

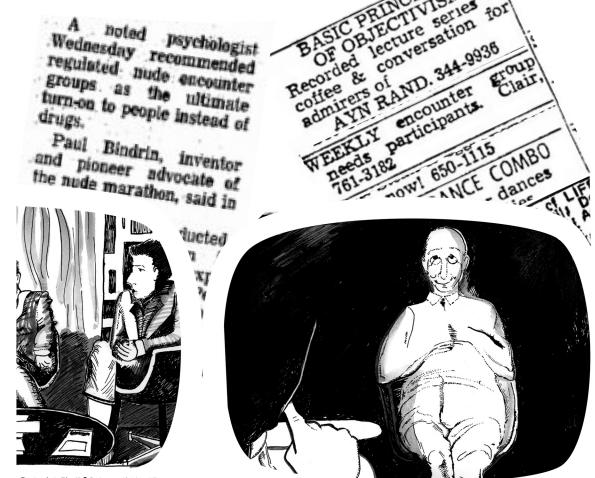
THE ENCOUNTER GROUP:

ment of the 1970's had its roots in of the 20th century, from Alfred Adequality, even feminism to Kurt Lewleadership and later race relations in the workplace. The Psychology of by and large trying to interrogate authoritarianism and relationships of authority in general. Lewin is gener- and Affirmative Action. ally credited with the development of ships.

rial dynamics became a way to give selves".

workers greater control within the workplace, as well as giving man-The popular encounter group move- agement an effective tool for combating unions' own kind of solidarity. a number of specific therapeutic Groups, and group encounters became schools and psychological theories significant for training practices which introduced new sorts of work ler's emphasis on family, community, and new workers, i.e. women and people of color, into the workplace; in's post-war studies of Boy Scout call group therapy a kind of socialization exercise. In the post-war era, different kinds of workers were Groups, like many theories of commu- to become a part of the industrial nication popularized after WII, were workplace both by the necessity of changing national demographics and by state mandates from the EEOC

the 'T-group'. 'T' standing for "TEAM" In order to accommodate these sobrought groups of workers together cial changes in large corporations, to discuss and critique their own and T-groups and other forms of group their co-workers working relation- training based on therapeutic models became widely popular. Everyone from executives to the rank and The development of "flatter" manage- file were encouraged to "find them-



BEING YOURSELF:

Group therapies of the 70's preached a gospel of modern individualism-it was a church of the self. Many therapies of this era rebelled against institutional power relations -- including those of traditional mental health structures -- in favor of private support mechanisms which organized individual authenticity and confession as a consumable product. Therapeutic theories of self-empowerment would accelerate movements such as Esalen, EST, even Transcendental Meditation (TM) practices which emphasized (and sold) personal experience over social change. I believe we find precursors to Gordon Gecko's "Greed is Good" in these earlier movements which turned away from political organizing and institutional engagement; selfishness-- a complete obsession with the self was good. Radical individualism fit firmly within the logics of a shift- lot. She would have to get a job.

ing capitalism in crisis of the 1970s. The embrace of corporate work therapies which taught a total personal responsibility would set up workers for their losses of the 1980's.

What was my mother's authentic self, I wonder? After the divorce, she was left selfless in a selfish world. She aspired to be modern and sexually free. She had a catch in her throat when talking about the film, "Alice Doesn't Live Here Anymore"that Hollywood feminist fairy tale of a housewife who loses her bad husband only to find a new man who willingly sacrifices his way of life for her creative aspirations. As I say, our people were people of God, not people who believed in themselves. My mom was moved by Alice because she understood that a man who would sacrifice for her was not to be her