

Index

A

action research, 19, 192, 357, 363
action science, 19
Affekt, 48, 102, 106, 283, 284, 290, 338, 344, 349
aggression, 225, 227
Aktionsforschung, 21, 22, 192, 345, 357
Aktionswissenschaft, 11, 22
Angst, 53, 57, 61, 72, 97, 109, 110, 140, 200, 202, 203, 246, 249, 252, 280, 288–290, 338, 340
Anonymisierung, 57, 321, 322
anxieties, 218, 221, 223–227, 231
Arbeitsfähigkeit, 52, 108, 240, 242, 249, 251, 252, 261, 262
Arbeitsgruppe, 53, 101, 102, 105–111, 113, 158, 211, 212, 239, 243, 251
Arbeitsprozess, 108–111, 239, 244, 277, 360
Atombombe, 26, 28, 37
Aufmerksamkeit, 40, 41, 43, 44, 49, 50, 65, 89, 135, 338
Augenhöhe, 249, 317, 328
Aushandlungsprozesse, 36, 98, 330
authority, 168, 175, 176, 180, 183, 184
authority complex, 161, 184, 186, 187, 312
Autorität, 83, 108, 110, 197, 201, 202, 210

B

Bandbreite, 40, 281
Befindlichkeit, 97–99, 120, 239, 242, 246, 295
Begleitforschung, 12, 325
Begriff, 23, 29, 32, 34, 41, 45, 52, 70–72, 74, 84–86, 127, 129, 192, 194, 252, 284, 316, 365
Beobachtungsprotokoll, 159, 250, 280
Berufsausbildung, 59
Beschaffenheit, 31–36, 38
Bewusstsein, 11, 41, 45–48, 50–52, 58, 60, 63, 72, 74, 75, 85, 88, 112, 114, 120, 140, 143, 151, 152, 154, 160, 212, 241, 251, 286, 316, 317, 333, 355
Beziehungen, 35, 74–76, 82, 97, 126, 130, 272–274, 320–322, 357
body of knowledge, 11, 333
boundaries, 175, 178–180, 183, 225, 297, 306, 308, 312, 314

C

case method, 161, 162, 165–168, 183, 184
case teacher, 162–166
Case teaching, 162
co-creativ, 315, 323
Coach, 321, 322
Coachee, 321, 322

Befindlichkeit, 291

Grundannahme, 251

command vacuum, 226

conscious, 301–303, 339, 340, 348, 354

Container-Contained, 194, 196, 198, 201, 203

D

Daten, 40

Datenverarbeitung, 44

Didaktik, 15, 215, 256, 316–319, 323, 325, 360, 361

Dokumentation, 11, 16, 19, 21, 44, 274, 361

domination, 170, 232, 300

E

Elfenbeinturm, 63

emancipation, 178

Emotion, 49, 89, 140, 146, 283–285, 287, 288, 290, 295, 303–305, 338, 339, 344, 347, 349, 360

Entscheidung, 32, 39, 126, 212

Erfahrung, 12, 16, 20, 24, 37, 40, 44, 46, 47, 66, 103, 107, 134, 135, 142, 159, 194, 195, 201, 210, 213, 245, 252, 255, 267, 278, 280, 281, 287, 289, 291, 296, 316, 317, 320, 323, 327, 330, 341, 357

Erinnerung, 48, 52, 53, 141

Erwartungsmanagement, 329

experience-centered teaching approach, 162, 183, 184, 187, 312–314

Experimentierraum, 20

explorative, 175, 178–181, 183, 184, 187, 304, 305, 313, 314

F

Fachliteratur, 261

Fachtermini, 159

Familiensystem, 73

Fantasie, 76, 195, 240, 246–249, 252

Feedback, 159, 207, 209, 211, 274, 276–278, 324, 329

Feeling-Thinking-Behavior, 301

Feld

Forschungsfeld, 16, 18, 21, 57, 123, 148, 151, 154–156, 268, 328, 336, 354, 364

followers, 216, 299, 311

Forschung

Interventionsforschung, 11, 12, 15–22, 39, 51, 53–55, 57–59, 87, 88, 96, 101, 115, 117, 121, 123, 160, 190–193, 204, 239, 241, 242, 244, 247, 252, 253, 255, 261, 263, 265–267, 275, 281, 296, 319, 321, 322, 324–329, 333, 336, 337, 343–345, 347, 351, 354, 355, 359, 360, 363, 364

