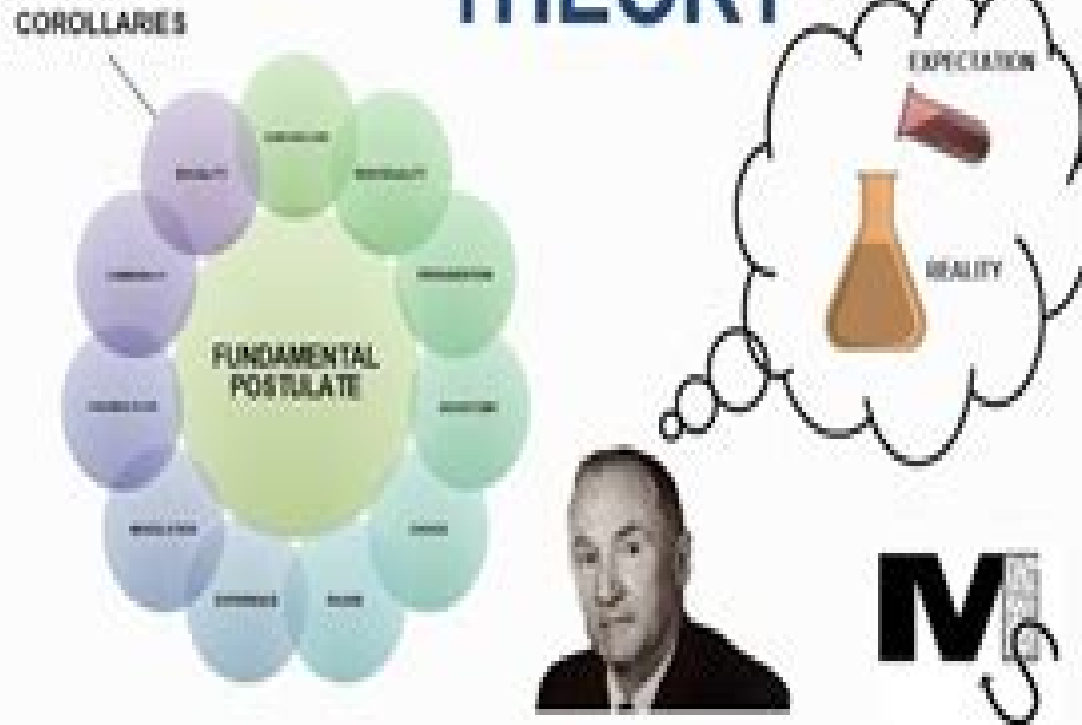


PERSONAL CONSTRUCT THEORY



GEORGE KELLY

Construits Personnels La Grille De Kelly

Pierre Cossette



Construits Personnels La Grille De Kelly:

La gestion des compétences Claude Lévy-Leboyer, 2011-07-07 Ma triser les principes et les m thodes utiles pour identifier et enrichir les comp tences G rer les carri res en mettant l accent sur le d veloppement des comp tences individuelles Aider les entreprises identifier les comp tences cl s Dans un m **L'organisation** Pierre Cossette, 2004

