



THE TRICKSTER

Archetypes in Organizations



Self

Shadow

Anima and Animus

Persona

Sage

King

Adventurer

Trickster

Eternal Child

Friend

Artist

Gaia

Cosmogony

Soteriology

Trickster

- Rebel
- Non-conformist
- Irony
- Paradox
- Rebellious
- A jester

Lucy Ellinson as Puck in
Shakespeare's *Midsummer
Night's Dream* by RSC



Elusiveness

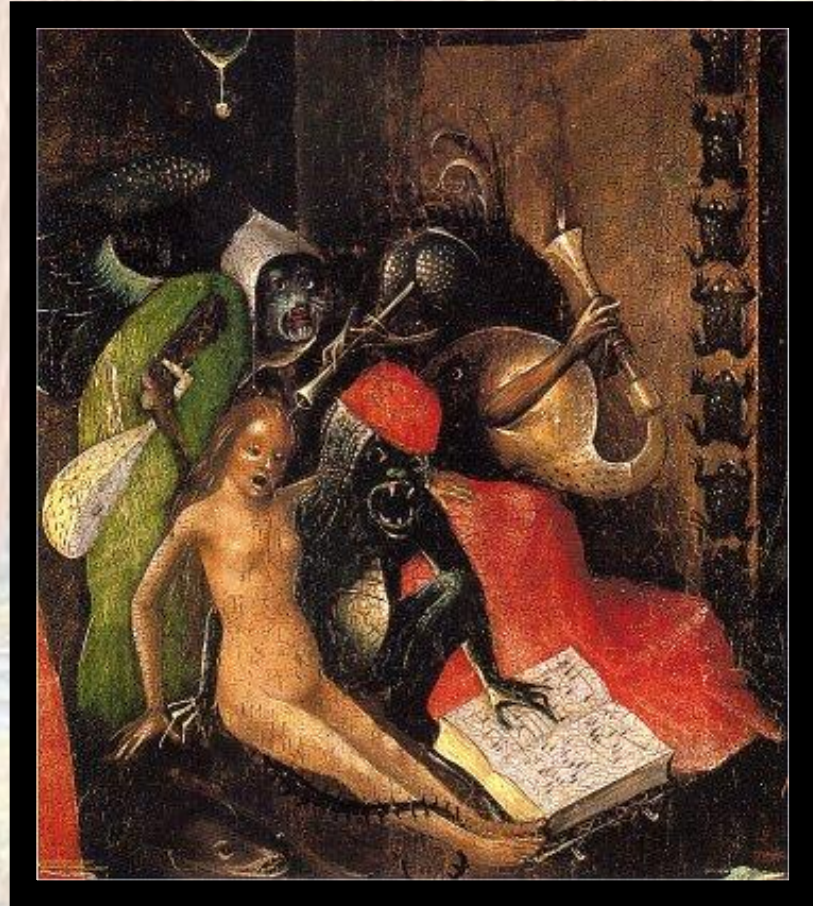
- Shapeshifter
- Indeterminate
- Transforming and transformational
- Man and woman
- Old and young
- Friend and foe
- Good and evil
- Strange



Tom Waits as the Devil in *The Imaginarium of Dr. Parnassus* (directed by Terry Gilliam)

Dark Side

- Untrustworthy
- The Devil
- Perfidious
- Unempathetic
- Sociopath
- Liar
- Manipulator
- Winner



Hieronimus Bosch, *Last Judgment*

Examples

- Loki
- Hermes
- William Shakespeare's Puck from *Midsummernight's Dream*
- Neil Gaiman's Charles Nancy from *Anansi's Boys*
- Captain Jack Sparrow from Gore Verbinski's *The Pirates of the Carribean*