Forschungsaufgabe, 242

Forschungsprojekt, 19, 315, 327, 329

Führungsspanne, 78

G

Gedankenmodell, 74

Gefühle, 18, 19, 52, 54, 60–62, 140, 146, 147, 150–153, 285

Gemeinschaft, 11, 20, 22, 45, 67, 69, 70, 74–76, 127, 241, 325, 333, 363

Gesellschaft, 24, 26, 27, 37, 39, 44, 46, 63–65, 67, 69–71, 73–76, 81, 83, 87, 88, 94, 118, 119, 125, 126, 141–143, 149, 191, 288, 319, 340, 342, 347, 352, 353, 355, 363

Grenze, 20, 28, 41, 74, 86, 143, 198, 247, 319

Großgruppe, 263

group dynamics, 161, 165, 167, 168, 178, 184, 187, 216–218, 228, 236, 312, 314, 339, 346, 354, 359

Group Relation Conference, 184

Grundannahme, 62, 249–251, 276, 317

Grundannahmengruppe, 240

Gruppenentscheidung, 240, 275

Gruppenreflexion, 12, 89, 116, 117, 123, 159, 203–207, 209, 210, 212, 213, 255–260, 262–267, 270–272, 274, 281, 356, 359, 361

Gruppentherapie, 73, 358

H

here and now, 165, 168, 175, 180, 181, 183, 187,
230, 232, 235, 236, 297–300

Hier und Jetzt, 12, 19, 30, 53, 62, 63, 77, 79,
85, 86, 94, 98, 105, 120, 141, 142,
147, 153, 195, 250, 286, 288,
316–319

Hierarchie, 11, 55, 57, 81, 90–96, 98, 99,
108, 131, 191–193, 195, 198, 200,
201, 203, 204, 212, 240, 260, 279,
318, 336, 349, 355, 356, 359–362

Hierarchieebene, 243, 245, 246, 249, 250,
292

hierarchische Ordnung, 78

hierarchische Organisation, 76, 83, 96,
107, 110

Hintergrundtheorie, 51, 193, 195, 266

Hochschullehre, 315, 318, 330, 361

Hypothesen, 51, 52, 54, 57, 137, 143, 146,
150, 152–155, 241, 244

I

Identität, 53

Ideologie, 73

Individuum, 20, 27, 44, 57, 58, 63, 67,
69–71, 73, 89, 92, 102, 119, 142,
152, 154, 155, 192, 195, 240, 339,
346, 347

inquiry, 22, 164, 357

instinctive, 233, 235, 303

institutional authority, 166–169, 175, 178,
183–185, 187, 306–308, 311–313

interdisziplinär, 15, 95

Intervention, 12, 37, 57, 73, 103, 107, 153,
191, 196, 212, 213, 228, 244, 245,
249, 266, 289, 299, 314, 317, 319,
325, 344, 346, 351, 356, 362

intervention research, 236, 299, 314

intervention science, 215, 228, 231, 236,
297, 299, 301, 308, 313, 360

Interventionswissenschaft, 11–13, 15–23,
28, 36–39, 50, 51, 57, 58, 60,
62–64, 66, 91, 96, 161, 189–193,
195, 196, 209, 212, 213, 239, 242,

252, 255, 265, 266, 319, 333, 334,
351, 355, 360

introject, 170, 173

J

Johari-Fenster, 155, 156

Jonah, 223–225, 228, 231–233, 236

K

Kalibrierung, 18, 152, 154

Klagenfurt

Klagenfurter, 15, 16, 18, 20, 22, 59,
192, 256, 261, 316, 323, 335, 337,
343–345, 347, 354, 355, 360, 363

Kleingruppe, 73, 135, 206, 264, 270, 272,
273, 275

Kollektiv, 18, 21, 63, 117, 202, 203, 209, 318,
322, 324

Kommunikation, 11, 35, 49, 54, 60–67, 69,
70, 76–81, 83, 85, 87–89, 97, 107,
119, 120, 130, 131, 135, 137,
141–144, 146–148, 152, 153, 156,
157, 159, 160, 206, 207, 246, 251,
274, 281, 288, 290, 295, 336, 343,
344, 364

Komplexität, 42, 49, 51, 62, 77, 80, 83, 85,
88, 106, 116, 125, 137, 150, 160,
193, 257, 266, 268–270, 285, 292,
319, 320, 323, 330

Konflikte, 24, 52, 87, 88, 92, 96, 98, 119, 131,
194, 196, 251, 276, 295, 344, 350,
352, 354, 361

Körper, 29, 44–48, 60, 62, 67, 71, 116, 151,
335, 349

Körperhaltung, 285

Kultur, 46, 56, 57, 62, 75, 91, 115–132,
134–136, 141–143, 247, 248, 259,
260, 267, 286, 288, 317, 349

