DOSSIER: The psychodynamics of work faced with assessment: from criticism to proposal.

de Christophe Dejours

Abstract: This paper takes up the opening conference of the 6th Colloque international de psychodynamique et psychopathologie du travail, which took place in Sao Paulo in April 2010. It takes up the main elements of analysis and criticism of individualised and quantitative assessments of performances, which has been shown to play a role in the aggravation of mental pathologies and in the emergence of suicide at work. Two forms of assessment based on some judgement (the principles of which are reminded) can be opposed to this method. The relationships between judgements, recognition and mental health are clarified. Besides individual performance the collective work assessment is discussed, of which it can be shown that it is a fruitful way of enhancing the relation between work and mental health.

Keywords: Suicide, mental health at work, recognition, coordination, cooperation, living-together.