

Article review #1:

In this article Harrison argued that love could be a powerful force at workplace if that's from an authentic motivation. On how to express love at workplace, he suggested a different lens to look at people, Appreciative lens.

First, he talked about the reality of today's workplace, which is that the potency of love is largely denied and repressed. (page1). And the unchangeable demand for our human being is love. How to make Love into the most powerful force at workplace, is very important for organization.

Second, as David McClelland found that Power, achievement and affiliation are three fundamental needs for human beings. Harrison looked through the relationship between them and love.

a. Love and achievement

As Kahlil Gibran in his book "The Prophet" (1969) mentioned "Work is love made visible." In high performance, achievement-oriented organization, people express their love with creativity, excellence, and dedication.

b. Love and power

Power relationships would foster love. Not as benevolent paternalism in old times, today personal power is used to dominate and exploit people.

c. Love and affiliation

In an affiliation-oriented organization, there is mutual trust between individuals and the organization, people are treated and respected equally as human beings, not as parts of machine.

In this type of environment, love flows.

Third, Harrison laid out some dark sides of abuse on power, affiliation, and achievement.

Fourth, He implanted David Cooperrider's Appreciative Inquiry for positive relationships for individual or organization.

Lastly, He adapted Gervas Bushe's theory, "Tracking and fanning" the best out of everyone, their virtues and behavior, to cultivate positive mindset of "good will" to people opposite to manipulation.

Appreciate Harrison's work, while there is more room on this topic. Although we should look at people's goodness instead of focusing on their shortcomings, but it doesn't mean avoiding conflicts. A sincere and compassionate heart is the foundation in any relationships, and it will assure the outcome is love made visible even in conflicts.