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Практическая конфликтология: от конфронтации к сотрудничеству

В книге затрагиваются самые разные типы конфликтов: рабочие, семейные и даже социально-политические. Виктор Пономаренко дает советы, как их избежать, как помочь друг другу выйти из сложных жизненных ситуаций. Вы сможете решать конфликты на работе в свою пользу, а также налаживать отношения в семье со старшим и младшим поколением.

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Виктор Пономаренко
Практическая конфликтология: от конфронтации к сотрудничеству

От автора

Большинство известных мне работ в сфере конфликтологии посвящено изучению вопроса, как выйти из некачественных отношений с минимальным ущербом для конфликтующих сторон. Я же призываю исследовать причины, приводящие к конфликтам. При этом я исхожу из убеждения, что люди самой природой созданы для плодотворного развивающего взаимовыгодного сотрудничества.

Таким образом, конфликт – не норма, а воплощение социальной болезни, следствие ошибок, допущенных при построении партнерства.

Что это за ошибки, что к ним привело, можно ли их исправить и, если данный конфликт необратим, можно ли их избежать в будущих отношениях – вот круг вопросов, на которые я постарался дать ответ в этой книге.

С уважением, Виктор Пономаренко.

Введение

Свою собственную точку зрения я узнаю только после того, как о ней напишу.

Михаил Жванецкий

Если бы меня попросили в одном слове раскрыть сущность феномена «управление», я бы сказал: «Развитие». Да, управление – это, прежде всего, развитие, улучшение, приращение количества и качества ресурсов, иных объектов, в отношении которых оно осуществляется. Целенаправленное, осознанное, более или менее. Организованное и скоординированное, в той или иной степени. Контролируемое, так или иначе. Развитие! Вот что такое управление. И слова, производные от «управления», и словосочетания с их использованием отражают ту же сущность. Так, «управленческий» означает «предусматривающий развитие», или что-то с аналогичным значением.

Управленческий потенциал – совокупность возможностей для обеспечения развития.

Управленческая задача – поиск условий для развития. Управленческое решение – нахождение и реализация этих условий.

А теперь внимание, вопрос: можно ли поделить пять пирожков между семью голодными едоками так, чтобы едоки остались довольными? Имеет ли эта задача – в ее данной формулировке – управленческое решение?

На мой взгляд, управленческого решения эта задача не имеет. Если кто-то один из задействованных в ней персон, отодвинув остальных, съест все пирожки, то насытится он ненадолго. Наступит новый день, а пирожки, увы, закончились. Если же эти едоки станут все-таки делиться снедью, проявляя свои лучшие человеческие качества, то разница невелика. И не наедятся вдоволь, и голод среди них наступит еще быстрее. И так, и по-другому, а все получается нехорошо.

К чему эта задача и эти рассуждения, спросите вы? – Да к тому, что в природе любого конфликта – бытового, производственного и даже политического – есть фактор ограниченности ресурсов. «И пряников, кстати, всегда не хватает на всех», – с грустью замечает Булат Окуджава. Пряников, пирожков, денег, перспективных должностей, нефтяных месторождений – какая разница! Не хватает – вот что принципиально важно. И самый главный вопрос: по какой причине не хватает?

Эта книга посвящена конфликтам как социальному явлению. Слово «конфликт», как известно, восходит к латинскому *conflictus* – столкнувшиеся. Из-за чего же происходят столкновения – конфликты между людьми? – Получается, из-за дефицита жизненно важных продуктов, возможностей и прочего, что принято объединять под общим названием «ресурсы». Некоторые специалисты-конфликтологи, практики и теоретики, утверждают, что конфликт – естественное состояние для общества. Поскольку, дескать, человеческие потребности неограниченны, а ресурсы – наоборот. Вот и сталкиваются люди там и сям, в стремлении отвоевать себе место под солнцем. Интересы при этом у каждого свои, оттого и конфликты неизбежны.

Но так ли это на самом деле? – Опуская громоздкие по форме, но простые по сути доказательства, отвечу: «Не так!»

Представления об ограниченности наших ресурсов и возможностей – всего лишь следствие ограниченности наших представлений.

Слишком сложно, чтобы стать афоризмом? – Ну, и ладно. Скажу проще: люди часто жалуются на отсутствие денег, но мало кто признается в нехватке ума.

Похоже, это кто-то уже говорил до меня? Ничего, верную мысль не грех и повторить.