Kulturwissenschaft, 22

L

leaders, 178, 216, 220, 224, 231, 299,
309–312, 337, 357

leadership, 215, 217, 218, 220, 221,
223–228, 231, 232, 235, 236, 297,

300, 304, 305, 309–312, 338, 354,
360, 361, 363
Lehre, 12, 31, 34, 35, 70, 212, 242, 243, 256,
277, 281, 288, 291, 297, 315, 316,
320, 323, 325, 329, 330, 361
Lehrkooperation, 324
Lehrpraxis, 21, 26, 255, 275, 281, 283, 324
Lehrsituation, 12, 288, 316, 320, 323, 324
Lehrveranstaltung, 55, 279–281, 286,
288–290, 315, 319–330, 355
Lernmethoden, 19
Lernpotenzial, 315, 364
Linienorganisation, 239, 240, 242, 243
lokal, 17, 21, 241, 333
Loyalität, 81

M

Marktplatz, 206
Meinungsbildung, 22, 83
Metapher, 63
Moderation, 101, 103, 107, 108, 112,
157–159, 211, 240, 242, 246, 247,
250–252, 256, 258–261, 263,
266, 270, 275, 293, 295, 330
Muster, 41, 49, 98
Mutter, 147, 148

N

Naturgesetze, 28, 38
Naturwissenschaft, 22, 37, 38
normative, 168, 169, 175, 178, 179, 181, 182,
283, 288, 289, 299, 304, 305, 311,
313, 314, 323, 324, 329

O

O-Lab, 167, 181, 335
Organisationsaufstellung, 245
Organisationsbeobachtung, 137, 152,
154–157, 159, 160, 359
Organisationsentwicklung, 12, 21, 160,
205, 354
Organisationssysteme, 88
Organismus, 41, 44, 45, 49, 51, 137, 138, 143,
145–148, 150, 152, 153, 160, 195

P

Partizipation, 191, 203, 205, 351
perception, 165, 236, 303, 304, 308
Phänomene, 29, 43, 106, 130, 198, 252, 266,
272, 274, 280
Phänomenologie, 19, 42, 51, 339, 344, 352
Philosophie, 15, 23, 26, 29, 30, 33, 38, 42, 51,
65, 71, 116, 118, 338, 339, 342, 343,
346, 352, 354–356, 364
Physik, 36, 70, 73, 345, 346
Podium, 196, 197, 268, 269
politisch, 22
Position, 27, 80, 102, 103, 105–107, 110, 112,
113, 125, 157, 158, 192, 194–196,
200, 203, 240, 241, 248, 250,
251, 257, 262, 267, 284, 292, 295,
318, 326–328
praktische Anwendung, 35, 285, 290, 333
Praxis, 11, 12, 15, 19, 20, 26, 39, 51, 54, 57, 58,
101, 119, 141, 143, 155, 189, 255,
256, 273, 277, 282, 288, 315, 319,
325, 327, 330, 337, 341, 343, 345,
347, 352, 355–357, 359–362, 364
praxisbezogen integrativ, 21
Praxisfelder, 22
Programm, 285, 286
Projekt, 90, 91, 99, 120, 127–129, 131, 132,
134–136, 239, 240, 251, 315, 342,
350, 353
Projektion, 52, 248
Projektmanagement, 22, 91, 94–96, 98, 99,
115–117, 121, 123, 126, 127,
129–136, 191, 193, 196, 197, 199,
201, 204–206, 208, 210, 212,
255, 257, 259, 260, 267, 273, 275,
276, 281, 345, 346, 348, 349, 352,
355
Projizieren, 52
Prozess, 16–18, 22, 27, 37, 44, 55, 62, 72, 86,
87, 89, 102, 121, 133, 143, 146, 147,
150, 151, 153, 154, 193, 203, 240,
275, 277, 285–287, 295, 316, 320,
330, 333, 343–346, 357, 364
Psychoanalyse, 19, 52, 53, 137, 154, 193, 346,
350, 354

psychodynamics, 216, 218, 222, 224–227,
231, 232, 236

psychodynamisch, 52, 191, 210, 257

Psychophysik, 41–43, 51, 353

psychophysisch, 40, 41

Psychose, 73, 148

Q

Quadrant, 156, 157, 159

Qualität, 11, 23, 29–34, 36, 38, 284, 285,
338, 342, 359

qualitativ, 21, 29, 34, 139, 328

Qualitätsmanagement, 36, 342

quantitativ, 21

R

rangdynamisches Modell, 101

reality, 73, 162, 169, 178, 216, 218, 223, 230,
311

reflection, 162, 297

Reflexion, 12, 19, 21–23, 44, 48–50, 52, 58,
69, 83, 84, 86, 89, 99, 115, 132,
137, 154, 161, 192, 193, 195, 196,
202, 213, 215, 239–242, 246, 249,
257, 260, 263–265, 277, 289,
293–295, 316–318, 327, 328, 330

