

The Unconscious At Work Individual And Organizational Stress In The Human Services

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The Emotional Experience of Adoption - Debbie Hindle 2008-04-10

Adoption is an extremely complex and emotionally demanding process for all those involved. This book explores the emotional experience of adoption from a psychoanalytic perspective, and demonstrates how psychoanalytic understanding and treatment can contribute to thinking about and working with adopted children and their families. Drawing on psychoanalytic, attachment and child development theory, and detailed in-depth clinical case discussion, The Emotional Experience of Adoption explores issues such as: the emotional experience of children placed for adoption, and how this both shapes and is shaped by unconscious processes in the child's inner world how psychoanalytic child psychotherapy can help as a distinctive source of understanding and as a treatment for children who are either in the process of being adopted or already adopted how such understanding can inform planning and decision making amongst professionals and carers. The Emotional Experience of Adoption explains and accounts for the emotional and

psychological complexities involved for child, parents and professionals in adoption. It will be of interest and relevance to anyone involved at a personal level in the adoption process or professionals working in the fields of adoption, social work, child mental health, foster care and family support.

Managing Mental Health in the Community - Angela Foster 2003-09-02

Managing Mental Health in the Community is a guide to best practice in the management of community care for people with mental health problems. A major theme is how to balance the 'triangle of care' that represents the needs and concerns of the user, carer (professional or family) and community. Rather than focusing on the mechanics of the task, this book aims to encourage reflective practice amongst staff, managers and policy-makers. The experienced practitioners who contribute not only challenge some of the assumptions prevalent in the field, but also present some tried and tested interventions used to enable

users, staff and managers to function more effectively in community settings. They consider: * how community care has developed * the fundamental concepts of community care * how management is affected by practice * how care systems are designed. *Managing Mental Health in the Community* should be essential reading for Mental Health Practitioners, Managers, Social Workers, Policy-Makers, Organizational Consultants and all those professionals who are committed to improving the quality of mental health services provided in the community.

Changing Organizations from Within - Dr Susan Rosina Whittle
2013-06-28

Organizational change is often insider-led and supported by internal consultants and change agents. Most of what is written about change comes from the perspective of external consultants or from academics researching the activities of those with insider change roles. *Changing Organizations from Within* is unusual in providing a range of authentic insider accounts. The editors define 'insiders' as employees who lead and support change efforts within their own organizations, and those psychoanalytically aware external consultants - external 'insiders' - who work closely with organizations and use the dynamics of transference and projection in their relationships with clients to illuminate organizational issues. Each chapter is written by an author with experience of different kinds of insider relationships with their client organizations. Some work 'inside' as employees. Some are external consultants whose work involves developing insightful insider perspectives. The book's editors and several of the authors are graduates, or have been faculty members, of London's Tavistock Institute Advanced Organizational Consultation programme, with experience of running development programmes for consultants and of coaching insiders. *Changing Organizations from Within* examines the pulls on role and identity that can easily undermine competence and practice. Understanding the system psycho-dynamics present in organizations helps consultants and change agents to make use of an insider perspective without becoming enmeshed in the client organization's regressive and inertial dynamics. The authors provide practical advice to

help insiders navigate organizational space, make sense of tricky situations, and work more mindfully to help organizations change.

Encyclopedia of Leadership - George R. Goethals 2004-02-29
The *Encyclopedia of Leadership* brings together for the first time everything that is known and truly matters about leadership as part of the human experience. Developed by the award-winning editorial team at Berkshire Publishing Group, the *Encyclopedia* includes hundreds of articles, written by 280 leading scholars and experts from 17 countries, exploring leadership theories and leadership practice. Entries and sidebars show leadership in action - in corporations and state houses, schools, churches, small businesses, and nonprofit organizations.

Organisational Development in Healthcare - Edward Peck
2017-11-22

Organisational Development in Healthcare introduces the practical ways in which change in health services can be promoted. It includes descriptions of all of the most important approaches to change currently being used in the NHS, discussion of when they work best and details of the evidence of their impact.