К чему я веду? А вот к чему. Если представлять себе конфликт как неизбежное, самой природой предопределенное, столкновение в борьбе за ограниченные ресурсы, то управленческого решения выработать невозможно. Как в задачке с пирожками и едоками.

Как же в подобном случае развиваться? Что и кого развивать, если принимать жестко поставленные условия: пирожков пять, едоков – семь.

Есть ли альтернатива такому мировоззрению? Что можно предложить взамен?

Прежде всего следует распрощаться с мифом об ограниченности ресурсов. Ресурсы – энергетические, пищевые, социальные, нравственные и т. д. – ограничены лишь нашей неосведомленностью об истинном положении вещей. Эта ограниченность, таким образом, относительна и условна. С этим и нужно разбираться, решая любой конфликт, как задачу.

Например, ситуацию с пирожками можно переформулировать: «Как случилось, что несколько голодных людей оказались заложниками дефицита продовольствия? Что конкретно привело к этому? Где, кем и какая именно была допущена ошибка, и как можно ее исправить? Что нужно предпринять, чтобы не делить несчастные пирожки, а научиться печь их в необходимом количестве, еще и на продажу?»

Вот это и есть управленческий подход. Как говорится, почувствуйте разницу!

Не безнадежная констатация краха и тупика, а активный поиск выхода из неблагоприятно сложившейся ситуации. Установление причин произошедшего сбоя и профилактика будущих подобных конфликтов.

Это осознание случившегося как этапа социальных отношений, как следствия ранее произошедших событий. Осознание системное, контекстное. Это контекстный подход к исследованию конфликта, если хотите.

Один из важнейших принципов гносеологии, науки о познании, гласит: хочешь понять явление – поднимись на более высокий уровень обобщения. Собственно, это сейчас и предлагается читателю: хочешь научиться управлять конфликтом, уходя от разрушения в строительство, в

развитие, – сумей увидеть этот конфликт в контексте предшествующих и последующих событий.

Только не думай при этом, что контекстом является трагическая и неизбежная нехватка ресурсов. Ведь это не так.

Ошибки – вот что предшествует конфликту и служит его основной причиной. Их необходимо выявлять и исправлять. Ошибки поведения, взаимодействия во всех социальных сферах. Предлагаю подробно и обстоятельно об этом поговорить.

Глава 1

Как г-н Поляков задумал устранить своих партнеров по бизнесу, или кое-что о «священном» праве частной собственности

Трудись, чтобы в твоей душе не умерли те крошечные искры небесного огня, что зовутся совестью.

Джордж Вашингтон

Начнем с наиболее актуального.

Тема управления конфликтами в производственной

[1]

организации крайне важна и настолько же, на мой взгляд, запущенна. Чего только не говорят, не пишут о производственных конфликтах! И от многих концепций веет безнадежностью.

Дескать, конфликты эти неизбежны, поскольку у людей всегда есть и будут разнонаправленные интересы. Следовательно, главное в конфликте – не оплошать. Не дать другим манипулировать собой и, по возможности, научиться манипулировать другими, выстраивая выгодную для себя стратегию поведения.

А ведь это в корне неверно. Это изначально деструктивная точка зрения. Забегая несколько вперед, скажу:

«Наша главная задача – победить конфликт, а не дать конфликту одержать победу над деловыми отношениями»

Когда-то я получал по почте журнал «НЛ Сити», в котором из номера в номер публиковались поучительные истории из жизни деловых людей. В каждой речь шла об ошибках, совершенных участниками бизнеса при построении взаимоотношений. Их общий итог был плачевен и закономерен – разрушительный конфликт.

Хитроумные авторы статей никогда не ставили в рассказанных историях точку – всегда многоточие. И всякий раз спрашивали читателей: «Как поступить героям, чтобы избежать полного фиаско?» Очень интересный практикум для ума. И называлась эта рубрика «Психология успеха».

Предложенные к обсуждению ситуации комментировали менеджеры, юристы, финансисты и даже отдельные председатели советов директоров компаний. Вот только психологов среди комментаторов почему-то не было. Вопреки названию рубрики.

То ли редакторы журнала не удосужились найти специалистов по психологии бизнеса, то ли эти специалисты давали такие советы, что даже издавшие виды и привыкшие ко всему редакторы воздерживались от их публикации?

