



"Verhaltensverschreibung" - Ein Coaching-Tool (German Edition)

Alina Opanasenko

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Studienarbeit aus dem Jahr 2010 im Fachbereich BWL - Personal und Organisation, Fachhochschule Lübeck, Veranstaltung: Management und Leadership, Sprache: Deutsch, Abstract: Konstruktivistische Perspektiven sind fester Bestandteil aller Führungs- und Kommunikationstrainings. Für ein Konfliktgespräch am Arbeitsplatz ist mit der Erkenntnis, dass andere Menschen ein anderes Denken und Fühlen haben und die eigene Perspektive nicht die einzig Wahre ist, eine gute Voraussetzung geschaffen. Durch konstruktivistisches Gedankengut ist es möglich, Lösungen gemeinsam schneller zu erarbeiten, da die Frage nach Schuld und Recht, die sich oftmals als nerven- und zeitaufwendig darstellt, entfällt. Auch Missverständnisse können behoben werden, da keiner mehr in dem Verhalten des anderen eine böse Absicht unterstellt. Des Weiteren kann dieses Gedankengut zur Konfliktlösung sowie zur Konfliktvermeidung beitragen. Begründet ist dies dadurch, dass Beteiligte die Erkenntnis darüber haben, dass jeder ein anderes Verständnis für Probleme hat. Dies vermeidet ein Zuspitzen von Auseinandersetzungen oder Streitigkeiten.

Mit dieser Arbeit wird der Versuch angestrebt, die Grundlagen des Konstruktivismus und in diesem Zusammenhang eine aus dem Konstruktivismus entstandene Coaching Tool "Verhaltensverschreibung" darzustellen.

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