

Managing People During Stressful Times: The Psychologically Defensive Workplace

By Seth Allcorn, Michael A. Diamond

Download now

Read Online 

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond

Allcorn and Diamond argue that the workplace has become ever more threatening to employees, and that they respond by creating psychological defenses that make the workplace ever more dysfunctional. To keep organizations competitive and sustain the value of their stock, management demands constant improvements in their employees' performance, but often the result is just the opposite of what management wants. Allcorn and Diamond explore this process in depth, and introduce a comprehensive and internally consistent, psychologically informed model of human development and behavior, one that explains for the first time the nature of the psychologically defensive workplace. In doing so, they challenge readers to think systematically about the psychological side of the workplace and to understand the importance of dealing effectively with employee defensiveness. The result is an authoritative study with valuable lessons and immediate benefits for corporate executives, and for scholars and researchers in organizational behavior in the academic community.

Allcorn and Diamond's model is applicable to understanding five aspects of the workplace: first, how individuals respond to its stresses and anxieties; second, the psychologically defensive nature of interpersonal relationships at work; third, what the psychologically defensive group processes are; fourth, the dynamics of psychological defenses; and fifth, how the model is used to understand the connection of all organizations to the larger society in which they are imbedded. The authors' goal is to help management understand what actually is going on in today's workplace, the consequence of downsizing and other cost-reduction initiatives, and how important it is for management to relieve the problems they cause.

 [Download Managing People During Stressful Times: The Psycho ...pdf](#)

 [Read Online Managing People During Stressful Times: The Psyc ...pdf](#)

Managing People During Stressful Times: The Psychologically Defensive Workplace

By Seth Allcorn, Michael A. Diamond

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond

Allcorn and Diamond argue that the workplace has become ever more threatening to employees, and that they respond by creating psychological defenses that make the workplace ever more dysfunctional. To keep organizations competitive and sustain the value of their stock, management demands constant improvements in their employees' performance, but often the result is just the opposite of what management wants. Allcorn and Diamond explore this process in depth, and introduce a comprehensive and internally consistent, psychologically informed model of human development and behavior, one that explains for the first time the nature of the psychologically defensive workplace. In doing so, they challenge readers to think systematically about the psychological side of the workplace and to understand the importance of dealing effectively with employee defensiveness. The result is an authoritative study with valuable lessons and immediate benefits for corporate executives, and for scholars and researchers in organizational behavior in the academic community.

Allcorn and Diamond's model is applicable to understanding five aspects of the workplace: first, how individuals respond to its stresses and anxieties; second, the psychologically defensive nature of interpersonal relationships at work; third, what the psychologically defensive group processes are; fourth, the dynamics of psychological defenses; and fifth, how the model is used to understand the connection of all organizations to the larger society in which they are imbedded. The authors' goal is to help management understand what actually is going on in today's workplace, the consequence of downsizing and other cost-reduction initiatives, and how important it is for management to relieve the problems they cause.

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond **Bibliography**

- Rank: #1552467 in Books
- Brand: Brand: Praeger
- Published on: 1997-02-28
- Original language: English
- Number of items: 1
- Dimensions: 9.21" h x .50" w x 6.14" l, 1.02 pounds
- Binding: Hardcover
- 184 pages



[Download Managing People During Stressful Times: The Psycho ...pdf](#)



[Read Online Managing People During Stressful Times: The Psyc ...pdf](#)

Download and Read Free Online Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond

Editorial Review

Review

..."give the reader a worthwhile way to view an organization that is asking for help when its dysfunction's are hinging its mission of success. An EAP consultant can use this book to gain a better understanding of why and how individual employees perform, react and challenge change in the workplace. This alone is a very valuable asset."-Employee Assistance Quarterly

"[a]n excellent exploration of workplace dynamics and tensions from a psycho-dynamic and psychoanalytic perspective. It really is a good read and is one of the best expositions of psychoanalytic thinking applied to leader and employee behaviour that I have read."-The Occupational Psychologist

"[a]n excellent exploration of workplace dynamics and tensions from a psycho-dynamic and psychoanalytic perspective. It really is a good read and is one of the best expositions of psychoanalytic thinking applied to leader and employee behaviour that I have read."-The Occupational Psychologist

?[a]n excellent exploration of workplace dynamics and tensions from a psycho-dynamic and psychoanalytic perspective. It really is a good read and is one of the best expositions of psychoanalytic thinking applied to leader and employee behaviour that I have read.? -The Occupational Psychologist

