

An introduction to consulting psychology: working with individuals, groups, and organizations

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Abstrak

Those who choose to be consulting psychologists aim to make a difference in organizations and in the lives of the individuals and groups within them. In this book, Rodney L. Lowman translates theory and research into an accessible overview that will familiarize readers from multiple disciplines with this important work. Lowman reviews how consultation helps clients at three levels: Individual, group, and organizational. Using case examples, he illustrates issues that can arise at each level and describes appropriate tools for assessment and intervention. Readers will learn how consultants screen potential job candidates; coach individuals to adapt to new roles and manage relationships with colleagues; evaluate and improve work group dynamics, such as communication patterns; and work with different organizational cultures to enhance system-wide processes and structures. Leadership is given special focus as a complex topic that spans all three levels of expertise. Multiculturalism and internationalism are also stressed as competencies that consulting psychologists must possess in our increasingly globalized society