Work Matters - Francesca Cardona 2020-03-25

Work is complicated: It can be fulfilling and exciting, or disappointing and disruptive. We spend most of our adult lives at work; it shapes our identities and provides a context for our creativity and talents. It can be the source of great pleasure - and of profound distress. In *Work Matters*, organizational consultant and Tavistock lecturer Francesca Cardona examines our changing relationship with work today. Drawing on case studies from a wide range of individuals and organizations, she considers the dynamics at play in our working lives. Cardona examines how to navigate times of transition, and the balance of power in the work place, while also addressing latent issues such as the effects of shame, the cost of ill-conceived organizational structures and tasks, the interface between the personal and the professional, and the manager's most precious skill: the ability to be psychologically present. Finally, Cardona casts an eye on the consultant's role in helping organizations move forwards in ways that are professionally and personally rewarding.

Whether you are a business leader, manager, consultant or student, or simply interested in how your work affects you, Work Matters offers essential insights into an area that occupies so much of our lives.

Living on the Border - David Bell 2018-04-24

This book centres on the problem of psychosis, understood from a psychoanalytic perspective, as it manifests itself in different contexts and different levels of organisation: from the individual psychoanalytic session, through work with couples, groups and institutions and wider levels of social organisation. Beginning with a discussion of the psychoanalytic approach to psychosis centring on the work of Freud, Klein and the Post-Kleinians, it goes on to cover individual, couple and group therapy with psychotic patients. It draws on clinical material and theoretical discussion to explore the links between psychotic processes on different levels. This work is aimed at different professionals working within the psychodynamic frame of reference: individual psychotherapists, couple and family and group psychotherapists; organisational consultants and trainees in different therapies. As well as this it will be a useful resource to nurses, doctors and social workers who work with very disturbed patients and wish to learn about psychotic processes.

Managing Vulnerability - Tim Dartington 2018-02-10

Clinicians, managers and researchers - as well as politicians and religious leaders - are worrying about a lack of compassion and humanity in the care of vulnerable people in society. In this book The author explores the dynamics of care. He argues that we know how to do it, but somehow we seem to keep getting it wrong. Poor care in hospitals and care homes is well documented, and yet it continues. Care for people in their own homes is seen as an ideal, but the reality can be cruel and isolating. The author describes research over forty years in thinking why institutional and community care are both subject to processes of denial and fear of dependency. His examples include children in hospital, people with disabilities living in the community, and the care of older people and those with dementia.

The Unconscious at Work - Anton Obholzer 2003-09-02

Working in the human services has always been stressful, and the current massive changes in the organization of these services, together with dwindling resources and ever greater demands for cost effectiveness, add to the stresses inherent in the work. Even in the best run and best resourced organizations there are pockets of irrationality where unconscious institutional processes undermine both effectiveness and morale. The contributors to this book use ideas drawn from psychoanalysis, open systems theory, Bion's work with groups, and group relations training to explore the difficulties experienced by managers and staff in a wide range of care settings. Each concept is illustrated with examples from practice to make it recognizable and useful to the reader. Each chapter develops a theme relating to work with a particular client group or setting (including hospitals, schools, day centres, residential units, community services and many others), or explores aspects of work organization (for example, the supervisory relationship, facing cuts and closure, or intergroup collaboration). By describing both the difficulties and their own feelings and thoughts while consulting to these institutions, the authors offer the reader new ways of looking at their own experiences at work which will be both enlightening and helpful.

