the benefits.
  - I am an experienced professional and want this credential to indicate my experience.
  - Certification is appropriate for because I am listed on the approved mentor registry.
-

What is the **second** most important reason you chose to certify as a CMPC?

- The exam is an effective means of assessing qualifications.
- I wanted to take the exam.
- I practice as a mental performance consultant.
- I actively participate in AASP.
- I like the Certified Mental Performance Consultant® (CMPC) title.
- Have seen or expect to see an increase in clients as a result of certification.
- My job requires the CMPC® certification.
- The cost of certification is affordable relative to the benefits.
- I am an experienced professional and want this credential to indicate my experience.
- Certification is appropriate for me because I am listed on the approved mentor registry.



What are **other contributing factors** to your decision to certify? (Check up to 3 reasons **not** checked above.)

- The exam is an effective means of assessing qualifications.
- I wanted to take the exam.
- I actively participate in AASP.
- I like the Certified Mental Performance Consultant® (CMPC) title.
- Have seen or expect an increase in clients as a result of certification.
- My job requires the CMPC® certification.
- The cost of certification is affordable relative to the benefits.
- I am an experienced professional and need this credential.
- Certification is appropriate for me because I am listed on the approved mentor registry.

---

Please list below any other reasons you chose to be certified below:

---

---

---

---

---



Please rate the importance of these CMPC® benefits.

	Not at all important	Slightly important	Moderately important	Extremely Important
Perceived expertise and credibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bringing in new clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job requires certification	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listing on USOC/USOPC registry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listing on AASP registry for CMPCs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstration of having met professional practice standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indication of ethically responsible conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

At the time you made the decision to certify/recertify, how active were you in AASP?  
(check all that apply)

- Attending the Annual Conference
  - Presenting at the Annual Conference
  - Utilizing journal subscriptions provided through AASP (e.g., JASP, JSPA, CSSEP)
  - Attending webinars and virtual conferences
  - Utilizing or applying to AASP grants
  - Utilizing CMPC® Liability Insurance provided through AASP
  - Serving on a Special Interest Group
  - Serving on a committee
  - Accessing other resources through the AASP website
  - Served as an AASP E-Board officer
-

Since you decided to certify/recertify, how active are you in AASP? (check all that apply)

- Attending the Annual Conference
  - Presenting at the Annual Conference
  - Utilizing journal subscriptions provided through AASP (e.g., JASP, JSPA, CSSEP)
  - Attending webinars and virtual conferences
  - Utilizing or applying to AASP grants
  - Utilizing CMPC® Liability Insurance provided through AASP
  - Serving on a Special Interest Group
  - Serving on a committee
  - Accessing other resources through the AASP website
  - Served as an AASP E-Board Officer
- 

[FOR RECERTS ONLY]

What reason(s) made you pursue the CC-AASP/CMPC certification originally?

- Perceived expertise and credibility
  - Bringing in new clients
  - My job requires certification
  - Listing on USOC/USOPC registry
  - Listing on AASP Consultant Locator for CC-AASPs/CMPCs
  - To help grow the discipline of applied sport and exercise psychology
-

[FOR RECERTS ONLY]

What was the value added of the CC-AASP Certification when you were certified as a CC-AASP?

---

---

[FOR BOTH NEW and RECERTS]

What makes recertification as a CMPC® meaningful to you?

---

---

List any barriers you experienced while obtaining certification/recertification (personal or professional) for you:

---

---

#### **DEMOGRAPHIC INFORMATION**

The following items will enable us to determine if there are demographic variables that are related to choosing to certify or recertify as a CMPC®. No individual responses will be reported; only aggregated data will be reported. The demographic items are voluntary; however your responses will help us interpret the data in more meaningful ways. Thank you!

Is this your first time certifying as a CMPC?

- No  
 Yes

Are you currently Emeritus status?

- No  
 Yes

---

---

What is your ethnicity?

- Asian
- Black or African American
- American Indian or Alaska Native
- Native Hawaiian or Pacific Islander
- White
- Other

What is your gender identity?

- Male
- Female
- Transgender Male
- Transgender Female
- Other

---

What is your age (in years)?

---

---

How long have you been a member of AASP (in years)?

---

Are you an international member of AASP?

- No
  - Yes, but I work in the US
  - Yes, and I work internationally
- 



If you are an international member of AASP, what is your country?

---

---

**Did you know that AASP provides the option of serving on the Registry of Approved Mentors without being certified as a CMPC?** That is, by meeting the requirements for mentorship (i.e., being listed on the Mentor Registry), you can mentor individuals preparing to be CMPCs. Check out the <https://appliedsportpsych.org/certification/application-forms/#RegistryofApprovedMentors> AASP website for more information on applying to be a certified, approved mentor.

---

Thank you for taking the time to complete this survey. Your responses are important to us!

End of Block: Default Question Block

## Appendix B

### CMPC Survey Invitation



**AASP Certification Council Survey for Newly Certified and Recertified  
CMPCs – Please Share Your Feedback**

Dear Certified Mental Performance Consultant®,

AASP and the CMPC® Certification Council are interested in the perceived value of the CMPC® credential. You are receiving this invitation to [complete a brief \(6- to 10-minute\) survey](#) because you are a current CMPC® or have had your new certification application approved.

Your responses will provide AASP with the reason(s) you decided to certify/recertify as a Certified Mental Performance Consultant®. Your response is important and will be aggregated with the responses of other CMPCs to help AASP understand what can be done to meet your needs.

**Please submit your response by February 19, 2021.**

[Take the Survey](#)

Thank you for your assistance!