Не знаю, но считаю это несправедливым. Если уж психология, то пусть будет именно психология. Ведь в основе деловых отношений лежат прежде всего психологические закономерности, а не то, о чем думают многие. И даже то, о чем они непрерывно думают (я имею в виду деньги), на девяносто девять процентов – чистая психология.

Пытаясь объясняться на языке бизнеса, мы на самом деле говорим о своих надеждах, опасениях, нереализованных потребностях, неразделенной любви, о счастливом товариществе, мудрой человеческой зрелости, радости общения, об ответственности и самоуважении, и так далее, и тому подобное.

Только не каждый участник этих принципиально важных диалогов способен интерпретировать сказанное другими, как следует. Понять его истинный смысл.

В результате, казалось бы, произнесены разумные слова и удачно сделано дело – а в душе горечь поражения. «Послевкусие медной пуговицы», как сказал кто-то из великих. Но почему? И когда же мы научимся правильно понимать себя и других и действовать так, чтобы всем, без исключения, это было выгодно?

Вы полагаете, это утопия? Невозможно осчастливить всех? – А вот я берусь доказать обратное. Что вы на это скажете?

Я берусь доказать, что любой поступок только тогда принесет пользу человеку, когда он будет совершен в интересах других людей. Что не станет реальным победителем тот, кто, как ему кажется, обыграл другого. Его сиюминутная победа утонет в море поражений, неотступно следующих за подобными иллюзорными «выигрышами».

И я говорю не про какой-то зловещий и непознаваемый «перст судьбы», а про вполне внятные и поддающиеся анализу закономерности человеческого поведения. О существовании которых, кстати, обязан знать каждый.

Вижу, вижу, как некий, бойкий и молодой, господин досадливо машет рукой. Какая, дескать, ерунда! Я побеждал, побеждаю и буду побеждать всех, кто будет мне проигрывать. Жизнь – борьба. Пусть неудачник плачет!..

Отвечу этому развоевавшемуся юноше словами народной песни: «Головка победная – неразумная». Скольких господ постарше, поумнее и повлиятельнее, говоривших с горечью: «Деньги есть. Все есть. А счастья – нет», повидал я на своем веку! О чем они грустили? Чего никак не могли досчитаться в своей судьбе, пересчитывая в подвалах золотые цехины? Почему корили себя за прожитые зря годы, отмахиваясь от болтливых утешителей и молчаливых завистников?

Да, господа, у меня есть ключи от счастья, но они с трудом поворачиваются в головах предубежденных и скептически настроенных людей. Однако выход есть – будем рассуждать и искать логику нашей жизни вместе.

Похоже, они и вправду говорили о счастье. Они не знали, что это такое. А автор этих строк, стало быть, знает? – Да, знаю. И с удовольствием вам расскажу.

Впрочем, для начала мы спустимся с небес на землю и займемся-таки одной из журнальных историй.

Значит ли это, что я весь наш разговор и дальше намерен строить на комментариях кем-то выдуманных сюжетов? Нет, разумеется. У меня предостаточно собственных наблюдений, за тридцать-то лет профессиональной деятельности, сочетающей в себе управление и психологию. Но начинать полагается с разминки.

Давайте же разомнемся и мы, прежде чем приступить к серьезному исследованию причин производственных конфликтов (и вообще конфликтов), а также способов управления конфликтами. Итак, вот вам история

[2]

«
Пайщик и гендиректор компании «Компсервис» Поляков отдает заказ на рекламу фирме своей жены. Это заставляет другого партнера, Федора Радченко, задуматься о правомерности сделок с заинтересованностью. Рассказ ведется от лица Радченко.

На отдыхе, плавая в бассейне, я неожиданно столкнулся с Егором Серовым.

– Знаешь, я тут на днях с Оганесяном говорил, – начал Серов. – Ну, ты знаешь Оганесяна?

Еще бы я не знал Оганесяна – владельца и генерального директора известного рекламного агентства «Лойра».

– Так вот, ему Алферов предложил выполнить крупный заказ, – по выражению моего лица Сергей понял, что я понятия не имею, кто такой Алферов. – Ты не знаешь Алферова? И «Жанет» тоже? Странно. В общем, это небольшое рекламное агентство, Алферов – его директор... Короче, Алферов получил заказ на масштабную рекламную кампанию в регионах. При том что фирма «Жанет» регионами не занимается. Но отказываться Алферов, конечно, не стал – он просто решил передать заказ «Лойре». Оганесян тоже не дурак, согласился. А потом как-то узнал, что сумма, которую Алферов обещал ему за работу, – лишь половина того, что получила «Жанет». А это очень неплохие деньги.

