

# GC:Code Book--Summary

Code Word	Parent	Text	Definition
ABUSIVE	XYZ	YES	acting out of anger. One of her
ACCOMDATE	XYZ	YES	she does what is necessary to get
AFFIRMATIO	XYZ	YES	seeks out that she is okay, doing a
ANGER	CHILDREN	YES	negative emotion. Leads to acting
AUTHENTIC	VALUES	YES	real, honest, upfront a goal of life
AUTONOMY	VALUES	YES	indepent. She needs autonomy as she
BACKGROUND	None	YES	information about her family of
BALANCE	CHILDREN	YES	equal time in both domains, not one
BOUNDARIES	CHILDREN	YES	she continually oversteps boundaries
BRAG	CHILDREN	YES	She promotes everything. Markets
CARE	PROTECT	YES	a form of protection
CHILDREN	MOTHERING	YES	stories about her children past or
COMMUNICAT	OD	YES	at work and at home communication is
CONFLICT	ACCOMDATE	YES	she sees herself as avoiding
CRITICAL	PROTECT	YES	she is judgemental of other's work
DETERMINED	CHILDREN	YES	she references her oldest son as
DEVELOPMEN	OD	YES	Growing and learning and changing.
DIFFERENCE	OD	YES	Also refers to differences,
FIGHTING	VALUES	YES	acting out her anger at her
FRIEND	CHILDREN	YES	she sees herself as a friend to her
HERD	SAFE		her EAP employees are very
HOLDINGBAC	MOTHERING	YES	not being totally competitive in
IDEALPERCP	None	YES	she is inconsistant about her
IDENTITY	XYZ	YES	she identifies with the life/work
IMPACT	POWER	YES	she likes to make an impact. A
INTIMACY	XYZ	YES	She regrets lack of women friends.
INTUITION	VALUES	YES	her subjective knowledge. She trusts
LOYALTY	VALUES	YES	She really values this. Is
MANAGEMENT	WORK	YES	all aspects of her management work.
MORALE	OD	YES	important to her as survey scans
MOTHERING	IDEALPERCP	YES	stories about her mothering
OD	WORK	YES	Her OD experiences. She wasn't doing
PATIENCE	CHILDREN	YES	
PERSPECTIV	VALUES	YES	She prides herself on having the
POLITICS	POWER	YES	her greatest pain and power. She
POWER	PROTECT	YES	her influence within the larger
POWERLESS	PROTECT	YES	at times she felt powerless,
PROCESS	OD	YES	od efforts toward change. Action
PROTECT	None	YES	she equates it with mothering, that
QUALWORLIF	OD	YES	quality of work life. A very
REALNEEDS	SAFE	YES	she knows their real needs, not
RELATIONSH	VALUES	YES	interaction with children. Not much
RESCUE	SAFE		allow to work even when not
RETAIN	SAFE		keep them happy even at her expense.
SAFE	XYZ	YES	keeping from harm. Her employees,
STAYATHOME	HOLDINGBAC	YES	Full time homemaker, popular in the
SUPPORT	XYZ	YES	psychological nurturance
SYSTEMIC	OD	YES	the organizational stuff. Dealing
TRANSFEREN	XYZ	YES	Countertransference is the other
TRANSFORM	MOTHERING	YES	changes paradigm. She was
TRUST	TRANSFORM	YES	can be counted on. Consistent. She
VALUES	BACKGROUND	PAR	what is important to her
WEAVING	HOLDINGBAC	YES	mothering and work are intertwined.
WORK	IDEALPERCP	YES	Managing and doing organizational
XYZ	MANAGEMENT	YES	Employee assistance program. This is

# GC:Code Book--Family Tree

## ● Code Families

### ● BACKGROUND

#### ● VALUES

- AUTHENTIC
- AUTONOMY
- FIGHTING
- INTUITION
- LOYALTY
- PERSPECTIV
- RELATIONSH

### ● IDEALPERCP

#### ● MOTHERING

##### ● CHILDREN

- ANGER
- BALANCE
- BOUNDARIES
- BRAG
- DETERMINED
- FRIEND
- PATIENCE

##### ● HOLDINGBAC

- STAYATHOME
- WEAVING

##### ● TRANSFORM

- TRUST

#### ● WORK

##### ● MANAGEMENT

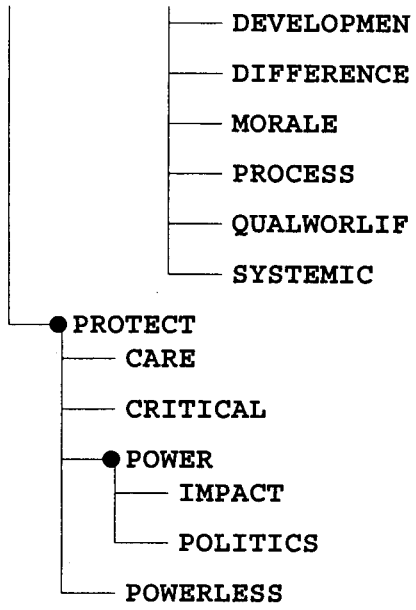
###### ● XYZ

- ABUSIVE
- ACCOMDATE
  - CONFLICT
- AFFIRMATIO
- IDENTITY
- INTIMACY
- SAFE
  - HERD
  - REALNEEDS
  - RESCUE
  - RETAIN
- SUPPORT
- TRANSFEREN

