

‘Dr. Jekyll and Mr. Hyde: Identity Foils in Organizational Life’

Tuesday, May 8, 2018 | 1:00-2:30pm
Henry Angus 968, 2053 Main Mall

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Abstract

Soldier-medic. Doctor-administrator. Student-athlete. Certain roles require an individual to do X and not-X, such as taking lives and saving lives in the case of a soldier-medic. Why do organizations create such antithetical expectations – or “identity foils” – where one must be both Dr. Jekyll and Mr. Hyde? How do individuals enact identity foils and deal with the implied dissonance? What might this tell us about the broader issue of role conflict?

Bio

Blake Ashforth is the Horace Steele Arizona Heritage Chair in the W. P. Carey School of Business, Arizona State University. He received his Ph.D. from the University of Toronto. His research concerns the ongoing dance between individuals and organizations, including identity and identification, socialization and newcomer work adjustment, and the links among individual-, group-, and organization-level phenomena. Recent work has focused on dirty work, ambivalence, and respect. Blake is a fellow of the Academy of Management.