Такое случается сплошь и рядом. Видимо, заказчик заинтересован, чтобы деньги попали именно к «Жанет». Но при чем тут я? Серов, видимо, уловил мое недоумение.

– Я же сказал, – он придвинулся ко мне поближе, – странно, что ты не знаешь «Жанет».

Оказывается, заказчик рекламной кампании – фирма «Компсервис» (я, на минуточку, ее акционер). Мы действительно выходим в регионы и планируем проводить рекламную кампанию в нескольких крупных городах. И я знал, что фирма ищет подходящее агентство, и был уверен, что мы объявим тендер. А вот что заказ уже кому-то отдали, я слышал впервые. Почему разработку рекламной кампании поручили именно фирме «Жанет»? Все оказалось очень просто: этой фирмой владеет Жанна Полякова. «Компсервис» – частная компания, у нее три пайщика: Сергей Петрович Поляков, Сергей Соловьев и я. Поляков еще и генеральный директор. Жанна Полякова, соответственно, жена Сергея Петровича. Получается, Поляков отдал заказ агентству своей жены и заплатил ей кругленькую сумму за работу, которую она просто не в состоянии выполнить».

Ситуация, в первом приближении, понятная. Хотя, по мнению некоторых экспертов, она характерна больше для прошедшего периода российского бизнеса, чем для наших дней. Дай-то Бог! В журнале ее комментируют трое специалистов: менеджер по закупкам, консультант по управлению бизнесом и адвокат. Все они – реальные люди, в отличие от придуманных персонажей кейса. Вот извлечения из их суждений:

Менеджер по закупкам:

«В условиях высокой медиаинфляции и растущей конкуренции эффективность каждой инвестированной копейки приобретает особенное значение для любого рекламодателя. Не создав в компании прозрачных бизнес-процессов по выбору партнеров и не наняв ответственную команду профессиональных специалистов по рекламе, совладельцы бизнеса

обречены на сомнения. Между компаньонами всегда наступает момент, когда доверительные приятельские взаимоотношения должны трансформироваться в прозрачные партнерские, иначе совместная собственность никогда не станет полноценным бизнесом. На месте Федора Радченко я бы не развивала конфликт с Поляковым, однако уже на ближайшем совещании поставила бы вопрос о срочном поиске менеджера по рекламе».

Бизнес-консультант:

«Основная проблема «Компсервиса» в том, что акционеры заранее, «на берегу», не договорились, как будут вести дела, распределять прибыль и работать со связанными сторонами. Когда возникают ситуации, подобные описанной, то из-за потери доверия между партнерами бизнесу, скорее всего, грозит катастрофа... Партнеры, тем более, если такие разногласия возникли у них впервые, должны признать свои ошибки и пойти на компромисс. Раз они до сих пор не подписали соглашение о ведении совместного бизнеса, нужно постараться сделать это сейчас, чтобы в будущем работать четко и слаженно. Если попытка восстановить баланс интересов удастся – замечательно. Если нет, то партнерству придет конец».

Адвокат:

«Закон говорит: договор, который директор одной компании заключает с другой компанией, принадлежащей его жене, – не что иное, как сделка с заинтересованностью. Такие сделки должны быть либо одобрены советом директоров, либо собранием участников или акционеров, причем заинтересованное лицо не имеет права голоса. Здесь решение директор «Компсервиса» принял единолично. Что тут можно предпринять? Сделку можно оспорить в гражданско-правовом поле либо дать ей уголовную трактовку. Можно, конечно, прийти к Полякову с юристом или хотя бы с правовым заключением, полученным у юриста. Но, предъявляя претензии Полякову, Федор должен понимать, что на него самого можно собрать еще больший компромат».

Обратите внимание: бизнес-консультант и адвокат в своих комментариях и советах исходят из того, что между партнерами по бизнесу изначально существует конфликт интересов, т. е. у каждого из них своя жизнь, свои взгляды и планы на настоящее и будущее. Каждый, спроси только его мнение, захотел бы всю фирму забрать себе – а как же иначе? Ведь все люди таковы. Принимая эту позицию за основу, бизнес-консультант сетует, что партнеры не договорились заранее, не распределили между собой права и свободы. Ведь уже в процессе такого распределения они могли бы найти компромисс, «баланс интересов».

