



FIGURE 8.2 Five model of symmetry as two-way processes (source: Cooper et al., 1995)

5. accommodating (lose-win)
6. unconditionally constructive (strategic reconciliation)
7. win-win or no deal (where either both win or no deal is struck).

Contending and avoiding strategies were used for asymmetric communications in the organisation's interests, while at the other end of the continuum, the strategies used were accommodating and compromising. In the win-win window, strategies included cooperation, being unconditionally constructive, and win-win or no deal. Flewman found not only that these tactics were effective in resolving particular crises, but also that the greater the role of PR in solving organisational problems, the more likely it was to be represented at senior management level and have greater power and influence in the organisation – two of the key factors associated with excellent PR.

Interestingly, while the new model may well represent practice in organisations more effectively in that it avoids prescription of a single model of practice in the 'ideal', Grunig does not attempt to address the critical school's assertion that the PR process is inherently imbalanced. The relative frequency of asymmetric communication in the interests of the public as compared to options that favour the organisation, for example, is not addressed, even though a significant imbalance would cast into question the model's claim to 'provide an ideal combination of a positive and a normative theory' (Grunig 2001: 26). Instead, Grunig leaves deconstruction of PR practice to other authors, whose views are outlined elsewhere in this

chapter and book. (See Think about 8.2 and Mini case study 8.1.)

Publics in public relations

Grunig and Reppert (1992) emphasise that, in order for PR to be respected and used effectively by senior managers, it must operate strategically – in a way that delivers real value to the organisation and helps it achieve its business goals. To do this, they argue, practitioners should do research into the characteristics of their target audiences, so that they can better understand how they might relate and respond to the organisation's communications. Based on relevant characteristics, PR practitioners can then segment target audiences and tailor communications activities more effectively.

The basic segmentation proposed by Grunig and Reppert is 'active' versus 'passive' publics. Active publics seek out information and respond to organisational initiatives. They are therefore more likely to affect the organisation. Passive publics are those that do not proactively want to engage with the organisation. Some publics may be 'latent', or publics-in-waiting, only becoming active when they are prompted by a particular stimulus. PR practitioners need to know what stimulus will trigger a reaction among these publics so that they can use the right communications at the right time. (This description of what practitioners should and should not do is a good example of normative theory.)

In terms of identifying the types of issue that might trigger a public reaction, Grunig offers a situational

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 - The Rise of Digital Reading Cbsissues Cont Crit Theory Pr
 - Advantages of eBooks Over Traditional Books
2. Identifying Cbsissues Cont Crit Theory Pr
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Cbsissues Cont Crit Theory Pr
 - User-Friendly Interface
4. Exploring eBook Recommendations from Cbsissues Cont Crit Theory Pr
 - Personalized Recommendations
 - Cbsissues Cont Crit Theory Pr User Reviews and Ratings
 - Cbsissues Cont Crit Theory Pr and Bestseller Lists
5. Accessing Cbsissues Cont Crit Theory Pr Free and Paid eBooks
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 - Cbsissues Cont Crit Theory Pr Compatibility with Devices
 - Cbsissues Cont Crit Theory Pr Enhanced eBook Features
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 - Highlighting and Note-Taking Cbsissues Cont Crit Theory Pr
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 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Cbsissues Cont Crit Theory Pr
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 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Cbsissues Cont Crit Theory Pr
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Cbsissues Cont Crit Theory Pr
 - Setting Reading Goals Cbsissues Cont Crit Theory Pr
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Cbsissues Cont Crit Theory Pr
 - Fact-Checking eBook Content of Cbsissues Cont Crit Theory Pr
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

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