Appendix C

**Table 1.**

Frequencies for Most Important Reasons to Certify

<b>Response Options in Checklist</b>	<b>Most Important</b>	<b>MI %</b>	<b>Second Most Important</b>	<b>SMI %</b>	<b># Times Contributing Factor</b>	<b>CF %</b>	<b>Total</b>
I am an experienced professional and want this credential to indicate my experience.	79	37.3	49	23.6	47	19.3	175
I practice as a mental performance consultant.	55	25.9	55	26.4	54	22.1	164
My job requires the CMPC® certification.	22	10.4	5	2.4	26	10.7	53
I actively participate in AASP.	16	7.5	23	11.1	79	32.4	118
Certification is appropriate for me because I am listed on the approved mentor registry.	16	7.5	28	13.5	50	20.5	94
The exam is an effective means of assessing qualifications.	9	4.2	14	6.7	25	10.2	45
I like the Certified Mental Performance Consultant® (CMPC) title.	8	3.8	13	6.3	70	28.7	91
I have seen or expect to see an increase in clients as a result of certification.	4	1.9	13	6.3	20	8.2	37
The cost of certification is affordable relative to the benefits.	2	0.9	5	2.4	16	6.6	23
I wanted to take the exam.	1	0.5	3	1.4	11	4.5	15
<b>Total</b>	<b>212</b>	<b>100.0</b>	<b>208</b>	<b>100.0</b>		<b>&gt;100</b>	

Note: MI = Most Important, SMI = Second Most Important, CF = Contributing Factor

## Appendix D

**Table 2**

Ratings (4-point scale) of Importance of Potential Benefits of CMPC® Certification

<b>Potential Benefit of CMPC® Certification</b>	<i>Mean</i>	<i>SD</i>
Demonstration of having met professional practice standards	3.55	.79
Indication of ethically responsible conduct	3.45	.89
Perceived expertise and credibility	3.45	.79
Listing on AASP registry for CMPCs	2.98	.84
Listing on USOC/USOPC registry	2.36	1.13
Bringing in new clients	2.24	1.00
My job requires certification	2.13	1.20

## Appendix E

**Table 3**

Level of Involvement in AASP Activities Before and Since Certifying

<b>How Active Were/Are You in AASP?</b>	<b>At Time of Certification</b>		<b>Since Certifying</b>	
	<b>Frequency</b>	<b>%</b>	<b>Frequency</b>	<b>%</b>
Attending the Annual Conference	181	0.74	182	.75
Presenting at the Annual Conference	111	0.45	96	.39
Utilizing journal subscriptions provided through AASP (e.g., JASP, JSPA, CSSEP)	153	0.63	153	.63
Attending webinars and virtual conferences	154	0.63	158	.65
Utilizing or applying to AASP grants	27	0.11	26	.11
Utilizing CMPC® Liability Insurance provided through AASP	15	0.06	16	.07
Serving on a Special Interest Group	41	0.17	44	.18
Serving on a committee	56	0.23	56	.23
Accessing other resources through the AASP website	95	0.39	95	.39
Served as an AASP E-Board officer	14	0.06	8	.03
Total responses	244	--	244	---

## Appendix F

**Table 4**

Original Reasons to Pursue CC-AASP/CMPC® Credentials

<b>Reasons to Pursue Certification</b>	<b>Frequency</b>	<b>%</b>
Perceived expertise and credibility	99	.41
To help grow the discipline of applied sport and exercise psychology	93	.38
Listing on AASP Consultant Locator for CC-AASPs/CMPCs	47	.19
Listing on USOC/USOPC registry	25	.10
Bringing in new clients	22	.09
My job requires certification	16	.07
Total responses	244	

## Appendix G

**Table 5**

Responses to Item: Value Added of the Original CC-AASP Certification

<b>Category of Comments</b>	<b># Responses</b>
Credibility	37
No Added Values	26
General Comments/Miscellaneous	22
Support/Develop the Field	14
Enhanced Employment Opportunity	13
Client Referrals	9
Provide Mentorship	6

## Appendix H

Survey Responses to Survey Item: What was the value added of the CC-AASP Certification when you were first certified as a CC-AASP?

<b>RESPONSES TO ITEM: What was the value added of the CC-AASP Certification when you were first certified as a CC-AASP?</b>
<b>CREDIBILITY (37)</b>
and perceived credibility
Credibility
Credibility
I believe in the credibility of having a governing body behind you as a consultant.
credibility
Credibility
Credentials behind name
Creditability
Credibility
Credentialing
Feeling as though I could demonstrate a certain degree of competence and training
Establish professional credibility
Credentials
none other than level of credibility to people/organizations outside AASP
More respect and credibility.
The credential enhanced credibility
perceived expertise in performance psychology
Legitimacy of the field and of my work
recognition from peers
Was a way to demonstrate my expertise
It allowed me to be recognized as having and experience in the area

Recognized as being certified in the area
Demonstration of competence on my CV
I could explain that there was a standard for the field and say I had earned it.
indication of noted expertise
setting a foundation for professional expectations
To show that I had achieved a minimum level of competency
contributed to recognition of achieving a standard of competency development.
identification of competency and ethical practical; identification of expertise
Credibility in our field, but not well known outside of AASP.
it's a sign of responsible and ethical practice
Recognition and perceived level of expertise, knowledge and commitment to continuing competency development
Perceived expertise in the field
Perception of expertise
It legitimized the specialization that I worked hard to gain competency in and at that time there were few jobs/national awareness of it as a field.
felt more qualified to practice sport psychology
Certification/verification of proper training.
and perceived credibility
<b>NO ADDED VALUE (26)</b>
None
Not really anything
None
Not really any
None
None
None really.
Practically none
There was no value to it; it did not help advance me in the field.
Absolutely zero. It has done nothing but cost me money

None.
Honestly, not much value added.
Very little, to be honest.
Minimal
Unfortunately all it meant for me was pro bono "work added" as a supervisor/mentor, as the students at my University wanted certification and therefore supervision, yet my University administrators would not make it part of my workload
Not much
None. If anything i was out of pocket money for the exam.
None really - sense of accomplishment?
I don't think there was much value added at the time I was certified (2014ish)
Not much bc many did not know of it
Nothing in a specific sense other than my feeling of accomplishment as a practitioner
Not much; I was eligible and therefore wanted to do it to have the title.
There was not much value as the public was not very familiar with the certification in 2009.
Just a certification
None
As far as my occupation at the time, no value added in financial terms.
<b>GENERAL COMMENTS/MISCELLANEOUS (22)</b>
Added benefit, added benefit
This certification then and now is not very relevant outside of AASP and USOPC
Unsure
alot of value
not sure I understand the question - i don't know how to put a \$\$ value on the CMPC Cert.
affiliation with a governing body.
Not sure
An exam without a syllabus or study guide or lacking a base of accredited graduate programs doesn't have much value. It is basically an exam that ignores the differences in various graduate programs. Further the lack of advertising, promotion, and media attention to the CMPC status as a gold standard is disturbing considering the considerable cost of the exam and its maintenance via CE credits.