Адвокат, как и многие юристы, больше склоняется не к компромиссу, а к конфронтации. Он советует только более тщательно определиться с инструментом борьбы – будет ли это гражданский иск или уголовный процесс. Но честно предупреждает: можно нарваться на ответные действия. Сказано ведь: «Кто убивает, сам будет убит. Кто приказывает убивать – сам будет убит по приказу».

Менеджер по закупкам делает акцент на совершенствовании системы управления бизнесом. При этом не разводит партнеров, как бойцов-соперников, по углам. Называет их уважительно: «совладельцы». Но предупреждает о необходимости расставить в компании профессионалов на отведенные им места, а также о неизбежной трансформации приятельских отношений в полноценные партнерские.

Признаюсь сразу, эта точка зрения мне импонирует больше. Хотя и не вполне понятно, что именно сделает этих людей полноценными партнерами. Неужели юридически грамотно оформленные договоренности? – Верится с трудом. Залог их партнерства в успешном бизнесе. Но это – не единственное условие.

Поставьте себя на место Полякова. Вы круглые сутки «горите» на работе, тратите силы, нервы, здоровье. Это вы создали компанию «из миража, из ничего», из фантазий и относительно небольших первоначальных взносов соучредителей. И при этом вынуждены делиться с ними прибылью, успехом, хотя они настолько устранились из процесса управления, что даже не в курсе, кому отдаются важные заказы. Узнают об этом случайно, от знакомых. Захотите ли вы

отдать им незаработанное? Точнее, заработанное вами в поте лица? Только не надо торжественных поз. Скажите прямо и честно: «да» или «нет»?

Пока вы думаете над ответом, я тот же вопрос задам грузчику, которому два его друга купили складчину лямку и брезентовые рукавицы, а сами ушли по своим делам.

Пока они прохлаждались (а может быть, что-то приобретали для себя, кто знает), этот грузчик перетаскал пять тонн груза и заработал три тысячи рублей. И вот его друзья возвращаются и требуют отдать им две тысячи из трех. «А как же, ведь мы – партнеры!» – Заявляют они. – «Мы же дали тебе орудия труда. Что бы ты был без них?»

Грузчик, в отличие от искушенных юристов, знает, что следует им ответить. Он – честный и справедливый человек – вернет им лямку и рукавицы, оплатит их почасовую аренду. А в следующий раз возьмет все необходимое ему для работы там, где дешевле. И прибыль оставит себе. На развитие предприятия.

А как же «священное» право частной собственности? – К черту его! «Наследовать достоин только тот, кто может к жизни приложить наследство». Это Гете сказал, в своем бессмертном «Фаусте». А эта вещица посильнее Гражданского кодекса.

Тот, кто пытается объявить право частной собственности священным – незыблемым и нерушимым несмотря ни на что – лишь ставит неопрятную заплату на прорехе в системе управления общественными ресурсами.

Да, собственник должен быть уверен, что все, чем он управляет, по праву принадлежит ему. Иначе он откажется от управления. Кто же спорит? Только право это распространяется на весь период управления собственностью. И заканчивается с окончанием этого периода.

Управлять – значит возвращать обществу обогащенный ресурс, некогда взятый в управление. То есть брать меньше, а отдавать больше, в большем количестве и лучшего качества, чем было.

Управляя предприятием, я не разбазариваю его, а наращиваю его мощности. Управляя автомобилем, извлекаю из него потенциал транспортного средства и создаю условия для его многолетней бесперебойной эксплуатации. Плюс к тому, в процессе управления я дополняю и развиваю возможности, заложенные в автомобиль его производителем. Управляя людьми – совершенствую их личности, повышаю качество их адаптации к среде обитания.

И если это действительно так, если я умею управлять по-настоящему, созидая и развивая, то совершенно ни к чему закреплять за мной объект управления сургучом и гербовой печатью.

Способность управлять – только это определяет мое право на управление. И ничто другое. А если я управляю плохо, т. е. уничтожаю вверенный мне ресурс, то никакое право владеть им не может называться «священным». Разве не так?

Теперь о «конflikте интересов». Нет такого конфликта. Дело обстоит с точностью «до наоборот». Вначале между людьми возникает конфликт, и они решают прекратить отношения, а уже потом начинают переживать различие интересов. Противоположность интересов, таким образом, не причина, а закономерное следствие конфликта.

