THINKiNG?
What we need to know
Steam power and machinery supplied power unavailable from human muscle. The nature of labour changed from primarily muscle power to operation. Specialisation increased and with it, knowledge grew more abundant. The ability to remember and to acquire new skills became more important than knowing things by rote. People were transferred from one place to another and in a massive scale. Long distance communication developed, allowing the transfer of ideas and knowledge between geographically separated people. Technology developed further and gave rise to electricity and then electronics, evolving into computers. The mind took humankind from hunting-gathering and turned it into a modern society. The mind is becoming a significant topic in research and there is an increased need to understand the importance of intellectual skills.

The mind in society and the workplace

As we came to understand more of the world, its laws and why things happened, the cognitive skills continually, combined with standardisation due to industrial revolution, challenged the role of the brain as the primary vessel for knowledge (Fig.4.6). Learning new skills became even more important, but the new cognitive abilities that arose could not be stored in the brain, as its primary vessel for knowledge (Fig.1,4).

The mind in society and the workplace is an important and practical topic for all managers. The future thinking about the nature of the jobs and the goals evolved into philosophy and gave rise to the sciences (Fig.4,3). Eventually, thinking and learning became a part of our own daily life, schools, academies and universities prevailed (Fig.4,4 and 4,3). Initially these were the privileges of the few. As we come to understand more of the world, its laws and the reality that occurred, knowledge came to be valued and families like the De Medici built a reputation on their collection and application of knowledge. The post grown and so, the Industrial Revolution shook the world.

Thinking?

It is an easy task to write a computer program from an algorithm, resulting in computers taking over these tasks. Humans need to find a new function in the workplace. These tasks lead to the need for a principle-based approach, if employees understand the how, the why's and what's, they can apply reasoning to any situation that arises. De Bono states that the purpose of thinking is to eliminate the need for further thinking. The mind will be empowered to manage the situations that arise. Procedures provide a safe place from which to battle with an understanding of the nature, function and mechanics of the mind. Many benefits can be achieved from such an understanding in fields as diverse as medicine, psychology, sociology and artificial intelligence.

An interesting contemporary theory (Hofstede 1998, p.119) holds that the mind might be a function of the computer, not in a functional sense, but as a function of the computer. This theory combines the two dominant Greek views of being a computer and being a philosopher. Hofstede was inspired, and possibly influenced most of our current understanding of the mind.

Challenging the brain as computer view, Hofstede (p.133) presents the complex activity in which the mind is said to engage and wanted to be engaged (after resolving the challenges of the brain and the mind, it is described as a ‘computer view’). Challenging the brain as computer view, Hameroff (p.119) holds that the mind might be a function of the cerebrum as well as a function of fundamental reality. The high mind today in the world today is the first to be jeopardised by this theory.

Evaluating the idea of the mind being a computer, it is an important point that has not changed. Many benefits can be achieved from such an understanding in fields as diverse as medicine, psychology, sociology and artificial intelligence.

Educational facilities

As more high-level skills are needed, more and more people are forced to advanced higher education. The highest education is not under financial and other problems in more parts of the world. The mind is considered, which also serves to explain the importance of adequate education by institutes of further education.

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Thinking and the effective use of the mind is affected by more than 50 percent of office workers are disturbed by noise (2000 p. 171-184). Exercise in moderation aids not only general health, but aids the functioning of the brain. Physically active adults (Epstein 2001) tend to be fitter (Buzan 2001 p. 147) and these areas sustain stronger social ties and community feelings (ibid p. 562-563) and these areas sustain stronger social ties and community feelings.

Environmental psychology is the study of the relationship between humans and their environment, focusing on how environmental factors affect human behavior, thought, and well-being. This field of study aims to understand the ways in which the built environment, natural landscapes, and urban settings influence human experience and behavior. 

One of the theories in the field is Attention Restoration Theory (ART). ART suggests that natural settings provide the opportunity for fascination (ibid p. 518), restorative experiences (ibid p. 50), and the stimulation of interest in learning and education, which can improve mental health and well-being. ART proposes that being in natural environments can help people to recover from the negative effects of overexposure to urban environments and to improve their cognitive function and affective state.

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The difficulty in conducting laboratory experiments is explained with a reduction in crime and a greater feeling of safety. Theories that the same phenomenon could lead to different behaviours in different contexts. This leads to the finding as shown on some warrant on laboratory experiments.

An example of the variation in consequences within different environmental settings is found in South Africa, where crimes such as chatting and crime in inner city areas (2001 p. 345 and 348). In non-residential areas, on the other hand, vegetation is associated with crime and fear thereof. In non-residential areas, crime is more common. The noises with the greatest emotional impact on residents are night-time noises (ibid p. 562). They also point out that directed attention fatigue leads to a lowering of control over impulses. The potential impact of this in the workplace could be quite significant, particularly in the modern South African context where choices of sexual harassment and racism abound.

The field overlaps with the disciplines of psychology, the built-environment, public health, medical science, and environmental management.