The Leader's Guide to Unconscious Bias - Pamela Fuller 2020-11-10

A "profound" (Cynt Marshall, CEO of the Dallas Mavericks), timely, must-have guide to understanding and overcoming bias in the workplace from the experts at FranklinCovey. Unconscious bias affects everyone. It can look like the disappointment of an HR professional when a candidate for a new position asks about maternity leave. It can look like preferring the application of an Ivy League graduate over one from a state school. It can look like assuming a man is more entitled to speak in a meeting than his female junior colleague. Ideal for every manager who wants to understand and move past their own preconceived ideas, The Leader's Guide to Unconscious Bias is a "must-read" (Sylvia Acevedo, CEO, rocket scientist, STEM leader, and author) that explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our organizational

success—especially in the workplace. This book teaches you how to overcome unconscious bias and provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people. By recognizing bias, emphasizing empathy and curiosity, and making true understanding a priority in the workplace, we can unlock the potential of every person we encounter.

The Management of Counselling and Psychotherapy Agencies - Colin Lago 1998-10-13

The authors of this book provide clear guidelines on the many aspects of knowledge, skill and management expertise increasingly required by all counselling services. Due consideration and detailed advice is given on a broad range of essential issues, from setting up a counselling service to customer relations and quality control. Topics examined include: implications of funding; budgeting; staffing; location and furnishing of premises; daily working routines; how to ensure a competent, professional, safe and ethical working practice; and the sheer complexities of being a manager of therapists.

Organizational Behavior 6 - John B. Miner 2011-06-01

This is the first comprehensive overview of the development of the field of Organizational Behavior. It belongs on the shelf of every scholar and student in the discipline. Part I covers the foundations of the scientific method, theory development, and the accrual of scientific knowledge in the field. Part II introduces the ideas of pioneers whose work pre-dates the emergence of Organizational Behavior. Part III considers the actual emergence of OB as we know it today, with an analysis of the environmental forces that impinged upon it (such as the recruiting of social scientists into business schools). Part IV presents an assessment of the current state of the art in OB research, with an original assessment of the importance, validity, and practical usefulness of 73 core theories in OB. Finally, Part V sets forth a vision for the future identity and growth of Organizational Behavior research, theory, and practice.

Health Emergency Preparedness and Response - Andy Wapling 2016-08-22

Intensely practical and down to earth, this timely new text covers the breadth of health emergency preparedness, resilience and response topics in the context of inter-disciplinary and whole society responses to a range of threats. It includes public, private and third sector roles in preparation for and in response to natural and man-made events, such as: major incident planning; infectious disease epidemics and pandemics; natural disasters; terrorist threats; and business and service continuity management. The book builds upon the basics of risk assessment and writing an emergency plan, and then covers inter-agency working, command and control, communication, personal impact and business continuity as well as training, exercises and post-incident follow up. Detailing the full emergency preparedness and civil protection planning cycle, the book is illustrated throughout with real-life examples and case studies from global experts in the field for countries with both advanced and developing healthcare systems. This practical handbook covering the essential aspects of major incident and disaster management is ideal for undergraduate and master's students in emergency management and public health, as well as for practitioners in emergency preparedness and civil protection. It will be valuable to all health practitioners from ambulance, hospital, primary and community care, mental health and public health backgrounds.

Counseling Across Cultures - Paul B. Pedersen 2015-01-14

Offering a primary focus on North American cultural and ethnic diversity while addressing global questions and issues, *Counseling Across Cultures*, Seventh Edition, edited by Paul B. Pederson, Walter J. Lonner, Juris G. Draguns, Joseph E. Trimble, and María R. Scharrón-del Río, draws on the expertise of 48 invited contributors to examine the cultural context of accurate assessment and appropriate interventions in counseling diverse clients. The book's chapters highlight work with African Americans, Asian Americans, Latinos/as, American Indians, refugees, individuals in marginalized situations, international students, those with widely varying religious beliefs, and many others. Edited by

pioneers in multicultural counseling, this volume articulates the positive contributions that can be achieved when multicultural awareness is incorporated into the training of counselors.