The ponishment of Loki by Ida Matton

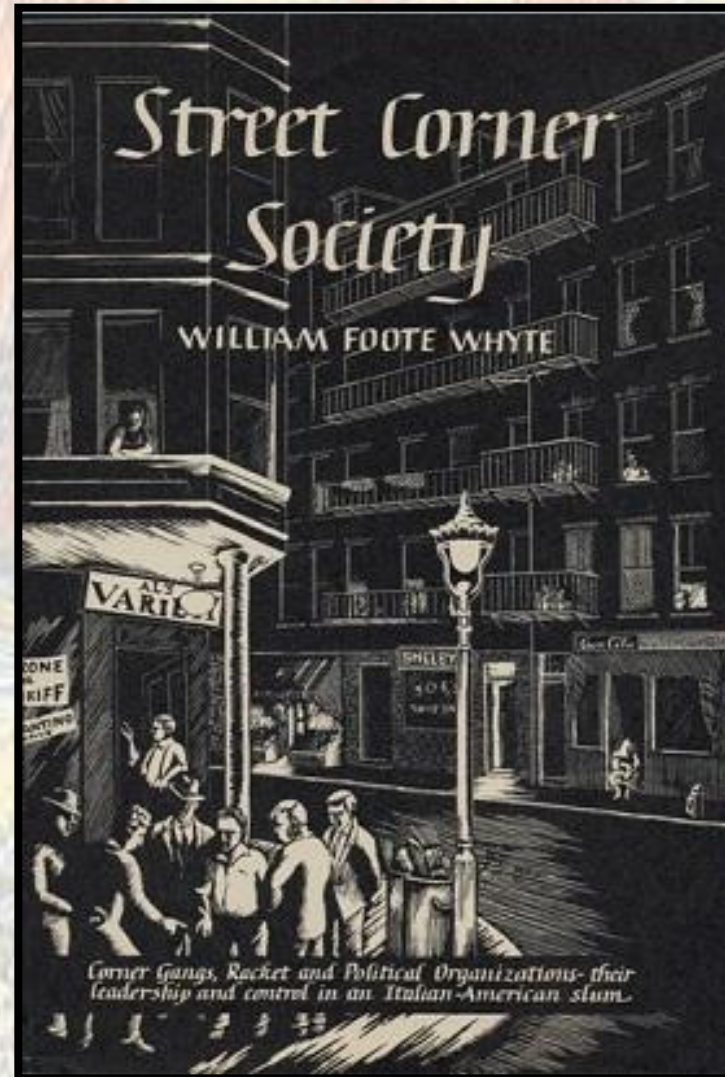
Shadow Zone Organizations: Hell's Angels



„Most Angels understand where they are, but not why, and they are well enough grounded in the eternal verities to know that very few of the toads in this world are Charming Princes in disguise. Most are simply toads, and no matter how many magic maidens they kiss or rape, they are going to stay that way... Toads don't make laws or change any basic structures, but one or two rooty insights can work powerful changes in the way they get through life” (Hunter S. Thompson).

Shadow Zone Organizations

- William Foote Whyte's Cornerville from *Street corner society*
- Alf Rehn's and Saara Taalas' Russian Blat'
- Sudhir Venkatesh's The Black Kings
- Malin Gawell: Blivande
<https://www.youtube.com/watch?v=oPoW3Ew6W8A>



Shadow Zone Heroes: Pirates

Martin Parker:

- Rebels helping the poor
- Bandits and liberators
- Legends
- Contemporary tales



Johnny Depp as Captain Jack Sparrow
(Pirates of the Caribbean)

Lie and bluff

- John Kenneth Galbraith: contemporary economics is a lie
- Management lies
- Mendacious work applications
- Dishonest behaviour
- Financial fraud
- White lies and marketing



Pinocchio, by N A N A (Anna Obon)

Lateral thinking



Peter Capaldi as
the Doctor in
Doctor Who BBC
series

Some people will have an inherent propensity to creative thinking. It is all about motivation. It is the difference between enjoying possibilities and only being happy with certainties. Our methods and message are uncomfortable for some people, whereas a creative person loves exploring possibilities – it can be an emotional experience (Edward de Bono)

Humour

- Managerial humour
(Sandy Ehrlich and Mary Jo Hatch)
- Professional humour
(Gideon Kunda)
- Working class humour
(Krzysztof Konecki)
- Humour and irony as
resistance strategy
(Stephen Linstead)



Loki (in old Icelandic manuscript)

Organizational Philosopher

- Radical thinker
- Non-conformist
- Problematizing
- Courage of thought
- Critique
- Anti-establishment
- Transcending Zeitgeists



The Fool

Michał Izak (2015):

- Luck
- Spirituality
- Wisdom

[R] radical learning happens in the un-decidable moment, between frameworks, that is, it has a liminal status. However, for this conceptual oscillation to take place in organization, both the space unpopulated by stifling theoretical frameworks, and some kind of inclusive yet powerful driving force are necessary.

The Jester

„The Fool reminds us of the impossibility and impracticality of achieving the perfection of ethical leadership and so provides the necessary space of indecision and the dangerous play through which new ethical possibilities for decision and action might emerge. The exposition of the irresolvable tension between ethics and leadership is particularly important in the contemporary anxiety-inducing environment where corporate ethical violations hit the headlines every day and where the temptation to relieve the anxiety through constructing ‘responsible leaders’ may be great” (Anna Zueva, 2020)



Jan Matejko, Stańczyk