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Shows how to enhance our performance and improve our organizations by developing healthier self-concepts of ourselves and in others. A personal development and leadership guide to creating a work environment where self-determination and openness are the rule, offers strategies for heightening our awareness of ourselves and others as a key factor in shaping our relationships to work. Offers a field-tested approach to improving organizational effectiveness, introducing innovative tools and exercises--including the concordance model of decision making, the Team Compatibility Index for team building, the Work Relations Index for improved individual performance, and the leader as completer concept of leadership--to promote creativity and openness at work