

# Bricolage of positions and perspectives from the panel discussion on prospects and contestations of Critical and Radical Humanist Work and Organizational Psychology: Are we ready to take over?<sup>1</sup>

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## ABSTRACT

This article provides a compilation or, rather, composition of the position statements by the participants of the panel discussion at the first International Conference on Critical and Radical Humanist Work and Organizational Psychology, held from the 11<sup>th</sup> to the 13<sup>th</sup> of July 2022 at the University of Innsbruck. Unlike the loosely sewn together „patchwork quilt“ one might expect, the resulting text deserves the label „bricolage“ – a sculpture of ideas, complementing and contextualizing each other to form a higher-order meaning that goes beyond the sum of its parts. Bricolage can refer to the creation of cultural identity among social groups as well as to the psychological processes through which individuals retrieve and recombine knowledge. Both meanings seem fitting here and, in this sense, each individual contribution is a fractal of the overall gestalt of this article, which is structured as follows: The first contribution by Laura Röllmann is entitled „Creating niches or intervening from within – How individual theories of change influence our strategies towards transforming Work and Organizational Psychology“. This introduction is followed up by Johanna Degen’s thoughts on „Why a critical stance comes without didactics“. Subsequently, Edina Dóci writes on the topic of „Deterritorializing and reterritorializing Work and Organizational Psychology“, followed by Matthijs Bal, pondering the issue of „Criticalizing our colleagues?“. Next, Severin Hornung raises the question „Or should we even aspire to? Dialectics of resistance and assimilation in times of crisis“. After that, Gazi Islam elaborates on „Critique of practice and critique by practice: Collaborative possibilities in Critical Work and Organizational Psychology“. Next comes Thomas Kühn’s vision, entitled „The urge for a revolution of hope in Work and Organizational Psychology“. Finally, Zoe Sanderson concludes with „Building a house we want to live in: The importance of how we do Critical Work and Organizational Psychology“. Aside from adjusting the order of contributions, the organizers have refrained from summarizing or commenting on the contents, convinced that the „magic of bricolage“ speaks for itself.

## Keywords

Critical and Radical Humanist Work and Organizational Psychology – transforming academic psychology – scholarly activism – radical engagement – bricolage

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