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## **The Unconscious at Work | Individual and Organizational**

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The Unconscious At  
Work is probably the  
most influential book I  
have read on  
organization life, and

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what makes people tick in the organizations they belong to. Seven years on, I still refer to the examples in this book to explain my impressions and understanding of interactions between individuals and teams.

## **The Unconscious at Work: Individual and Organizational ...**

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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.

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The Unconscious at Work, Second Edition is for managers, leaders, consultants, and anyone working in organizations who has been puzzled, disturbed or challenged by their experiences at work.

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The contributors to the  
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Work have all been

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associated with the  
“Consulting to  
Institutions” workshop  
at the Tavistock  
Institute of Human  
Relations. The book  
begins with a review of  
basic psychodynamic  
and other principles  
relevant to  
organisations and then  
offers descriptions,  
with commentaries, of  
dysfunctional groups to  
which the book's  
contributors have  
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Synopsis Unconscious processes in organizations add greatly to the stresses inevitable in caring work. "The Unconscious at Work" is designed for people actually managing and working in the human services and offers them new ways of looking at their own experiences of stress at work.

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## **The Unconscious at Work: Individual and Organizational ...**

The Swiss psychiatrist Carl Jung also believed that the unconscious played an important role in shaping personality. However, he believed that there was a personal unconscious that consisted of an individual's suppressed or forgotten memories and urges as well as

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what he referred to as the collective unconscious. The collective unconscious was said to contain inherited ancestral memories common to all of humankind.

## **What Is the Unconscious? - Verywell Mind**

The Unconscious at Work, Second Edition is for managers, leaders, consultants, and anyone working in



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organizations who has  
been puzzled,  
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Organizational  
Success In The  
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Many of the chapters in  
this book are  
reflections on the role  
of the consultant in  
settings that are  
described, and, while  
they are interesting,  
many require a leap of

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faith about the role of  
the subconscious that I  
personally do not ...

## **The Unconscious at Work - really learning**

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

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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 ...

## **The Unconscious at Work: Individual and Organizational ...**

This form of prejudice, which is also known as unconscious bias,

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occurs when individuals make judgments at least partially influenced by gender, race or other prohibited factors without realizing...

## **3 Steps for Addressing Unconscious Bias at Work**

The unconscious mind (or the unconscious) consists of the processes in the mind which occur

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automatically and are not available to introspection and include thought processes, memories, interests and motivations. Even though these processes exist well under the surface of conscious awareness, they are theorized to exert an impact on behavior.

**Unconscious mind -  
Wikipedia**

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The unconscious mind acts as a repository, a 'cauldron' of primitive wishes and impulse kept at bay and mediated by the preconscious area. For example, Freud (1915) found that some events and desires were often too frightening or painful for his patients to acknowledge, and believed such information was locked away in the

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unconscious mind.

And

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Simply Psychology**

Unconscious biases,  
also known as implicit  
biases, are the  
underlying attitudes  
and stereotypes that  
people unconsciously  
attribute to another  
person or group of  
people that affect how  
they understand and  
engage with a person  
or group. 12 Types of  
Unconscious Bias in the



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**12 Examples of  
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