Helping



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In this seminal book on helping, corporate culture and organizational development guru Ed Schein analyzes the dynamics of helping relationships, explains why help is often not helpful, and shows what any would-be-helper must do to insure that help is actually provided. Many words are used for helping -- assisting, aiding, advising, coaching, consulting, counseling, supporting, teaching, and many more -- but they all have common dynamics and processes. Schein exposes and shows how to resolve the inequities and role ambiguities of helping relationships, describes the different roles that helpers can take once the relationship is balanced, and explains how to build a balanced relationship and how to intervene as that relationship develops. In this short but profound book Schein examines the social dynamics that are at play in helping relationships in order to better understand why offers of help are sometimes refused or resented, and how to make help more helpful.

作者介绍:

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