[A Deeper Cut](#) - David Morgan 2020-11-30

Galvanised by events outside of his consulting room, David Morgan began The Political Mind seminars at the British Psychoanalytical Society in 2015 and their successful run continues today. A series of superlative seminars that examine the effects of the current upheaval going on worldwide, this book is the second to bring these seminars from leading thinkers to a wider audience. Leading politicians, writers, educators, psychoanalysts, psychologists, philosophers, psychotherapists, and psychologists are gathered together in this fascinating volume that investigates social upheaval on the worldwide stage. Stimulating and thought-provoking, this is a must-read for every citizen asking just what is happening in the world today.

[Psychoanalysis, the NHS, and Mental Health Work Today](#) - Alison Vaspe 2018-05-08

This book illustrates the distinctive psychoanalytic contribution to mental health services for children, young people, and adults, with detailed case vignettes illustrating therapeutic treatment and the ways in which staff are supported to do work that is frequently difficult and disturbing. Psychoanalytic thinking contributes to effective mental health work on many levels, from Balint's "Flash" technique in the brief GP/patient encounter to the psychiatric medical and nursing care in secure units, where the most challenging patients need to be held. Starting with the historical contribution of psychoanalysis to the NHS in the 1940s, this book goes on to explore two key psychoanalytic concepts that remain highly relevant to the work of mental health: containment and countertransference. The authors include psychoanalysts, psychotherapists, organisational consultants, consultant psychiatrists, and a leading practitioner in the field of primary care.

[Dynamic Leadership Models for Global Business: Enhancing Digitally Connected Environments](#) - Smith, Peter A. C. 2013-01-31

As global business systems are becoming ever more complex and they

continue to grow and expand, it is increasingly more difficult to stand out as an effective and efficient leader. *Dynamic Leadership Models for Global Business: Enhancing Digitally Connected Environments* describes various models on how to become an outstanding leader in today's rapidly growing global business environments. This book seeks to provide positive instruction which illuminates a practical path to becoming a successful leader in such large and competitive markets. The approach is consistent with any existing leadership development program, or it may be undertaken as an individual initiative.

Addressing Childhood Adversity - David Donald 2000

This guide aims to stimulate the development of effective community-based interventions in the field of childhood adversity and to contribute to the growing theory of practice in this area.

[Coach and Couch 2nd edition](#) - Manfred F.R. Kets de Vries 2015-11-03

Professor Manfred Kets de Vries and his colleagues have helped thousands of executives to increase their effectiveness in dealing with colleagues and clients, and to refocus their own professional and personal aspirations. This book is a volume of essays on leadership development topics written by academics, coaches, and change consultants. It explores how extraordinary leaders and thriving organizations are created by sharing research methodologies and insights, and by describing intervention and change techniques. Drawing upon substantial research, this book presents the essential leadership models and equips practitioners with tools for developing executive coaches and working with business leaders. This second edition includes new chapters on executive stress and coaching across the gender divide.

Organizing Words - Yiannis Gabriel 2008-10-30

Organizing Words presents a series of essays on some 220 widely used - and much debated - terms in the social sciences, and organization studies. Each essay explores the meanings and uses of the word; and also the controversies they have sparked. The book aims to be a first port of call for students, researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work. The book is neither an encyclopaedia nor a dictionary, but a thesaurus. As

such it combines both the original meaning of a thesaurus as a treasure trove, with its more contemporary characteristics of an accessible and practical resource. Primarily aimed at those interested in social and organizational studies, it will appeal to all those interested in the human sciences. It does not claim to be canonical or all-inclusive, but each entry seeks to enlighten and help, without patronizing or obscuring disagreements and difficulties. The book seeks to be re-assuring without being complacent or 'comfortable', to be authoritative without being doctrinaire, and to be critical without being destructive. Words help us express ourselves, and make sense of our experiences and our actions; and they help us to organize ourselves, our thoughts and our universe. Organizing Words will be an invaluable resource for essay-writing and a useful tool in planning and carrying out projects and dissertations. Most of the entries have been written by Yiannis Gabriel, with 40 essays coming from other experts in particular areas.