Если я не вижу перспективы у нашего партнерства, то зачем же я оставлю тебе совместно нажитый потенциал? А с чем же я тогда приду в новые, приемлемые для меня отношения? Что в нашем примере натворил г-н Поляков? Обманул партнеров, отдав заказ втридорога фирме своей жены? – Да, но не это главное. Гораздо важнее то, что он изъясил часть потенциала управляемой им компании и тем самым ослабил ее. Ведь он мог напрямую отдать заказ исполнителю, а не действовать через посредника. И тогда эффективность инвестиций в рекламу существенно возросла бы, как об этом и говорит один из экспертов. Но разве же Поляков этого не знал? Или он плохой управленец? Нет, он грамотный и опытный менеджер. И действовал он сознательно.

Страшно не то, что Поляков дал подзаработать своей жене за счет «Компсервиса», а то, что он, судя по его поступку, не видит будущего у этой компании. Если бы он видел это будущее, он сам не упустил бы случая заработать большие деньги, но не посредством слабой фирмочки «Жанет», а за счет вверенного ему большого и сильного «Компсервиса». Вместо этого он усиливает «Жанет» и ослабляет «Компсервис». Почему? Ответ нами дан выше. Он не видит смысла сохранять «Компсервис» в прежнем виде, в том же составе совладельцев. Он хочет работать только на себя. И не потому, что этого якобы хотят все и всегда. Чепуха! Людям гораздо выгоднее работать вместе. Но только на равных вместе. А не так, как в «Компсервисе» – один с сошкой, а семеро с ложкой.

Два так называемых «партнера» Полякова таковыми, по сути, не являются. Вот откуда мои сомнения по поводу возможности установить между ними полноценное партнерство. Они слишком далеки от дела. Они – рантье. Пользуются правом собственности по закону, а не по реальному вкладу в управление.

А все революции в мире
, как известно,
совершаются против рантье.

Вот и г-н Поляков пытается совершить мини-революцию в отдельно взятой компании, ползучую и бесшумную. Цель которой – ликвидировать людей, бесполезных для бизнеса, но претендующих на долю в прибыли. Ликвидировать, к счастью, не физически, а социально, управленчески. И отговорить его от этого невозможно. Припугнуть? – Да, это подействует на какое-то время, пока Поляков не найдет выхода из положения и не начнет действовать хитрее, но с той же целью. Уступить ему, чтобы и впредь делал все, что хочет? Так он постепенно вынет у номинальных партнеров из кармана все принадлежащие им юридически, но не управляемые ими ресурсы. И компромисса между такими партнерами не может быть. Компромисс – это частичные уступки. Я еще понимаю, зачем партнерам-рантье уступать в чем-то Полякову. Чтобы сохранить хотя бы часть своего влияния на бизнес. Но ему эти уступки ни к чему. Неделовые партнеры ему мешают, как и любому на его месте. Вот почему в подобных случаях бессильны все договоренности «на берегу». На этом самом «берегу» никто не знает, как в дальнейшем поведет себя тот или иной партнер. Взять на себя можно многое, но вот справиться с этим... А если не справляешься, устранишься от дел тем или иным образом – жди, когда тебя начнут отлучать от твоего бизнеса.

И воспротивиться этому невозможно, как и, скажем, проигнорировать закон всемирного тяготения. Или ты тянешь общую лямку, пополняешь наравне со всеми общую копилку, или – уступи место другому, уйди. Будешь сопротивляться – лишь ускоришь разрушение партнерства.

Однако, я думаю, пришла пора от иллюстраций, от отдельных, ничем пока не подкрепленных тезисов переходить к глубокому изучению сути конфликта. Ведь только такое знание позволит нам по-настоящему противодействовать этому деструктивному социальному явлению.

Кстати, тогда уж и ответим на вопрос, что должны делать партнеры генерального директора фирмы «Компсервис», чтобы не остаться с носом и придать своим отношениям взаимовыгодный характер.

А такой путь существует. Более того, существует только такой путь.

Наш разговор о сущности конфликта придется начать с обсуждения довольно простых и хорошо всем известных вещей. Но знайте, господа: повторяя в этой книге «затертые» истины, я ни в коем случае не хочу выказать неуважение к своему читателю. Просто мой опыт подсказывает мне, что большие ошибки на высоких уровнях обобщения, в процессе управления сложнейшими системами часто совершаются из-за пренебрежения чем-то простым и малым.