Self-confidence
USOPC
extension of my education
Only certification available for the field...
Note area of specialty
Highly valued and meaningful.
Mental performance consulting
Paid for supervision
Not substantial, but preferable
A sense of professional identity.
It was more about professional actualization. There were not any added benefits in terms of additional business/clientele.
Getting to say that I was, attending the CC-AASP breakfast at the annual conference, entering into a group of esteemed colleagues
I wanted the extra training in sport and performance.
This survey ignores the fact that AASP forced its members to take the Exam. We didn't have a choice in the matter if we wanted to keep our certified status.
<b>SUPPORT/DEVELOP THE FIELD (14)</b>
Nothing for me personally; was trying to grow the field (my certification # is in the 200s)
And growth of SP
None - just supporting the field
Doing the right thing. Being responsible to the profession. Promoting the profession.
honestly not much beyond connection to the field and access to the Journals.
However, I personally felt value added as far as being a part of a professional community.
There was no value initially other than to provide demonstrated standards in our field.
I wanted the field to have form of certification and demonstrate expertise.
I felt it was a professional responsibility.
There wasn't much value external to the organization, it was mainly to promote AASP and certification.
and felt pressured due to the amount of time I have been in the field.

but I thought it was important to support the initiative for the future of the field
To support the credential
At the time, I believed it to a valued certification and important to the profession.
I just did it to support the profession
<b>ENHANCED EMPLOYMENT OPPORTUNITY (13)</b>
possible job search
Made me a better candidate for the job search
None other than my department chair telling me to do it.
Job required it
just helped with academic jobs
At the time I was a faculty member in a sport psych program and I needed to have CC-AASP to be employed.
Employment
To be able to be a paid supervisor
and separate myself from other individuals who did not have the same type of training
Helped me achieve two different positions on a World Cup and Olympic team.
Not many people had the credential so it lifted my professional profile when seeking academic jobs.
Opportunities to appear on lists as a "credentialed" specialist
As a young practitioner, CC-AASP was a way to validate my educational experience and show potential employers I am trained and certified to do the job of applied sport psychology consultant (especially from an exercise science background).
<b>CLIENT REFERRALS (9)</b>
Added to registry lists
referrals for clients
One or two clients at most.
& listing on USOC Registry
Help with the recruitment of clients
Other professionals in the area connected with me bc I had the cc-AASP
Perception of clients
Occasionally, the designation separated me from competitors, which earned me more business.

Looks good to athletes
<b>MENTORSHIP (6)</b>
Establishing competence especially through the mentoring
Recruitment of students who had a sport psychology interest/emphasis/degree
Ability to supervise/mentor those wanting CC-AASP
Qualification as a mentor (important for supervision at my institution;
I was able to mentor people outside of my students and charge a fee)
and be able to supervise future CCs

## Appendix I

CMPC Survey Responses to Item: Please list below any other reasons you chose to be certified/recertified below

<b>RESPONSES TO ITEM:</b>
<b>Please list below any other reasons you chose to be certified/recertified below:</b>
<b>Value to the Field (develop field, professionalization, become standard certification, etc.) (27)</b>
I want to support the field in its growth.
To contribute to standardization of the credential in our field
Professionalization
The more qualified, experienced practitioners that actively earn this certification allows us to create a standard for our field and the role of a mental performance consultant, for those in the field and the those outside of it.
Maintain professional standards important for the field and consumers
My actual main reason is because I think it is good for the profession. I don't actually care about the title all that much but it was the next best fitting option
I want to make certain that I am keeping up with the field.
In order to grow the field
The more we buy in, the more likely it will become the standard.
Appreciate the opportunity for CE's to stay informed to the most up-to-date practices, especially with regards to Diversity and Mentorship
To support the development of the profession and certification.
to support important changes in the organization
I believe CMPC will help the growth of the field of performance psychology
It legitimizes the field of sport psych
I believe it is an important credential for the growth of our field.
Professional baseball may soon require the title for anyone who works in mental skills
Trouble finding jobs in the field without the CMPC
I foresee a future trend of professional sports not hiring mental performance unless credentialed
I want or field to be legitimized and regulated. I want to continue to have the credentials that will hopefully someday be required for the jobs I want/have. It's not currently a requirement but I hope it is someday. It's a good way to weed out the people who aren't serious or have the training to do the job.
I want it to be the standard.

For the benefit of the profession advancing and also the CMPC being representative of the “gold standard” for sport and performance psychology consultation
It is important that we all try to attain certification to increase the value of the CMPC title to consumers.
The more credibility the better for our profession. Set a high standard and hold us to it!
I believe it helps the field grow and focus on qualified professionals to do the job.
I think it is important as a member of this field to engage in the certification process and add to the value of this certification by getting it as an experience practitione.
Hope that the credential develops into something meaningful with "consumers."
I hope this credential will mean something to the public/consumers at some point.
<b>Miscellaneous (No other reason, comments about AASP, required, etc.) (25)</b>
I don't have any other reasons other than the two selected.
NA
None
N/A
N/A
Personal Validation
I had the hours so might as well add a certification
wanted to gauge my knowledge
it is part of my identity as AASP member and
The ONLY reason I got and stay certified is my department chair told me I needed to for the students. I see NO benefit in being certified. NONE.
I wanted to become a sport psychology consultant.
It is meaningful to my employer;
I wanted to become a sport psychology consultant.
Part of completing my program
peer pressure
I plan to practice as a mental performance consultant in my future job.
Tradition? I've been certified since completing graduate school...
I only do it to support the organization
I would prefer to receive licensure, but do not have time to pursue it with my job duties currently.

