

Cpgi

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Master Degree Course 2014-2015

Psychology of Groups and Institutions

Clinical Psychology at work

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Clinical Psychology for Individuals, Families and Institutions

Questions

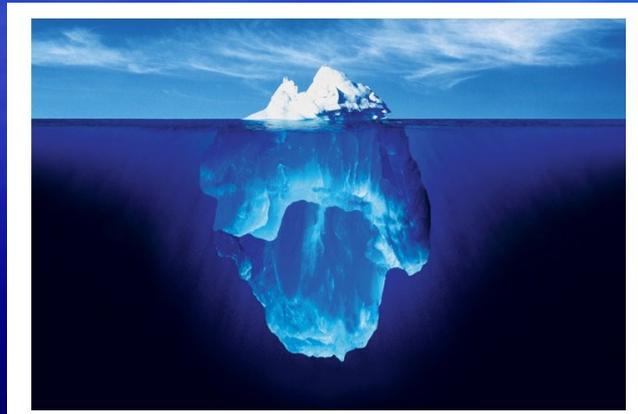
- The very relevant questions for us, is:
- How organizing emerges?
- How group dynamics emerges?
- How to analyze the relationships in groups and organizations?
- What distinguishes the clinical approach to groups and institutions?

- Exercise 1
- What is “organizing”?

- The clinical approach to group and organizing :
- The light side
- The dark side of group and organizational dynamics

The “iceberg” metaphor

- The “iceberg” metaphor as a Living metaphor* of organizing



- *Davidson D., 1978, *What Metaphors Mean*, Critical Inquiry, 5; 31-47

Clinical Psychology

- Clinical Psychology works in order to analyze the emerging side and the submerged side of the organizations and institutions

- Exercise 2
- What is the “dark side of organizing?”

Institutions and organizations

- Some differences:

Organizations:

- ☞ External

- ☞ Formal

- ☞ Structural

Institutions

- ☞ Internal – Interiorization

- ☞ Deep

- ☞ Symbolic

Questions

- The relevant levels of clinical approach to work and organization are three:
- Epistemology
- Methodology
- Practical applications

Epistemology

- Fundamental basic of Knowledge and Theories:
- Neurosciences
- Life Sciences
- Antropology
- Psychology

Methodology

- In Classic Greek language, the etymology means: Meta' – Hodòs: Path
- In our discipline Methodology is the systematic protection from external and internal influences in order to knowing

Methodology and Technical ways

- Quantitative and qualitative analysis
- Hypothesis and research questions
- Research Tools:
 - - Observation
 - - Psychological listening
 - - Psychological Tests
 - - Experiments

Epistemological basics of Clinical Psychology

- Embodied cognition
- Embodied simulation
- Intentional attunement
- Shared manifold

Embodied cognition

- The way our body appears, feels and moves has a role in the way we think and act
- We are the results (the object) of perception and not the subject of perception*

* L. Wiesing, *Das Mich der Wahrnehmung. Eine autopsie*, Suhrkamp Verlag, Frankfurt am Main, 2009. [“we are doomed to perceive; we are what we befall to be”]

Intentional attunement

- The system of self emerges through cohesion [R. Mears]*
- Consciousness emerges through the integration [G. Tononi]**

**A Dissociations Model of Borderline Personality Disorder*, Norton, New York 2012, p.303.

***Phi: A Voyage from the Brain to the Soul*, Pantheon Books 2012.

Intentional attunement

- “Intentional attunement”, is achieved by modeling their behavior as intentional experiences on the basis of the activation of shared neural systems underpinning what the others do and feel and what we do and feel” *

* V. Gallese, *Intentional Attunement: a Neurophysiological Perspective in Social Cognition and its Disruption in Autism*, Brain Research, 2006, january.

Shared manifold

- ***Cohesion*** and ***integration*** have their bases in a state of the brain, but the brain is an abstraction if it is seen as an isolated unit.

Shared Manifold

- In functional terms, there is no thing is definable as a brain: a brain is always in interaction with the environment and in a situated relationships in a context becomes what it is
- Groups and Institutions as collective body-mind system.

Embodied simulation

A common functional mechanism enables us to understand the actions performed by others: a basic form of social understanding

Work, think and act

- Embodied mind at work
- Motion, think and knowledge
- Embodied mind and action
- Contingency
- Acknowledgement

Intentional consonance

- "Through the intentional consonance the other becomes a bodily self like us"
The rising of cooperation and institutions

Relational Mind

- Embodied
- Embedded
- Extended

The Rise of Organizing

- Cooperation and conflict in groups and organizations are based on natural and phenomenological processes:
- Motion and embodied cognition
- Emotions
- Relations
- Feelings
- Behaviors

The clinical approach

- What distinguishes the clinical approach to groups and institutions?
 - Primary Risk – Larry Hirshhorn
 - Primary Task- Elliot Jaques
 - Primary and secondary anxieties - Elliot Jaques
 - Basic assumptions - Wilfred Rupert Bion
 - Organizational Defences – Chrys Argyris
 - Intrapsychic and relational conflicts - Ugo Morelli
 - Creativity
 - Aesthetics
 - Innovation

Contents

- 1. Working together. Clinical psychology of group and institutions
- 2. Intersubjectivity at work
- 3. Motivation and relationships with the task
- 4. Uncertainty and cooperative processes
- 5. Leadership and asymmetrical relations
- 6. Group dynamics and shared manifold
- 7. Conflicts, resistances and defences in organizational life
- 8. Communication and negotiation
- 9. Decision making and choices
- 10. Emotions and incompleteness in institutional life