

1. Record Nr.	UNINA9910455644003321
Autore	Jeffreys J. Shep (John Shep)
Titolo	Coping with workplace change [[electronic resource] ] : dealing with loss and grief / / J. Shep Jeffreys
Pubbl/distr/stampa	Menlo Park, Calif., : Crisp Publications, c1995
ISBN	1-4175-2183-X
Descrizione fisica	1 online resource (94 p.)
Collana	A Fifty-Minute series book
Disciplina	658.3/85
Soggetti	Employees - Counseling of Organizational change - Psychological aspects Employees - Dismissal of - Psychological aspects Adjustment (Psychology) Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references (p. 82-83).
Nota di contenuto	""TITLE""; ""COPYRIGHT""; ""ABOUT THE AUTHOR""; ""PREFACE""; ""CONTENTS""; ""ACKNOWLEDGMENTS""; ""INTRODUCTION""; ""Common Myths""; ""Basic Principles""; ""PART I Understanding the Origin and Impact of Organizational Change""; ""REALITIES OF WORKPLACE CHANGE""; ""Statistics=People""; ""Change!""; ""THE HEARTBREAK OF MERGER AND REORGANIZATION""; ""Cases in Point""; ""CORPORATE EVOLUTION AND WORKPLACE CHANGE""; ""A Model for Understanding and Coping with Workplace Change, Loss and Grief""; ""1. Volcanic Eruption""; ""2. Workplace Change""; ""3. Employee Loss""; ""4. Grief Reaction"" ""5. Grief Process"" ""6. Healing/Growth""; ""PART II What You Need to Know About Grief""; ""WHY ALL LOSS IS DEATH-LIKE""; ""ATTACHMENT BONDING AND LOSS""; ""THREE CONDITIONS OF GRIEF""; ""UNDERSTANDING EMPLOYEESa€? FEELINGS""; ""Anger""; ""Pain""; ""Fear""; ""Guilt""; ""Shame""; ""GRIEF REACTIONS TO CHANGE-LOSS""; ""UNDERSTANDING ATTITUDES AND BEHAVIORS""; ""GRIEF REACTIONS AFFECT PRODUCTIVITY""; ""Review""; ""PART III The Process of Grief""; ""WHAT IS GRIEF?""; ""Grief: A Definition""; ""Different Tears for Different Folks""; ""1. Personality and Past Loss History""

""2. Nature of the Current Loss""""3. Support During the Grief Process""; ""THE POSITIVE EFFECT OF ANTICIPATORY GRIEF""; ""BOWLBYa€?S BASIC PHASES OF LOSS AND MOURNING""; ""Implications for the Workforce""; ""KABLER-ROSS STAGES OF LOSS""; ""Stage Ia€?Denial""; ""Stage IIa€? Anger""; ""Stage IIIa€?Bargaining""; ""Stage IVa€?Depression""; ""Stage Va €?Acceptance""; ""HOW THE OLD PAIN GOT THERE AND WHERE IT GOES""; ""The Unfinished Business Model""; ""1. Developmental Loss""; ""2. Breaking of Actual Bonds""; ""3. Threat of Loss""; ""THE COST OF STORING OLD PAIN""; ""Review""

""PART IV Helping Employees Cope with Workplace Change-Loss Grief""""UNDERSTANDING THE TASKS OF MOURNING""; ""Task I: Accepting the Reality of the Loss""; ""How to Help with Task I""; ""Task II: Reaching the Pain and Other Feelings of Grief""; ""How to Help with Task II""; ""Task III: Make the Needed Changes for a New Work Situation""; ""How to Help with Task III""; ""Task IV: Develop a New Group Identity and Make New Bonds""; ""How to Help with Task IV""; ""HELPING PEOPLE HEAL BY LISTENING""; ""Five Steps to Helpful Listening""; ""STEP 1 Show interest nonverbally.""

""STEP 2 Show interest verbally.""""STEP 3 Open the conversational door.""; ""STEP 4 Rephrase the speakera€?s content. (Listen for meaning!)""; ""STEP 5 Say what the listener feels. (Listen for feeling!)""; ""Suggested Helpful Listening Responses""; ""HELPING AN EMPLOYEE IN A GRIEF REACTION""; ""General Suggestions""; ""What to Avoid""; ""QUICK TIPS FOR HELPING""; ""PREPARING FOR THE EFFECTS OF WORKPLACE CHANGE""; ""Ten Commandments for Organizations Coping with Workplace Change""; ""Review""; ""Suggested Half-Day Employee Grief Support Workshop""

""WORKPLACE GRIEF: THE ASSETS AND LIABILITIES""

---