As an experienced practitioner currently working fulltime with a professional team, I have never been asked about my AASP credential. However, I continue to see clinical practitioners claiming to have sport psychology experience who don't actually have any explicit education in sport psychology.
I work with an NGB/USOPC that requires CMPC
Honestly, the number 1 reason I recertified (with the new credential) is because I felt forced to. I have been certified since early 2000's. I am an accomplished professional. I don't feel like the exam is a good representation of my skills or knowledge in this field.
preferred qualification for jobs, USOPC registry
I anticipate future full-time opportunities in sport psych to require an accredited certification
I am a transnational practitioner and so since CMPC is a requirement in most US sport environments it helps to have it
<b>Certification Value (22)</b>
It's a sign of quality work and having gone through some basic requirements in our field.
I want to support the AASP mission to legitimize MPC's and the experience required in order to be an effective practitioner.
Support the increase of value of this certification in the long term
I believe that earning a certification helps to validate our expertise.
Provides a sense of credibility for performance psychology consultants to have a governing body behind them.
Support AASP and the field to grow it and make credentials important
I support the need for certification as a benchmark for proven capability.
I think certification is important for the legitimacy and growth of the field
I believe we need it in the field to counter the quacks
I am hopeful that this certification becomes more recognized and valuable in the future.
and promote the essential nature of certification
I hoped it may have helped in job search
Lots of mental health professionals also have interest in working in "sport psychology" and I think it's important to delineate those who have training, experience, coursework, supervision and expertise/proficiency to ethical and competently practice the field of sport psych and CMPC certification is the only current way to demonstrate that competency to other mental health providers in the field. Being a "sport psychology professional" is not "working with athletes"...its having CMPC (at minimum!) and those in mental health ALSO should have a mental health license IN ADDITION to CMPC.
The CMPC signifies the development of knowledge in areas related to professional practice

I am not a licensed psychologist, so the CMPC credential demonstrates to others outside the field that I am qualified to practice
Any profession I've been in, I always take the certifications available. It provides another layer of qualification to share with potential clients and/or employers to communicate to clients the importance of certification,
The CMPC certification was supposed to distinguish experienced/qualified practitioners and lead to a creation of more jobs for those who are certified.
It is important to validate what we do as Mental Performance Consultants, especially from an exercise science background.
To elevate the credibility and standards of our profession
Obtaining my CMPC is an opportunity to help further set a professional standard
I promote the CMPC within my organization as well as within the professional sport I am working in. I HOPE that the CMPC becomes THE CREDENTIAL for sport and performance psychology professionals.
<b>Ethical Reasoning (12)</b>
felt like the ethical thing to do for the field
I think it is the "Right" thing to do for our field as a whole even if I don't know the benefits for me personally.
It seemed the right thing to do, despite its downfalls
Ethical reasons (evidence of competence);
We are ethically and morally obligated to meet the established standard for sport and performance psychology consulting.
Obtaining and maintaining the CMPC designation is the right thing to do.
It felt like the right thing to do at the time professionally and for the organization. I now regret that decision.
Because it's the right thing to do.
The profession needs to determine and hold people accountable to foundational expectations for service provision
To show that I had achieved a minimum level of competency,
The clients will benefit the most which is the main reason to do this vocation.
I believe in obtaining a credential to indicate professionalism, a commitment to ethical practice, and credibility.
<b>Academic/ Mentorship (10)</b>
In order to supervise students who desire to obtain CMPC status
So I can supervise student's applied work
I want to mentor potential new CMPCs

Model for my students
To attract prospective students
good modeling for students
As a professor, to show my commitment to the idea of professional certifications
it demonstrates competence to recruits & to others on campus
I encourage others to get their CMPC, so I should be current, too.
And I just want to model the way I'd like to see everyone in our field follow.



## Appendix J

**Table 6**

Responses to Item: What makes certification as a CMPC® meaningful (Open-ended)

<b>RESPONSES TO ITEM: What makes certification as a CMPC® meaningful to you?</b>	
<b>Category of Comments</b>	<b># Responses</b>
Credibility	55
Personal Validation	35
Support and Development of Field	34
Miscellaneous/General Comments	22
Enhanced Employment Opportunity	17
Not Meaningful	15
Community Recognition	10
Mentoring	10

## Appendix K

**Table 7**

Responses to Item: Listed Barriers related to Certification (Open-ended)

<b>RESPONSES TO ITEM: List any barriers you experienced while obtaining certification/recertification (personal or professional) for you:</b>	
<b>Category of Comments</b>	<b># Responses</b>
Certification Requirements (CEUs, Mentoring, Required Coursework)	42
Unhappy with Exam	33
Financial Cost	30
Lack of Exam Preparation Materials	26
Time	22
Affected By COVID-19	19
None	16
Miscellaneous	13

## Appendix L

Survey Responses to Survey Item: What makes certification as a CMPC meaningful to you?