?...give the reader a worthwhile way to view an organization that is asking for help when its dysfunction's are hinging its mission of success. An EAP consultant can use this book to gain a better understanding of why and how individual employees perform, react and challenge change in the workplace. This alone is a very valuable asset.? -Employee Assistance Quarterly

...?"give the reader a worthwhile way to view an organization that is asking for help when its dysfunction's are hinging its mission of success. An EAP consultant can use this book to gain a better understanding of why and how individual employees perform, react and challenge change in the workplace. This alone is a very valuable asset." -Employee Assistance Quarterly

From the Back Cover

Allcorn and Diamond argue that the workplace has become ever more threatening to employees, and that they respond by creating psychological defenses that make the workplace ever more dysfunctional. To keep organizations competitive and sustain the value of their stock, management demands constant improvements in their employees' performance, but often the result is just the opposite of what management wants. Allcorn and Diamond explore this process in depth, and introduce a comprehensive and internally consistent, psychologically informed model of human development and behavior, one that explains for the first time the nature of the psychologically defensive workplace. In doing so, they challenge readers to think systematically about the psychological side of the workplace and to understand the importance of dealing effectively with employee defensiveness. The result is an authoritative study with valuable lessons and immediate benefits for corporate executives, and for scholars and researchers in organizational behavior in the academic community.

About the Author

SETH ALLCORN is a principal of DyAd, a consulting firm in Asheville, North Carolina. For 20 years he

was an academic health-science center executive, during which time he wrote seven other books, more than 50 papers, and contributed several chapters to various volumes edited by others.

MICHAEL A. DIAMOND is Professor of Public Administration at the University of Missouri-Columbia, where he teaches and writes on the psychodynamics of organizational change. He is a principal of DyAd, and a past president of the International Society for the Psychoanalytic Study of Organizations. Dr. Diamond received the American Psychological Association's 1994 Harry Levenson Award for Excellence in Consulting Psychology. Among his various publications is *The Unconscious Life of Organizations* (Quorum, 1993).

Users Review

From reader reviews:

Donald McLaughlin:

Book is to be different for every single grade. Book for children until finally adult are different content. As it is known to us that book is very important usually. The book Managing People During Stressful Times: The Psychologically Defensive Workplace had been making you to know about other know-how and of course you can take more information. It is quite advantages for you. The e-book Managing People During Stressful Times: The Psychologically Defensive Workplace is not only giving you considerably more new information but also to become your friend when you really feel bored. You can spend your spend time to read your publication. Try to make relationship using the book Managing People During Stressful Times: The Psychologically Defensive Workplace. You never sense lose out for everything when you read some books.

Thomas Carroll:

Do you have something that you want such as book? The book lovers usually prefer to pick book like comic, short story and the biggest you are novel. Now, why not hoping Managing People During Stressful Times: The Psychologically Defensive Workplace that give your pleasure preference will be satisfied by simply reading this book. Reading practice all over the world can be said as the opportunity for people to know world a great deal better then how they react toward the world. It can't be claimed constantly that reading routine only for the geeky man but for all of you who wants to end up being success person. So , for every you who want to start looking at as your good habit, you could pick Managing People During Stressful Times: The Psychologically Defensive Workplace become your personal starter.

Richard Simpson:

A lot of reserve has printed but it differs. You can get it by web on social media. You can choose the best book for you, science, comic, novel, or whatever by simply searching from it. It is known as of book Managing People During Stressful Times: The Psychologically Defensive Workplace. Contain your knowledge by it. Without causing the printed book, it may add your knowledge and make a person happier to read. It is most important that, you must aware about guide. It can bring you from one location to other place.

Bessie Scudder:

Reading a book make you to get more knowledge from that. You can take knowledge and information from the book. Book is published or printed or descriptive from each source which filled update of news. Within this modern era like currently, many ways to get information are available for anyone. From media social like newspaper, magazines, science publication, encyclopedia, reference book, new and comic. You can add your understanding by that book. Are you ready to spend your spare time to open your book? Or just looking for the Managing People During Stressful Times: The Psychologically Defensive Workplace when you essential it?

Download and Read Online Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond #T87J9OAQPUD

Read Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond for online ebook

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond books to read online.

Online Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond ebook PDF download

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond Doc

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond Mobipocket

Managing People During Stressful Times: The Psychologically Defensive Workplace By Seth Allcorn, Michael A. Diamond EPub