

Abstract

Projection and transference are related psychological phenomena which might influence the workplace. This study explores the influence of these phenomena in a specific work context from a Gestalt standpoint, using a heuristic approach. First, it reviews relevant literature on the phenomena drawing from Gestalt, other psychotherapy and business writers. Secondly it explores the phenomena with a focus group. It explores how these phenomena remain virtually unaddressed in the workplace; how easy it is to introduce the phenomena to people at work; and what, if any, influence individuals ascribe to the phenomena in their own work context. Thirdly, the researcher reflects on his own experience of the phenomena. It concludes by highlighting difficulties of addressing the phenomena in the workplace, drawing possible links between the phenomena, school and work, and offering propositions for further research.

Key words: Gestalt, projection, psychotherapy, relationship, transference, school, work.