<b>RESPONSES TO ITEM: What makes certification as a CMPC meaningful to you?</b>
<b>CREDIBILITY (55)</b>
More credibility
I can use it to provide legitimacy of my training to individuals I work with.
The credential is backed by science. The people behind it make it so. It's the credibility that make it meaningful.
It adds credibility and AASP backing for our clients,
it's a sign of responsible and ethical practice
Credibility in the marketplace
I work a lot with athletes/athletics departments so the credentials are helpful.
and can be separated from those who do not have the education, training, and knowledge base to ethically practice in the field of Sport Psych.
I had already been working in the field of mental performance and wanted something to show people I could be trusted in my expertise.
The certification has allowed me to affordably gain credentialing to hopefully provide reassurance to current and future clients.
It demonstrates a level of expertise to others outside the field, given I am not a licensed psychologist
It provides evidence that I am a professional, associated with the highest standards for the profession (in a virtual world where anyone seems to be able to claim expertise in the field)
and legitimacy with other CMPCs.
It is occasionally perceived by others as a credible designation, which can bring respect and opportunity.
Demonstration of expertise. Owing a nationally recognized and credentialed certification.
Knowing that the designation of CMPC shows others in the Sport Psych community that I am qualified to perform my job and continue to learn and grow more in the field by continuing education to recertify.
Just another way to exemplify professional competency
Verification of baseline competencies
Being affirmed as a subject matter expert by a board that values clinical work in addition to mental skills.
Credibility

Perceived expertise
perceived expertise in performance psychology
and that I am competent to perform as a consultant
Demonstrates experience and expertise and enhances credibility
And the reputability of the certification in the field.
and recognition of competency
Demonstration of competency in the field
Credentials
Legitimizes and shows expertise in commitment to being the best professional possible in this field
Demonstrates to other professionals competence
as a credible practitioner
It provides structure, consistency, and ethics around what we do as certified mental performance consultants.
It's an easy way to identify one's expertise (training & experience).
standard of proficiency that reflects values and ethical guidelines of AASP
That I am considered as being knowledgeable in domains relevant to professional practice
Professional standards
I believe that outside organizations will begin to recognize the certification standard to conduct sport
Professional standards.
Professional Standard - recertifying will signify my active participation in AASP
Demonstrates a level of knowledge, expertise, and ethical standards for the profession.
Demonstrates a way to show professionalism in our field.
It means that I am a member of a profession that has a unified standard for competency and expertise.
It also contributes to adding to the credibility of the discipline of sport and performance psychology.
It also helps separate those who have put in the work from the many others who claim they are Mental Performance Coaches, but have no education in Sport, Exercise, and Performance Psychology.
get rid of unqualified people
Specialized/rigorous credentialing. Demonstrates adherence of high professional standards and practice

It is the only credential specific to the field.
It demonstrates a standard of formal education, a specific level of applied knowledge, practical experience, and foundation of expected ethical practice.
as well as provides a sense of credibility to the work I am performing.
Demonstrates a minimum level of competency
This is the closest to a recognized licensure,
It's a testament to specialized training and ability that sets us apart from other types of professions
shows a commitment establishing and maintaining competence
It has more credibility now, and I hope more recognition.
Expertise
<b>PERSONAL (35)</b>
Validation of my knowledge
great experience
amazing experience
I spent a lot of time and money to obtain it; feel like it would be a waste to let it lapse now.
Showing the hard work that was put in to getting this credential and understanding what it takes to be a CMPC.
knowledge I am ethically operating and practicing
It is something I've wanted to do since learning about sport psychology.
I feel highly specialized
The cost of pursuing a masters or a doctorate was just not feasible for me and my family.
Other professions have letters after their names, nice that mine does too
I feel the certification is a way to charge people a lot of money for a certification that nobody really knows about. But the field as a whole may shift this way where you need CMPC, so I wanted to get ahead of the curve
I worked hard and want people to know my knowledge base.
How much work it took to achieve the certification
Relevance in my job roles and responsibilities
It's just a part of my professional identity at this point.
helps me feel like I'm practicing ethically within areas of competence
To be part of the profession

I feel it validates all my experience
Being a good steward of my training and education
It shows continued dedicatikn to the field abd continued learning.
That others do it, that is becoming more recognized (but we have a long way to go)
It represents a benchmark of competence and commitment to a craft.
Met the standards to achieve the certification
I think it recognized a high standard of education and practice
The level of education and work requires to attain certification.
Knowing there is a standard of competency
unique AASP opportunities,
To demonstrate the expertise needed to practice and raise the standards of of applied practice.
The opportunity to help others!
Being able to say that I have put in the work, that my accomplishments can be held true for present and future use among clients and athletes.
The growth you have to experience in order to qualify.
I think it accredits all of the hard work I have put in to become a Mental Performance Coach.
It helps to recognize the work I put in
Validation of my expertise
and signifies that I have earned the right to use that.
<b>FIELD DEVELOPMENT (34)</b>
Helps promote AASP and our field
With the lack of understanding of the field, having the credential is a way to start centralizing the standard and expectations of the role as an SEP practitioner.
buying in to a means of setting standards for the profession
promotion of appropriate credentials
It hasn't up to this point, but I'm hoping to help the field grow.
valid, helping the field
Helping to develop and grow the profession
Contribution to the profession
To alert others to a speciality that requires knowledge & credentials.

It is a symbolic gesture to legitimize the field.
Help grow the discipline
I feel it helps raise the professional standard in our field.
Setting the standard for credentials and growing the field in the right way
and growing the discipline
and promotes the integrity of the profession
Represents an effort to legitimize the field but we aren't there yet
Legitimizing and growing the field;
Growing the field in an ethical and competent way.
Promoting AASP and their mission.
helps the field -
To contribute to the standardization of the credential within the field
Upholding a standard of practice in our field
Moving the field forward
I believe I represent the field as a responsible practitioner and growing the field of sport psych.
I support AASP, and am keen to have the CMPC alongside my name/title to educate others about the profession/professional standards.
To help clients and communities understand that if they are seeking a mental performance consultant, they should seek a CMPC
and am hopeful that this creates both jobs and legitimacy to the field.
As the field of elite sport has become focused on competence, the CMPC designation sets standards of practice and regulation. Those AASP members as well as those CMPCs that operate beyond their scope of expertise or unethically can be held accountable. This is critical for efficacy to the field in the view of the sport community.
advancing the field, adding credibility to our field
Effort to increase the market and value of the sport psychology consultant
I find it to be of great importance to our field to demonstrate our capabilities and training that separates us from other providers.
I hope that this process starts to legitimize the field so that there becomes an actual standard for hiring. I would hope that it becomes a national requirement for Job Postings in order to truly only allow qualified people to do the work.
I've moved into academic administration and I have no plans to return to consulting or teaching in a sport psych program, but I plan on always keeping my certification

