

Tips for successful teleworking !

- Create a quiet place at home and make sure you have the adequate IT tools to perform your work
- organize your e-archives rather than carrying *dossiers* at home
- agree with your colleagues which tasks can be teleworked without disturbing the workflow or other's expectations
- define with your HoU the time schedule including breaks, tele-meetings with the Unit, etc.
- If your kids are at home tell them that you are playing a new game "everybody works in an office= everybody works silently in his desk"
- Get dressed like if you were in the office, and create rituals to mark the beginning and the end of the work – **It is important to keep separated work life from home life !**

Annual Mobility



MOBILITY
increase muscle
strength !



Dates with the European History
1 January 1986: 3rd enlargement
Spain & Portugal

'...From the Iberian Peninsula, Portugal and Spain showed the old world the way to new worlds, expanding their frontiers not only geographically but also spiritually, as they decisively promoted the progress of the thought, knowledge and technology of the age of Renaissance...'
F. Gonzalez / Pr. Minister
12.06.1985

Anima - Animus
MEN - WOMEN

Bluebeard-A killer to reckon with:
How to survive the Soul's Predator



GROUP DYNAMICS : 'Psychological types'

In addition to attitude types (introvert & extravert) we also distinguish four function types: thinking, feeling, sensation and intuition.

Thinking is the rational capacity to structure and synthesize discrete data by means of conceptual generalizations. **Feeling** is the function which determines value. It is the function that values and promotes human relationships. **Sensation** is that function which perceives and adapts to external reality via the senses. **Intuition** is defined as perception via the unconscious, that is, the perception of representations or conclusions whose origin is obscure. (...)

Differences in type can underlie difficulties in interpersonal relationships. Knowledge of one's own type and of the fact that other equally valid types exist can often help to relativize one's own personal reactions and can lead to more conscious and fruitful human relationships. Edward R. Edinger, M.D. www.capt.org

(...) Fairy tales are simple and pure expressions of the collective unconscious and offer a clear understanding of universal patterns in the human psyche. The Bluebeard story in short goes as follows:

Three sisters were courted by a noble man who had an unusual blue beard. Two of them were frightened of this blue beard, but the third one fell for his charm and married him. She may do whatever she wants in his absence, open every door in his huge castle, except one.

But curiosity wins out. Encouraged by her sisters, she opens the forbidden door and sees the blood and dismembered corpses of Bluebeard's previous wives. She understands what is in store for her.

Once Bluebeard found out that she has seen the hidden chamber, he comes after her. « *Please allow me to compose myself and prepare for my death* » she pleads and was granted a quarter of an hour.

She has no intention of going quietly into the slaughter. She posts her sisters on the castle ramparts and shouts « *Sisters, sisters, do you see our brothers coming?* » And the brothers do show up, just in the nick of time, and kill Bluebeard « leaving for the buzzards his blood and gristle ».

Just like a dream, a fairytale is not to be taken literally. It depicts the dance and the dynamics between the two grand archetypal forces, the masculine and the feminine, as they manifest in the collective as well as in the individual psyche. Both, dreams and fairy tales can be a kind of roadmap to discern an attitude that will allow, in fairy tale terms, for the princess to get her prince, and in Jungian language, for the union of opposites and the sacred marriage of the masculine and the feminine within ones soul. (...)

But our naive heroine, who fell for the deadly charmer, survives and Bluebeard is dismembered and dead. But if a fairy tale is a map, what do we learn about the right kind of attitude to escape Bluebeard? A few things stand out for me.

Naive the young woman may be, but not submissive and obedient. She wants to know. Only her disobedience allows her to survive. She becomes a warrior for life and lies to the liar. Like is cured by like. When she opened the door to the torture chamber, she truly sees. (...)

Her willingness and strength to face the truth is activating positive masculine energies in her, which manifest in her ability to sever the ties of Bluebeard's seductive charm. Bluebeard's power is fading His dismemberment has begun. Her own inner masculinity is gaining muscle, which the fairytale depicts in the sudden appearance of brothers who put an end to Bluebeard. As an archetypal force he will not disappear, but in the life of this woman Bluebeard has no more hold over her. <https://jungianzork.wordpress.com>

CULTURAL & SOCIETAL DYNAMICS : Women at Work: How organizational Features Impact Career Development

'Organizations benefit from gender diversity, as research clearly documents. Nevertheless, statistics reveal consistent gender differences in career development and payment. Women who feel undervalued at work will re-evaluate their priorities and are tempted to "opt out". Organizations that wish to reap the benefits of gender diversity can profit from behavioral science research identifying mechanisms that may prevent women from making the same career choices as men:

- implicit bias decreases the odds that women will enter and perform in male-dominated job levels or organizations,
- glass cliff effects make career development less attractive for women,
- Queen Bee effects prevent women in leadership from acting as role models for other women, and
- some work-family approaches imply that women have to give up family life to be successful in their professional career.

Being aware of these mechanisms, their implications, and possible remedies can benefit organizations and policy makers, and encourage women in different career stages to "lean in." (...)

'The Behavioral Science Approach What then might be the "true" explanation of persisting gender differences in the workplace? (...)

Behavioral science offers a different perspective: explicitly allowing for the possibility that individuals and organizations mutually influence each other. Small initial differences between men and women can magnify over time, as they learn which behaviors are encouraged in the organization. For instance, being the only female in a group of men leads women to assume that their contributions are likely to be considered unimportant. This undermines their motivation and performance. However, understanding this process also clarifies how to avoid self-defeating responses: Recognizing the unconscious implications of being "solo" and explicitly assuring women that their contributions are valued enhances their motivation and performance.

Across the board, organizations reward masculine behavior. Masculinity predicts women's as well as men's career advancement, beyond factors such as human capital. For instance, men and women who opt to work in a masculine organizational culture (characterized by aggressiveness rather than supportiveness) over time earn higher salaries than those who avoid this organizational culture. Thus, the interplay between what organizations value, on the one hand, and behavioral preferences of men and women, on the other hand, contribute to current gender differences in organizations. (...)

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