Insider Intervention Research - Doris Klutz 2019-10-24

Doris Klutz conducted insider intervention research in the company she was working for to investigate organisational and group dynamics. Furthermore, she highlights aspects that insider intervention researchers should consider during conducting the research. One of the results shows that due to the real family connections in the company, there is a high chance that employees tend to transfer their own family structures into the company. The method of intervention research can be very valuable for a company if it is truly lived. The benefit for a company is, at best, sustainable self-development.

Self-Leadership and Personal Resilience in Health and Social Care - Jane Holroyd 2015-03-13

This is essential reading for professionals making judgements under pressure. It demonstrates how self-leadership is not only about surviving but thriving in a continually changing environment and introduces key theories, skills and debates to help professionals deliver high quality professional practice every day. The book focuses in on the quality of professional thinking, self- and social awareness, self-regulation and self-management, and the fundamentals of sustained resilience.

Intercultural Music Therapy Consultation Research - Lisa Margetts 2022-10-28

Drawing on primary research undertaken in a special school in Belarus, this book provides fresh perspectives on supporting the optimisation of relationships between teaching staff and hard-to-reach children with complex needs through learning and experience based in musical interaction, creativity and play. The book explores sustainable approaches to intercultural music therapy consultation research and sets out a practice-based framework to which relationships between researcher and participants, based on mutual respect and trust are central. Findings and implications are discussed from within wider debates regarding cultural diversity in negotiating collaborative partnerships in music therapy research. Featuring case studies and practical examples, the book offers an insightful and informative resource for academics, scholars, and post-graduate students in music therapy and music education. Those working in the arts, psychological therapies, and undertaking teacher training will also benefit from this volume.

Integrated Team Working - Karen Twyford 2008

The authors explain the development of the music therapist's role within the multidisciplinary team and discuss the prevalence of collaborative partnerships between UK music therapists and other professionals such as occupational therapists, speech and language therapists, psychologists, physiotherapists and other arts therapists.

Evaluation at Work - Bénédicte Vidaillet 2021-12-22

Evaluation at work has attracted much criticism and its damaging effects are well known, so why does it continue to gain ground in every field? Evaluation at Work: A Psychoanalytical Critique offers an original answer to this question: evaluation spreads because we want to be evaluated. Developing a critical reflection from a psychoanalytic perspective, it argues that workers are not mere victims of evaluation systems but are complicit in them. In this fascinating volume, Bénédicte Vidaillet focuses on the aspects of our subjectivity that come into play in evaluation at work —our expectations, desires, need for recognition, our conceptions

of ourselves at work, as well as our relationship with others such as colleagues, managers or clients — to explore how evaluation affects us, where it gets its evocative power, and what it stirs within us to make us want it, despite its detrimental effects in its currently practiced form. Chapters draw on real-life examples, case studies from a variety of organizations, and observations from clinical practice, to provide insight into the many mechanisms that have enabled evaluation to spread unimpeded through our subjective complicity in the process, revealing how they came to seem so innocuous. This book will be of interest to scholars studying the topic of evaluation at work from a critical perspective as well as professionals who use evaluation systems or are under the pressure of evaluation in all sectors and organizations. By exposing the psychological mechanisms that evaluation uses to appeal to us, it gives each of us the tools we need to break free of its grasp.

Organizations in Depth - Yiannis Gabriel 1999-08-31

'The book is a good read. Gabriel has an engaging writing style, liberally interspersed with vignettes, cases, and quotes.... While the reader may not agree with some of what Gabriel is espousing, the author presents his material in a non-judgemental manner.... And who knows ? Maybe Gabriel is foreshadowing some new directions in organizational theory and even new research methodology' - Journal of Occupational and Organizational Psychology This book is a comprehensive and systematic examination of the insights psychoanalysis can offer to the study of organizations and organizational behaviour. Richly illustrated with examples, Yiannis Gabriel's exhaustive study provides fresh understandings of the role of creativity, control mechanisms, leadership, culture, and emotions in organizations. Core theories are explained at length and there is a chapter on research strategies. Extensive reference is made to practical cases, and there is a review of the key debates.