as it is a way for me to stay connected to my program and my use of my credential brings attention (very little!) to the existence of the credential and field.
I think this is helping to maintain the integrity of the field, as well as protect those we work with and provide best services possible
<b>MISCELLANEOUS (22)</b>
Meaningful answer
not sure
See above answer
no other option
It was forced on us. THE CC-AASP was more meaningful
Currently it's not as meaningful as it was 10 years ago
Same as above.
The exam in my opinion was not a rigorous demonstration of core competencies
AASP needs to do a better job of advocating with organizations, sport leaders, etc. to create jobs for CMPC's
Same thing
The CMPC credential provides my students opportunities to become certified.
The updates and expansion of requirements for CMPC have highlighted the importance of adequate and effective training, consultation, supervision, etc.
The training that requires one to obtain the certification
Becoming the gold standard in the USA for ethical professionalism outside of the APA and state licensure.
As I grow further in my career it becomes less meaningful. Still not well known outside of the field. Other coaching certifications (ex: through ICF) are what other coaches are using and provide a useful means of training coaching skills and providing a well known certification. Would love to see AASP align with one of those...best of both worlds - education in sport and performance psychology, supervised practice hours combined with a recognized/international coaching program/certification.
Enhanced rigor and accountability.
I feel this isn't just "a sports person," this is a professional.
rewarding those who are properly trained to the role of sport psych.
A variety of the exam questions and positions statements from the organization are quite concerning.
That being said, I still find certification through AASP somewhat meaningful; however, not as meaningful as meaningful as when I first became certified.



Over the last couple years I have begun to question the value and necessity of the certification to the the professional practice of performance psychology.
I found studying for the exam to be beneficial for growth and improved my skills immediately as a result.
<b>ENHANCED EMPLOYMENT OPPORTUNITY (17)</b>
Having the certification made it easier to get the job I wanted working with athletes as a psychologist
and recently helped me get a part time teaching job that I love.
I thought it would improve my reputation as a consultant.
The national registry of the certification
Helps filter professionals in the field and directs clients
Identifies you as part of a community of competent, ethical practitioners
and it provides me with more job opportunities.
Separator in advertisements
only certification available to mental performance, is a preferred qualification for jobs,
Access to work in the US field
Enables me to consult at a high level
and performance consulting work
Access to clients,
It makes it easier to put aside the CMPC/non-CMPC discussion when my resume is being reviewed for a job. I tend to find, a lot of people hiring don't have as many apprehensions when hiring someone that has a CMPC.
and qualifies me for opportunities that require certification.
That the standard organization that sets professional standards has said that it's the minimum measurement for ethical practice
To my knowledge, still no referrals from it - so that would be a plus if more people accessed and used registry. I have referred to others through it.
<b>NO MEANING (15)</b>
It is not meaningful. It has done nothing but cost me money
Nothing. There is no benefit. It costs too much money. Means nothing in the real world. Too soft on certification requirements.
None
Nothing. It was a waste of my time, effort, and money, and I received almost no value from my certification. I am allowing my certification to lapse, and moving on with other career aspirations.

Currently, not much.
Nothing.
Honestly it isn't meaningful.
nothing for me personally
Unfortunately, this certification does not have much meaning outside AASP.
It is not that meaningful.
Honestly - nothing really.
it is not very meaningful to me
To be honest, it is not meaningful to me at all. The exam makes it even less so as it demonstrates nothing regarding ability or actual ethics.
Frankly, it doesn't.
It is NOT meaningful. It has become a way to certify the masses and there are more people now practicing in our profession WITHOUT requisite skills and knowledge. Fewer classes required and a simple test have made sure that is the case. It also has NOT helped us move forward as a profession UNLESS you want to work as a counselor in a college sport setting in the USA. It is a very poor indicator of skill and expertise - having been through the process. I will move away from this organization as a result AND I will continue my work as a mental performance coach.
<b>COMMUNITY RECOGNITION (10)</b>
networking with other like-minded and like-skilled colleagues
Being recognized as having an acceptable level of knowledge and applied hours
recognition of qualificationsA3
Ethically bound by high standards, experience recognized
Recognition of CMPC standards
Being a part of a community/network of professionals.
The certification occasionally offers a sense of community
my professional relationship with AASP
Professional network
Being a part of a professional network
<b>MENTORING (10)</b>
I like being able to mentor students towards CMPC.
The ability to mentor consultants-in-training.

role modeling to students the importance,
and mentorship
modeling ethical practice for my students
Right now, eligibility to mentor graduate students A6
and try to push the field and credential forward
The ability to mentor the sport psychology students in our program who wanted to become certified or work with athletes when they graduated.
The only real way that I use it is as an educator, to stay abreast of the certification requirements so that I can educate students about what it is, what they would have to do to earn it, and what the pros and cons are
can be a mentor

## Appendix M

Survey Responses to Survey Item: List any barriers you experienced while obtaining certification/recertification (personal or professional) for you

