

Adlerian organizational analysis model

A consultant that chooses to conduct an analysis in an organization using the Adlerian model is most likely to choose this model since they understand the importance of relationships that exist inside an organization. They recognize that the employees are the main resource of an organization, therefore attributing utmost importance to the atmosphere among employees themselves and among employees and their supervisors. This is because the Adlerian theory deals with the way a person interacts and fits into society, and what aspects are needed for them to bring out their maximum potential.

The Adlerian organizational analysis model will be conducted according to the Adlerian theory of personality:

Adler's view of human nature is divided into 5 parameters:

1. A sense of belonging: In order for an employee to express their utmost potential in the work place, they must feel like they really belong to the company they work in.
2. Goal oriented behavior: In order for an employee to feel like they belong in the organization they must set for themselves specific goals and work accordingly.
3. Subjective thinking: Every person in the organization, whether employee or manager, have a subjective way of seeing reality that stems from their perception of the world and their own personal idea of logic.
4. Freedom of choice: Every person in the organization, whether employee or manager, has the right to choose how they behave and react to situations they are faced with. The personal choice of man stems from given alternatives.

5. Man as a whole (Holism): Man acts according to logic and emotion. Logic serves emotion and vice versa. Together, logic and emotion create man as a whole. In addition, man is part of larger systems - he comes to his work environment after being affected by his family environment. Then he works in the organization where he is affected and affects others.

Explanation of Adler's human nature's model:

1. Sense of belonging

The model describes 5 parameters with which the feeling of belonging is built upon:

a) The need to be useful: In order for an employee to feel their best they must feel like they are contributing and are useful to organization. The consultant will try and understand how much the employee feels and truly believes that their work is useful and contributory.

b) The need to feel equal and valued: In order for an employee to feel their best they must feel valued, equal and part of a team. They must feel equal in their worth - while interacting with others and worthy when regarding others. The consultant will try and establish how much the employee feels valued in regards to the other employees.

c) The need for personal attention: Every person needs special attention specific to their needs. This is some sort of paradox: Wants to feel like part of the team - but can't feel that way if their personal needs aren't met. The consultant will try and explore how much employees experience personal attention to their needs.

d) Growth and development: From the time a person is born they have a desire to grow and develop. A will to know, learn and feel able and capable. The consultant will try and assess if there is opportunity in the organization for employee growth and development and what to do when the formal path for this is blocked from employees.

e) Individual meaning: Every person has a need to find meaning and purpose in their life. Purpose means values of what is good and what is not, what is right and what is wrong - bringing the individual to satisfactory good deeds. Individual meaning says - I exist, I make a difference in my doing and in my being. The consultant will try and understand how much purpose and meaning the employees find in their job.

2. Goal oriented behavior

the consultant will try on one hand, to figure out what the goals of the organizations are and what the goals of the employee are, and then try to figure out how much they coincide. In theory this is called "Logic of the individual and logic of the crowd". Logic of the crowd - expresses society's norms - as opposed to logic of the individual which expresses the logic of each individual in society. The assumption is that as the goals of the organization and the goals of the employee coincide, there will be maximum efficiency.

3. Subjective thinking

the theory deals with the way a person interprets reality and the differences between different people. The assumption is that there is not one truth, but it is in the eye of the beholder. This fact allows a variety of opinions and ideas and it also a source of conflict and disagreement. Instead of trying to find truths and facts, the consultant should focus on understanding the specific view point of the employee, dealing with the question, how they interpret reality. In addition, the consultant should try to identify the different opinions among employees as well as differences between employees and management.

4. Freedom of choice

the theory deals with the freedom every person has to choose the way they act and respond to certain situations and deal with the reality they are in. The consultant will try and understand the degrees of freedom that the management and employees feel. The consultant will try and understand how much the manager feels they are initiating as opposed to responding, and how much the employee feels the boundaries within their work are broad enough to allow creativity.

5. Man as a whole (Holism)

the theory deals with the complexity of man, and the different parts and complexities of the organization. The idea is that the world is created by different pieces that are interconnected and affect one another. The consultant will try and understand the bigger picture of the employee's life, in the different circles that his life is comprised of. This is done under the assumption that all things that happen outside the organization affect the performance and functioning of the employee in the work place. In addition the consultant will try and understand the bigger picture of the organization, its surrounding, its history and future plans. This is all under the assumption that all other parameters affect each other.