The Psychoanalysis of Career Choice, Job Performance, and Satisfaction - Paul Marcus 2017-01-20

Freud said that "love and work" are the central therapeutic goals of psychoanalysis; the twin pillars for a sound mind and for living the "good life." While psychoanalysis has masterfully contributed to understanding

the experience of love, it has only made a modest contribution to understanding the psychology of work. This book is the first to explore fully the psychoanalysis of work, analysing career choice, job performance and job satisfaction, with an eye toward helping people make wiser choices that bring out the best in themselves, their colleagues and their organization. The book addresses the crucial questions concerning work: how does one choose the right career; what qualities contribute to excellence in performance; how best to implement and cope with organizational change; and what capacity and skills does one need to enjoy every day work? Drawing on psychoanalytic thinking, vocational counseling, organizational psychology and business studies, *The Psychoanalysis of Career Choice, Job Performance, and Satisfaction* will be invaluable in clinical psychoanalytic work, as well as for mental health professionals, scholars, career counselors and psychologists looking for a deeper understanding of work-based issues.

Effective Leadership, Management and Supervision in Health and Social Care - Richard Field 2019-10-07

This book offers a practical introduction to the areas of leadership, management and supervision for line managers, supervisors and senior practitioners working in health and social care settings. The authors explore different aspects of leadership and management, including personal effectiveness, supervision, strategic thinking, commissioning, planning and budgeting and leading successful teams. This third edition also includes new chapters on leading services and care for older people, leading the workforce for health and social care services for older people and developing collaborative skills. There is also increased coverage of healthcare leadership and asset-based commissioning.

Psychology for Social Work Theory and Practice - Paula Nicolson 2014-05-06

This new edition from a trusted author team bridges the gap between psychological theory and social work practice. Revisited and re-structured to reflect the changing social work context, it provides an authoritative introduction to the key ideas, skills and research from psychology and highlights their role within effective social work practice.

Whether you are a student or a practitioner of social work, this book is a vital and practical resource that will enhance your knowledge, skills and practice. New to this Edition: - Includes content which is of relevance across a number of social work modules - Contains new chapters on reflection and the psychological context of social work organisations - A range of new pedagogical features that support the practical application of the book

Workplace Intelligence - Anton Obholzer 2020-12-31

Workplace Intelligence provides a range of insights into the unconscious processes at play in the workplace and an introduction to a balanced approach to organizations. The book explores key concepts, showing how our emotions and early experiences inform the roles we play at work, as well as how we react to other people. It encourages close observation and reflection and utilization of this knowledge for managing ourselves and others fruitfully. It also provides managers with the methods to intervene and tackle these issues, elaborating on topics from leadership and group dynamics to meetings and work-life balance. The book will be a fascinating read for those in leadership roles, organizational consultants, executive coaches, students of occupational psychology, as well as anyone interested in understanding workplace dynamics in general.

Ego Free Leadership - Brandon Black 2017-03-14

2017 Silver Nautilus Winner 2018 Indie Book Award Finalist Take your ego out of the equation, and watch your company thrive! "I've got a solution," Encore's CFO tells Brandon, "but it's unorthodox." It's 2005 and Brandon Black has just been promoted to CEO of Encore Capital, a company struggling to navigate an increasingly difficult business environment. Faced with a rapidly declining stock price and low workplace morale, Brandon knows he needs change—and fast. Following his CFO's advice, he and his executive team start working with Learning as Leadership (LaL) and its president, Shayne Hughes. Through their partnership, Encore's executive team learns to root out the unproductive ego habits that undermine collaboration and performance. As they instill these more effective behaviors throughout the organization, Encore

begins to solve problems collectively, prioritize resources without infighting, and focus on the initiatives with the greatest strategic value. When the financial crisis of 2008–09 forces 90 percent of its competitors out of business, Encore thrives, with its profits increasing by 300 percent and its stock price by 1200 percent. Told from two lively first-person perspectives, Ego Free Leadership brings readers along for Encore's incredible success story. They'll see a CEO overcome his unconscious resistance to modeling the change he wants in his team and discover a time-tested roadmap for eliminating the destructive effects of the ego in teams and organizations.