<b>RESPONSES TO ITEM: List any barriers you experienced while obtaining certification/recertification (personal or professional) for you</b>
<b>CERTIFICATION REQUIREMENTS (CEUs, MENTORING, COURSES) (42)</b>
Graduate programs aren't on the same page, mentors not understanding guidelines, ambiguity in what counts toward mentorship hours.
change of requirements for certification
It does not count for anything for me in my University role at a major US R1 university, in fact, it has been a hindrance to do it originally and to maintain it
The classes required changed while I was in graduate school
Mentored hours were ambiguous
CE needs
quality supervision hours
Supervision hours
Obtaining the requisite mentored hours.
Hard to gain hours as I am self employed outside of conference, webinars, and reading books.
Certification process and changing requirements over the past 5 years
lack of available CEUs
getting the CEUs in the right categories and amounts
Requirements for continuing education credits
Conference attendance (2017) didn't count...
Having to track and store all of my CE documentation that I received from AASP was a bit burdensome.
it took a long time to accrue enough direct client hours specifically with athletes since I work in a private practice
For recert, lack of CE options for more experienced mentors (specific to those mentoring for mental performance, not clinical).
CEUs and getting them all organized
The most difficult CE credits to obtain are the specialized credits (diversity, ethics, mentorship). It is more difficult to find access to these hours.
academic coursework, proper supervision and guidance,
Some courses weren't accepted by the council or I had to take Independent Studies in Graduate School because my school did not provide me with those classes as a requirement to graduate.
Credit equivalence
Existing academic programs are not aligned with coursework needed to satisfy all domains, which drew out the process of meeting those requirements. Sport psych programs need to do better to align with the key domains.

The biggest barrier was when it switched from CC-AASP to CMPC. I did not have the necessary coursework then and needed to take a few extra. It lead to me taking longer than I would've liked, but I also understand why it was necessary.
my certification was held up until more info was gotten on a course I took 25 years ago despite I have been practicing for 30 years. This seemed quite irrelevant to my certification given my extensive experience.
I was required to take a few more courses in the Exercise Bio area;
, lack of depth of ethics and supervision programs
The most frustrating aspect of attaining my CC-AASP/CMPC was that the forms supervision forms changed a few times while I was in graduate school. This meant I had to redo my supervision hours to fit into new formats. This was doable, but definitely tedious and inconvenient. I hope other graduate students who track hours are able to keep the same forms throughout their masters and doctoral work.
Having foreign transcripts not being fully accepted when applying.
minimal discussion (outside of Dr. Vealey) from certification committee.
Changes to standards.
Having the committee question my hours due to the fact that I am a clinical psychologist and seemed to have concerns that my focus was on athlete mental health and not sport psychology
During initial certification, the same exact course that counted for my friend to get certified was denied for me- no consistency
I've seen other people get certified with inadequate training and supervision.
The application process,
the responsiveness of committee members to questions or my mentees questions,
Lack of quality mentoring in graduate school (ratio of students to mentor was roughly 20:1).
Questions about my experience as a clinical psychologist and whether I was engaged in performance enhancement work or clinical work with athletes.
lack of clientele from the pandemic, becoming a full time mom which limited my opportunities to participate in continuing education.
finding supervision after graduate school,
The original application process was a nightmare
<b>UNHAPPY WITH EXAM (33)</b>
the exam did not feel matching the qualification that aims to assess
The exam did not seem to accurately measure what it purports to measure. As someone who graduated at the top of her class, and am very confident in my knowledge base and applied experiences, the exam did not reflect those strengths and quite honestly was defeating and demoralizing.
Barrier may have been perceived - that a long time since graduate school and it was more of a "book knowledge" vs reflection of years in applied work
same exact course that counted for my colleague didnt count for me (C3). it looks bad professionally when the process is arbitrary.

Confirming that my MSW sufficiently covered all required coursework, and years as an independently licensed clinical social worker confirmed my clinical experience. It felt like the board was unfamiliar with clinical social work, SW licensure requirements, and SW code of ethics with is abundantly based in social justice and intentional clinical care.
the lack of consistency between knowledge areas and the job task analysis,
Not affiliated with a school and up to date research.
Completing a doctorate in SEP and the courses not counting
Changing certification requirements, hours lost because mentor's certification lapsed, newly constructed exam that does not accurately assess the working knowledge of experienced practitioners, rather the knowledge of professors and recent graduates, for an exam that didn't really reflect my expertise. was frustrating.
The exam is not really a good gauge. At least one question had an incorrect answer there were too many questions on certain topics (microaggression, Nideffer's theory). One on each, given the length of the exam, would have been sufficient. Far too much other content was not even covered
the exam quality is questionable
The exam was not well crafted.
I wish the certification was more appropriate for exercise consultants.
I took the exam pretty early in the process, and I believe the exam has some temporal biases. It overemphasized some more contemporary frameworks.
While the exam is constructed according to an understandable framework, many of the questions are not relevant to clinical practice.
Multiple choice tests seem to challenge me even when i know the material
test items being heavily slanted to theory as opposed to application and understanding,
There were a variety of culturally bias questions on the exam and political positions from the organization that diminish the merit of certification/recertification.
Except the first form of the exam (I was in one of the original groups) had many questions that were clearly not relevant to our profession and there were many items missing that really assessed one's knowledge and application of mental skills (the heart of our applied work).
I don't know if I passed the CMPC exam or not yet, but I was very surprised by the level of difficulty of the exam since I feel quite knowledgeable about the exam content in general
examiner system issues,
Having to take an exam after already been in practice for 10 years
The test.
The test is inconvenient to take
test site availability
The exam seemed daunting for a professional in the field over 25 years.
I am not a fan of exams
taking the exam
the exam itself

exam
questioning value add, not clear on the value of a foundational exam for a very complex and diverse competency and profession (for recertification),
<b>COST (30)</b>
As an early career professional who operates in a different country, recertification through attending webinars etc is expensive due to the exchange rate.
cost
the amount of CEs in the varying categories mixed with the CEs for licensure as a psychologist can be expensive and a lot.
financial
(1) dues and fees required
Lack of funds
cost,
Financial
Cost of CEs and exam
Switching costs to CMPC from CC-AASP.
The cost was a barrier for me at the time, but I think the price is reasonable (just expensive for me at that place in my career)
Financial
did not contribute to any of the financial burden.
cost of the examination
Paying for supervision before being able to apply to take the CMPC - Other than the knowledge of learning, it would have been money wasted in line of becoming certified. Coursework could be verified before having to pay for supervision.
Cost of having to take the exam when membership is not cheap
, cost,
I also wish it was more affordable for new professionals.
4) the poor ROI as a private consultant,
cost.
the cost of recertification may be cost prohibited for some.
Cost of the process and the exam
The cost is ridiculous as the financial benefits are simply not there for an actual applied consultant
\$\$
Expense
The price for certification was a barrier for me. As a current student it was really tough to come up with the extra money to take the exam.
expense of the certification
Cost, while fairly appropriate, was the only barrier I had to overcome
Financial;
the cost,
<b>LACK OF EXAM PREPARATION MATERIALS (26)</b>