Espaces de vie Gabriel Moser, Karine Weiss, 2003-03-11 L habitat l entreprise le quartier la ville ou le village sont autant d environnements porteurs de significations Ce ne sont ni des espaces neutres et exempts de valeurs ni de simples d cors au sein desquels l individu volue Notre vision du monde et de l homme s exprime en effet dans la mani re dont nous fa onnons nos espaces de vie et ces espaces de vie nous signifient en retour qui nous sommes ce que nous devons faire et ne pas faire Au del de ses effets directs sur l individu bruit densit etc l environnement est vecteur de sens et d identit D o l int r t de prendre en consid ration les mani res de voir sentir et ressentir penser et imaginer explorer et pratiquer son environnement la psychologie environnementale fournit ici des instruments d analyse donne des cl s pour comprendre les perceptions les attitudes et les comportements des individus dans leur contexte de vie et partant de l peut proposer des modalit s d intervention pour am liorer notre qualit de vie au quotidien Exemple d une telle d marche cet ouvrage r pond aux besoins des tudants en psychologie environnementale g ographie humaine cologie architecture urbanisme et sociologie urbaine et de mani re g n rale de tous ceux qui sont amen s intervenir sur l habitat le milieu urbain ou l environnement Il offre un t moignage particuli rement convaincant de la capacit des sciences humaines et sociales nourrir la r flexion et guider l action Gabriel MOSER est professeur de Psychologie environnementale l universit Ren Descartes Paris V Il y dirige le Laboratoire de psychologie environnementale CNRS Karine WEISS est ma tre de conf rrences l universit de Bourgogne Dijon et chercheur associ au Laboratoire de psychologie environnementale *Traite de psychologie du travail et des organisations - 2ème édition* Jean-Luc Bernaud, Claude Lemoine, 2007-04-18 La nouvelle dition de cet ouvrage collectif actualis e des recherches les plus r centes pr sente les domaines les m thodes d intervention les courants et les pratiques du psychologue dans le monde de l entreprise Il d crit tr s pr cis ment les apports de la psychologie du travail au monde de l entreprise **Canadian Journal of Behavioural Science** ,1972 L'action sociale collective en collège Claire Jouffray, 1997 **Bibliographie du Québec** ,1996 *Dictionnaire de psychologie* Roland Doron, Françoise Parot, 1991 **Revista de pedagogia** ,1997

Livres hebdo ,1999 **Les construits personnels** Geoffrey H. Blowers, Kieron O'Connor, 1996-01-01 D s le d but des ann es 1950 George Kelly avait d fini les bases th oriques de la psychologie des construits personnels et s inscrivait ainsi contre courant de la tendance majeure qui pr valait l poque la psychanalyse Ce n est que r cemment qu on a red couvert la richesse de son apport Comblant un vide important il n existe aucun ouvrage en fran ais sur le sujet O Connor et Blowers nous livrent ici une introduction remarquable aux fondements de la th orie de Kelly ainsi qu un expos de ses possibilit s d application La psychologie des construits personnels propose un mod le montrant l homme comme interpr te actif de son

univers gr ce sa faculté de se dé terminer en termes de similitudes et de différences par rapport des objets ou des faits et met l'accent sur le développement individuel procédant d'une capacité d'améliorations et de changements. L'un des atouts majeurs de la grille de Kelly est qu'elle peut servir la fois d'instrument d'analyse et de support théorique personnelle. Elle peut également être appliquée à plusieurs types de situations. Le lecteur trouvera dans cet ouvrage une mine de renseignements lui permettant de découvrir ou de redécouvrir un courant fascinant de la psychologie moderne.

Proposition d'une nouvelle approche pour appréhender l'incitation dans les organisations à travers l'idée du pouvoir-agir Alexander Niess, 2014

Cette thèse montre que la théorie des incitations sous-jacente la théorie de l'agence comme l'un des fondements du champ comptable se concentre sur le contrôle du vouloir agir des personnes et néglige leur pouvoir agir c'est-à-dire leurs capacités. Dans ce travail nous montrons que en s'intéressant exclusivement aux incitations comme un correctif de cette mauvaise volonté des agents la théorie de l'agence ne considère pas les manières qui permettent ceux-ci de se sentir capables d'agir et de se désigner comme auteurs de leur propre action pour pouvoir en assumer la responsabilité. Elle risque alors de soutenir la mise en place de dispositifs de management et de contrôle qui dégradent ces capacités voire engendrent des incapacités. Pour réintroduire cette notion de capacité dans la théorie des incitations en contrôle cette thèse s'interroge en particulier les mécanismes d'imputation d'une responsabilité (responsibility accounting and controllability). Leur déroulement classique va du principal à l'agent et postule la capacité de ce dernier dans un sens unidirectionnel sans prendre en compte la nécessité pour l'agent de s'imputer lui-même la responsabilité de ses actions. Pour développer un cadre pistologique et méthodologique complet et cohérent permettant de définir les conditions d'une théorie des incitations qui intégrerait cette dimension du pouvoir agir cette thèse se fonde sur la contribution de Paul Ricœur qui définit les sources du sentiment de capacité sur l'esthétique kantienne qui en définit le mécanisme et sur la théorie des construits personnels et la technique du repertory grid élaborés par George Kelly pour en établir une représentation empirique.

Mots-clés : incitations, théorie de l'agence, Paul Ricœur, capacité d'agir, grille de Kelly.

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