The Dynamics of Change - Mannie Sher 2018-03-05

This book contains reflections of the most important theories and practices of the 'Tavistock tradition' over the past 80 to 90 years - psychoanalysis (the role of thought); socio-technical systems (the interaction between people and technology in workplaces); theories of leadership, research and evaluation methodologies; participant design and greater democratization of the workplace.

The Unconscious Life of Organizations - Michael A. Diamond 1993

Diamond offers a contemporary psychodynamic view of organizational life. The author stresses the unconscious dimensions of hierarchic and other work relationships in organizations. From these workplace interactions, he argues, come not only the structure of values and rituals--what he refers to as organizational cultures, but the structure of organizational emotions--what he calls organizational identities. The book offers the organizational theorist, human resource professional, and organizational consultant a variety of psychodynamic tools to apply in understanding and positively changing organizations.

The Systems Psychodynamics of Organizations - Laurence J. Gould 2018-05-30

This authoritative source book on the learning and creative application of the systems psychodynamic perspective defines the field, presenting the key concepts, models, and social methodologies that derive from it, together with their theoretical and conceptual underpinnings in psychoanalysis, group relations and open systems theory.

Communication, Relationships and Care - Sheila Barrett 2004-03

Specifically for front-line workers in health and social care
Communication, Relationships and Care aims to improve understanding of communication and relationships in care settings and to enable critical reflection on practice and experience.

Energizing the Workplace - Kim James 1999

This book offers a totally new approach to the management of stress in organizations. It focuses on the organizational strategies and managerial actions required for reducing stress. It looks at how stress is created organizationally so that any response can deal with the problem at all levels in a targeted and tailored way to suit the culture and orientation of the business.

Workplace Counselling - Michael Carroll 1996-12-23

'An invaluable resource book for anyone (counsellors, EAP providers and companies) involved in workplace counselling. Helpful and informative, it is set to become a classic text in its field' - Counselling, The Journal of the British Association for Counselling 'Accessible and meaningful... a valuable contribution to the growing body of literature on counselling in specific contexts, and Michael Carroll is to be congratulated for his skill in pulling together so many strands that influence the workplace counsellor's role' - Human Resource Management Journal Hand-in-hand with the increase in numbers of organizations offering counselling for their employees comes a growing demand f

The Unconscious at Work - Anton Obholzer 2019

Revised edition of *The Unconscious at work*, 1994.

Psychodynamic Perspectives on Working with Children, Families, and Schools - Michael O'Loughlin 2012-12-08

For school professionals seeking to work in emotionally focused ways with children, this book offers a wide range of essays illustrating how psychodynamic ideas can be used to validate children, respect the contexts of their communities, and create nonauthoritarian classrooms in which such children might develop to their fullest potential.

101 Social Work Clinical Techniques - Francis J. Turner 2013-05-08

The purpose of the book is to enhance the concept of Technique in the teaching and practice of Social Work. Over the years Technique has not been stressed as a part of practice even though the actual practice of Social Work consists of the utilization of techniques in addition to theory and the process of assessment and diagnosis. The book seeks to achieve its goal in four ways. It addresses the way the concept of Technique has or has not been used over the years. It addresses the need for a clear definition of technique. It analysis the qualities that Technique should have at this point in our history of clinical practice. It then formulates and presents a definition of technique for our thesis based on this definition. It then presents a brief discussion of 101 Techniques discussed in contemporary literature by discussing each one's place in practice a bit about its history and necessary knowledge skills to use responsibly. It addresses the latter by grouping a level of risk involved in its utilization.