Lack of exam prep material.
ethics courses
It was also hard to get all the extra courses as I began the process after I finished my Ph.D.
No study guide
I had slight trouble getting approval with some of the courses, but nothing that delayed the process too much.
I took the exam early so there was little information on how to prepare for it at the time, and therefore prep for the exam was time consuming
(2) AASP's inflexibility to credit other conferences/workshops as CEU,
My graduate program was not helpful in selecting the correct coursework.
Recalling coursework I had completed 50 years ago for my BS and MS degrees. I had not kept any copies of grades or transcripts.
exam studying
The 3 page study guide of text books was a overwhelming. It's like a grad school reading list, which I had just finished grad school. A little more detailed study materials would have been very helpful.
Lack of study materials for the exam.
Access to appropriate study materials
the lack of study materials available,
I just thought having a test with no study guide was unfair when a study guide was in prep
may recommend more study material, or recommended resource material for preparation
Having materials available to review/study for the exam.
I was hoping the study guide for the exam would come out before I took the exam but it kept getting delayed
Not enough information on exam and no true guidance on how to study
Finding adequate resources to successfully study and prepare for the exam
familiarizing self with new recert requirements and preparing for exam with little to no guidance
I have to take the test this year and I have been out working in the field for 12+ years, The study guide really needs to hurry up!!!As a full time working professional not in academia I don't have access to research/libraries to look up the articles/books in the "resource guide". Most other credentials have practice tests, study guides to help you prepare. I NEED THAT!!!!
I was certified prior to the exam, so it was just going back and reviewing material for the exam.
I have ADD so it's been nearly impossible to prepare because there is so much material and it's hard to know exactly what is relevant. AASP keeps saying they will publish a guide, for over a year, and the guide is nowhere to be found.
study material for exam.
, and don't think the reading list (which was very general - mainly a lot of textbooks) and three exam prep webinars were very helpful since the exam questions were very



specific (e.g., "which of the following is the most important" - sometimes it depends on what source you're referring to).
<b>TIME (22)</b>
lack of time
time,
lengthy process,
COVID delayed my exam by 4 months.
time,
short time to fit in everything before having to recertify.
Time (I was a full-time mental health professional with a VERY busy practice already)
The delay in the rollou
Lack of study guide
studying and taking for the examination;
Time
My job is overwhelmingly busy and having to take time to study
it was a challenge to have to prepare for the exam after being in practice for years
In addition, it took years to be determined eligible, despite having a PhD from an internationally renowned program.
Time to complete application requirements,
Test time was not long enough for me
Getting supervision (cost and time) and
It was difficult to find time to study and prepare for the exam while working full time. Additionally, the exam time limit should be a little longer since some of the questions require more time to read through and process. I glad that I don't have to take the exam again!
the need to wait 3months before re-sitting an exam
Time
Just the time I had to wait until it was re-open (I graduated during that gap)
Personally, it was challenging to find time to study due to personal and professional circumstances requiring more time and attention due to the pandemic. I appreciated the additional time until 1/31/21 for recertification,
<b>COVID-19 (17)</b>
covid
Then of course COVID happened and I pushed back my exam several times because I was pregnant and trying to be overly cautious.
Nothing besides timing issues with COVID.
COVID
Dealing with the extreme impact of the pandemic & the personal loss that my family and close friends sustained.
With COVID, my exam location shut down, so I had to take the exam virtually, but other than that, none
Had to take the exam during a stressful period

COVID got in the way of taking the test
COVID interfered with taking the exam at a testing center in Fall 2020. Luckily, the live proctored option became available in Jan 2021 which I did, but the window for taking it was short considering that we are in a pandemic. It would have been nice to have had the option to recertify the following year, since we are all working in a state of emergency right now. Otherwise, the continuing education and documentation process was straightforward.
COVID-19 had testing sites closed
Scheduling a test during Covid was difficult
COVID-related closures and restrictions at testing centre
COVID-19,
I had COVID, facilities were impractical and not COVID friendly,
long COVID issues,
but it would have been really helpful if the recertification year had been postponed to 2021 for those scheduled to recertify in 2020.
lack of cultural differences and considerations (international differences) in testing during COVID,
<b>NONE (16)</b>
None
None
None. It was worth the time invested.
There were no personal barriers but
N/A
N/a
None
N/A
None
None.
None.
none, other than title itself has never helped me get a job or professional consultation
None
None. See previous comments.
None other than limited appeal in the marketplace.
none
<b>MISCELLANEOUS (13)</b>
My resentment for not having been grandfathered in was an internal barrier for months that I had to work through.

Don't think it is necessary.
There are not enough jobs out there.
Not buying into the importance of the certification and seeing no real life benefits to the certification.
perception that certification is designed to enrich AASP
It was difficult to attend the annual conference in person due to work demands - the virtual annual conference last year was fantastic because I was able to access even more content (in person I always felt I had to decide between presentations) and more accessible from a financial and time commitment/travel perspective.
Some individuals/clients do not care about my credentials.
Barrier, barrier
This will take time, but I am hoping to see the CMPC become the primary requirement in sport psychology job listings and client/coach/athletic department searches. It will take time to further legitimize this credential in the world outside of the sport psychology community.
(3) the community's complete unfamiliarity with the credentials,
5) the unfair, egotistical distinction frequently made between doctoral level consultants and master's level CMPCs
I experienced many barriers while getting certified since I graduated at the time they were changing the certification process.
My employer did not recognize this as professional development