Resonanzgruppe, 123, 153, 156, 159, 241,
242, 244, 250–252, 259, 260,
271, 272, 277–279

Rolle, 110

Rollenbewusstsein, 240

S

Säugling, 92, 148

scapegoat, 223–225, 227, 228, 233

schizoid, 194, 200

Schrift, 84–86, 141

selbstähnlich, 265

Selbsterkenntnis, 17, 20, 37

Selbstreflexion, 22, 37, 93, 117, 192, 239,
275–277, 279, 327, 328

Self, 168–170, 175, 176, 178, 180, 183, 184, 353

Sensoren, 40, 58, 62, 151, 195

Sinnesphysiologie, 40, 41, 43, 46, 48, 50, 51,
343, 364

Sinnessysteme, 41

Sondierungsgespräch, 327

soziale Systeme, 22, 66, 69, 87, 130

Sozialkompetenz, 276, 281

Spaltung, 194, 247, 248

Spezialisierung, 11, 27, 46, 57, 66, 70, 72,
126, 142, 152, 197, 265, 286, 323

Sprachcode, 128

Sprachdenken, 60, 61, 63, 141, 146, 363

Sprache, 19, 28, 30, 33, 35, 43–45, 49, 60, 61,
66, 84–86, 97, 117, 141, 142,
146–148, 150, 284, 290, 339, 345,
347, 352, 355

Strategeme, 268

Struktur, 41, 51, 62, 63, 73, 98, 122, 126, 196,
204, 243, 256, 260, 261, 349

Strukturaufstellungen, 245, 276

Symbol, 30, 317

Systemlandkarten, 276

T

T-Group, 181, 184, 218

tacit knowledge, 220

Tatsachen, 25, 45, 74, 140, 273, 352

Team, 18, 26, 129, 132, 197, 198, 239, 277,
321, 322, 328, 333, 343

Technik, 30, 35, 36, 58, 59, 72, 274, 281, 316,
319, 320, 325, 342, 346, 361

Tertium datur, 82, 344

tertium non datur, 21, 38

tiefenpsychologisch, 103, 106, 200

Trainingsgruppen, 262, 324

transcendent knowledge, 216, 218, 220,
228, 232, 235

U

Umwelt, 41, 43, 45, 47, 49, 66, 70, 74, 92,
129, 142

unconscious, 152, 165, 166, 182, 184, 187,
221, 222, 224, 299, 300,
302–304, 343, 353, 354, 362, 363

Unsicherheit, 32, 57, 95, 97, 287, 329

Untergebene, 80, 82, 83, 88, 108, 248, 318

Untergruppen, 77, 248, 274, 275

Unterwerfung, 82, 196, 198, 199, 201, 274,
293

V

variety, 219, 220, 223

Verallgemeinerung, 19, 22, 31, 72, 259, 261,
263, 265

Verantwortung, 20, 27, 29, 33, 39, 66, 99,
102, 106, 211, 246

Verbesonderung, 19, 22

Verhalten, 46, 47, 52, 54, 57, 62, 63, 76, 77,
87, 105, 120, 121, 127, 128, 131,
133, 155, 199, 239, 241, 267, 268,
271, 274, 276, 286, 293, 317, 318,
326, 327, 329

Verkörperung, 11, 20, 46, 60, 102, 106, 146

Vexierbild, 295

Vodun, 19, 354

Vorgesetzte, 78, 82, 89, 92, 98, 108, 318,
324, 327, 328, 349

Vorurteil, 41

W

Wahrheit, 22–24, 26, 36, 47, 87, 107, 145,
192, 197, 257, 290, 342

Wahrnehmung, 11, 17–19, 30, 34, 38, 40–51,
53, 57, 62, 76, 89, 97, 99, 119, 137,
138, 140, 141, 143, 146–148, 151,
194, 195, 198, 211, 242, 248, 251,
285, 291, 293, 339, 341, 355

Wirklichkeit, 28, 29, 33, 53, 73, 84, 145, 146

Wissenschaft, 11, 15, 21, 23–30, 35–40, 43,
46, 50–52, 57, 60, 63, 70, 87, 101,
117, 142, 145, 155, 160, 192, 255,
288, 315, 335, 337, 339, 347, 348,
351, 353, 354, 356, 360, 364

Sozialwissenschaft, 11

Wissenschaftsbegriff, 17

Wunsch, 52, 53, 72, 140

Z

Zeit, 17, 24, 25, 27, 28, 31, 44, 49, 50, 53, 55,
59, 65, 70, 72, 74, 79, 80, 86, 88,
89, 95, 98, 102, 112, 116, 117, 120,
132–134, 139, 146–148, 196, 197,
200, 246, 248, 257, 260, 266,
275, 288, 320, 346, 361

Zertifizierung, 197, 199, 201, 204