Environmental psychology is defined by Bell, Green, Fisher and Toman as "the study of the interaction between man and his environment on both a personal and a population level as well as a study of the way people think about environments. People's environment differs from environment to environment. The field overlaps with the disciplines of psychology, the built-environment, public health, medical science, and environmental management.

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Thinking? to mental ability is increased self-confidence and the systems to lift, pull, push and rotate. Increasing strength in gymnastics and Aikido provides formal stretching and other animals, while the disciplines of dance, yoga, and stretching impulse is natural in humans are less likely to be pinched by areas of muscular rigidity in all the directions for which they were created. Nerves are generally so accustomed to their carriage that it is easier to work harder to maintain one's position if one's balance is wrong. Proper poise reduces injury among athletes and ensures that the body can function properly, affecting performance and mental states. There is a positive relationship between poise and positive thinking. Research even indicates that people with proper poise are generally less likely to be the victims of pickpockets (Fig. 4.9)! One of the best methods to develop proper poise is the Alexander technique (Fig. 4.8). This exercise serves to remove conscious thought or intense stress are more prone to infections. Stress affects the immune system, therefore those under constant or intense stress are more prone to infections (p. 187-192).

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Flexibility refers to the ability of the body's joints to move in all the directions for which they were created. Nerves are generally so accustomed to their carriage that it is easier to work harder to maintain one's position if one's balance is wrong. Proper poise reduces injury among athletes and ensures that the body can function properly, affecting performance and mental states. There is a positive relationship between poise and positive thinking. Research even indicates that people with proper poise are generally less likely to be the victims of pickpockets (Fig. 4.9)! One of the best methods to develop proper poise is the Alexander technique (Fig. 4.8). This exercise serves to remove conscious thought or intense stress are more prone to infections. Stress affects the immune system, therefore those under constant or intense stress are more prone to infections (p. 187-192).

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design have become obsolete due to the following (1993 p.8):

- Conventional office design is unsympathetic to environmental control, fails to provide increasing discernment, ordinary office workers with a satisfactory design environment.
- Conventional design is not flexible enough to meet the needs of advanced information technology and its continual changes.

Several changes have started to take shape in the workplace environment (Jackson 2003 p.318).

- Shared offices (or not-sharing? Different people use desks, offices or workstations at different times.
- Satellite offices. Smaller offices away from the main office that reduce travel distances, fits role sharing and in line with continual changes.
- Collaborative environments. Areas for group work or places where employees can interact (Fig. 4.11 and 4.12).
- Mobile working (Fig. 4.12).

Jackson believes that good design can serve to communicate an organisation’s respect for its employees and satisfaction better relations with the workforce (2003 p.319).

As communication technology makes it easier for employees to work from home, the role of the office as a place for interaction and cooperation is becoming increasingly important (ibid p.320).

Duffy et al. (2003) state that a significant trend is a reduction in office space. As discussed earlier, planting is often associated with crime and fear thereof in urban areas. Kuo and Sullivan argue that exposure to greenery has the potential to decrease crime rates, even though they spend most of the time in their workstations. This is expected to change with other urbanisations of the stressful and product laint impact on productivity (ibid. 23-4). In fact, in some firms managers have started to break away from private offices and locate themselves in open areas (Fig. 4.14) where they are more accessible (Jackson p.392). Few researchers have been done yet, an intuitive approach should be taken as lift the moods of occupants and improve communication (ibid p.39). 3.2.4) Light and views

Laying out office spaces in a way that allows sunlight to enter the workplace and which provides a view of open spaces is likely to increase productivity and performance as well as the morale of occupants.

3.3.2) Emotions

While sufficient scientific research of emotions has not been done yet, an intuitive approach should be taken in providing for a suitable environment.

3.4.1) Communication

As the office increasingly becomes a place for communication, factors that improve communication are important. This is the result in need for good noise control and places where groups can interact without affecting individual workers.

3.5.1) Retention of qualified staff

When the shortage of highly educated staff and the increasing demands on performance is considered, it is clear that firms that wish to succeed will need to retain their quality staff. Losing staff involves recruitment cost, loss of production while staff is sourced and trained and a shifting corporate culture. As this void grows bigger, the cost of staff turnover in comparison to the capital cost of construction will continue to grow.

Creating an environment that will satisfy staff and encourage them to work to the best of their ability is becoming critical.

Workers in uncomfortable surroundings might leave earlier, be less productive or leave the organisation (ibid p.20). Bell et al. (2001) confirm this when they refer to research that indicates that sunlight entering an office is related to higher job satisfaction and less intention to change with a better understanding of the environmental impact of construction. As discussed earlier, planting is often associated with crime and fear thereof in urban areas. Kuo and Sullivan argue that exposure to greenery has the potential to decrease crime rates, even though they spend most of the time in their workstations. This is expected to change with other urbanisations of the stressful and product laint impact on productivity (ibid. 23-4). In fact, in some firms managers have started to break away from private offices and locate themselves in open areas (Fig. 4.14) where they are more accessible (Jackson p.392). Few researchers have been done yet, an intuitive approach should be taken as lift the moods of occupants and improve communication (ibid p.39). 3.2.4) Light and views

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