##### ● OD

- COMMUNICAT

# GC:Code Book--Family Tree



Coded Version of GC1

G: I think it is different than being in	411		
private practice because you probably	412		
see people who are healthier. You	413		
know, I have defined EAP as a place	414		
for normal people going through normal	415		
problems and on any one day, any one	416		
of us can use it, so ah, it is a very	417		
important piece. I could give it up	418		
and more to some other exciting thing,	419		
%-PROTECT			
but I am much more concerned about my	420		-*
staff right now, so this is where the	421		
*-MOTHERING			
mothering piece comes in. I have two	422		-*
counselors, one of whom escaped from	423		-*
%-PROTECT			
XXX to come to work for me cause he	424		-*
wanted to work in this kind of EAP and	425		
will never go back to work for XXX. I	426		
am really worrying about him and	427		
protecting him and his job. And	428		
another person who was a	429		
psychodramatist who left because she	430		
wanted to make a change and be an EAP	431		
counselor. So whoa, you come to this	432		
fantastic EAP and your world is being	433		
turned upside down and I am very, very	434		
concerned about them. I suspect that	435		
the person who is a psychodramatist,	436		
she is also a trainer, she will fit	437		
into other stuff.	438		-*-*

# Coded Version of GCl

think we were pretty damn good 2049  
parents. We made a good partnership. 2050  
Ah, I was there, physically there, 2051  
which was very important. Richard was 2052  
there as my back-up, when I yelled, he 2053 -#

#-ANGER  
let me know that I was yelling too 2054 -#  
much. I don't even know what I was 2055  
yelling about, I was a screamer. That 2056  
is the only thing I can think of that 2057

\$-PROTECT  
I did wrong. I was fiercely protective 2058 -#-\$  
of them. I would defend them against 2059

#-ANGER  
any thing and they knew that. If David 2060 -#  
got in trouble, David got in trouble 2061  
at school for throwing french fries. I 2062  
would go and argue with the principal, 2063  
so what is so terrible about throwing 2064  
french fries. Mrs. Cooperman, they 2065  
were dipped in ketchup first. 2066 -#  
Laughing. That was David was playful. 2067  
But he knew I would be there for him 2068  
They all knew I would be there for 2069  
them. In high school, I don't know 2070  
what he did, he and one of his friends 2071  
did something. I got called in again 2072

#-ANGER  
and he had been describing the 2073 -#  
assistant principal, he was making fun 2074  
of his walk and talk. Well, I am 2075  
sitting there, a little annoyed at 2076  
being there. David must have been a 2077  
senior then, and there down the hall, 2078  
the assistant principal walking just 2079  
like David and he opened his mouth and 2080  
he sounded just like David. I am 2081  
laughing. And the poor guy was 2082  
thinking, with a mother like that, no 2083  
wonder he is acting like that. So, I 2084  
said to Richard, you go from now on. 2085 -#  
Ah, they knew I would always defend 2086  
them. I was always there. And I think 2087  
it was uncounscious, I don't think I 2088  
did it consciously, because my mom 2089  
wasn't always there. I had a great 2090  
need to be the perfect mother. Well, I 2091  
think. I would love to hear what they 2092  
would say. 2093 -#

Coded Version of GC2

backslide.	594	-#	
			-\$
P: Oh, humm	596		
\$-MANAGEMENT			
			-\$
#-AUTONOMY %-ABUSIVE			
G: First of all, you are telling me what	598	-#	-%
to do, laughing. I will do what I	599		-%
%-PERSPECTIV			
think should be done. Second of all,	600	-#	-%
she has had a wonderful day, I will	601		
give her positive reinforcement	602		
because she has done a good job, I am	603		
not going to give her a letter of	604		
reprimand because she has had a	605		
wonderful day. This is what I am	606		-%
dealing with with Sue. When I came in	607		
#-PERSPECTIV			
this morning I said to Y, I am so	608	-#	
happy, again, she grabs herself like	609		
this, and I said, I am so happy, Sue	610		
left me a message that you had a	611		
wonderful day, you were so helpful to	612		
her yesterday, and I want you to know	613		
how happy that makes me. And she	614		
smiles and brightens up. And I also	615		
want you to know that we are both	616		
aware of the fact that there have been	617		
some problems, where you have been	618		
having some unplanned absences and	619		
has an effect on the workplace and I	620		
have to tell you that when you are	621		
doing something wrong, I am going to	622		
be telling you that there is something	623		
wrong. It is not something I want to	624		
do, but I have to do as I am you	625	-#	
#-PROTECT			
manager. And she looks at me and says,	626	-#	
I understand. Well, so please	627		
understand that we really want what is	628		
best for you, we want to see you grow,	629		
we want to see you develop, and we	630		
want to be there for you, but you have	631		
to do your part. So, it was a	632		
wonderful discussion. I want you to	633		
know, I left Sue a message saying this	634		
is what I have done. She is going to	635		
come in and have a hissy because she	636		
%-ABUSIVE			
didn't get a letter of reprimand. One	637		-%
could say that these people don't know	638		
their places.	639	-#	-% -%
P: Ah hum.	641		
#-ABUSIVE #-MANAGEMENT			
G: And I am doing something wrong. I	643	-#	
know I am doing something wrong. My	644		
husband tells me all the time, you are	645		
not, I am not establishing that I am	646		
the person in charge, I am letting	647		
them do this to me. So that is the	648		
frustrating part of management.	649	-#	
#-MANAGEMENT			
			-#
P: Yes, you said it was your worst	651		
thing.	652		