Спиноза поскальзывается на банановой кожуре.

Тенденцией последнего времени, по крайней мере, в России, является получение высшего и «над-высшего» образования при отсутствии полноценного среднего. Видимо, за этим кроется какая-то объективная закономерность. Все норовят сразу, без подготовки, нырнуть поглубже, обрести реальное дело, взять быка за рога.

Поэтому то, что существует на поверхности, многих не интересует. И, как следствие, решая серьезные задачи, мы нередко не принимаем во внимание элементарного. А зря. Ведь «элементарное» – это, как правило, «фундаментальное». И так называемые «прописные истины» существуют не для того, чтобы через них высокомерно перешагивать, а наоборот – чтобы учитывать их в каждом своем поступке. А вы как полагаете, господа? Надеюсь, мы в этом вопросе единомышленники. Тогда – вперед. Обсудим нечто общеизвестное, само собой разумеющееся. А там, быть может, и до прозрений дело дойдет.

Глава 2

Как в поисках хлеба и зрелищ найти формулу счастья

Сознание плодотворности труда есть одно из самых лучших удовольствий.

Люк де Клапье Вовенарг

Когда труд – удовольствие, жизнь хороша! Когда труд – обязанность, жизнь – рабство.

Максим Горький

Однако я рискую потерять своего читателя. Чтобы вы, мои друзья, не заскучили прежде времени от рассуждений, на чей-то взыскательный взгляд, слишком пафосных и слишком общих, расскажу-ка я вам историю о двух кладоискателях! Точнее, о трех кладоискателях. Впрочем, вначале их было двое. Два взрослых и вполне серьезных человека увлеклись поиском кладов. И все у них было поначалу неплохо, но однажды один (назовем его в нашем рассказе Иван) предъявил другому (пусть его имя будет Петр) претензию унижительную и непустяковую. Иван обвинил Петра в воровстве. Дескать, взял Петр у Ивана старинную золотую монету «посмотреть» и не вернул. Петр клянется, что не было этого, а Иван, знай себе, настаивает: «Украл, украл. Видеть тебя больше не хочу. Не буду я с нечестным человеком дела иметь». Эту конфликтную историю мне довелось исследовать в формате телевизионной программы, но в ней, поверьте, все настоящее – и персонажи, и претензии.

Познакомившись поближе с обоими кладоискателями, я обратил внимание на то, что Петр по характеру человек прямой и бесхитростный, чего нельзя сказать об Иване. Тот хитрован, себе на уме.

Петр и так, и по-другому оправдывался, приводил аргументы в свою защиту, уверял, что никаких мотивов украсть монету у него не было. Предлагал Ивану деньги в качестве компенсации, монету, похожую на ту, что якобы у Ивана пропала, принес в подарок (монета была старинная, но не редкая). Иван твердо стоял на своем: «С обманщиком и вором я больше не общаюсь, такой напарник мне не нужен».

Зная природу конфликтов (о которой и рассказываю в этой книге), я прямо спросил Ивана: «Так почему вам Петр больше не нужен? Что в нем на самом деле не так?»

И проговорился Иван. «У меня, – говорит, – своего автомобиля нет, а у Петра есть. Но проходимость у него недостаточная. По бездорожью не проехать. А мне в руки попала карта заброшенной усадьбы – там вполне могут быть потерянные когда-то артефакты. Заманчиво! Но как туда добраться, если усадьба в глуши, вдалеке от цивилизации? Петр с его «паркетником» в этом деле не помощник».

«А кто помощник?» – спрашиваю я. Иван нехотя отвечает: «Сергей».

И тут появляется третий кладоискатель. Оказывается, Иван уже давно познакомился с неким Сергеем – молодым человеком, владельцем мощного внедорожника-грузовика. Сергей попросился в команду, сказал, что тоже увлекается поиском кладов. Иван поразмыслил и решил, что Сергей – это хорошо, а Петр в этой новой конфигурации – «третий лишний». Остальное, как говорится, было делом техники.

Я не знаю, осознанно ли Иван оклеветал своего бывшего коллегу, чтобы иметь повод прогнать его с глаз долой, или ему и вправду Петр стал казаться человеком непорядочным, вороватым и опасным (такое «добросовестное» заблуждение может возникать у людей, решивших разорвать отношения по веским причинам). Но он это сделал. Иван создал ситуацию, при которой Петру невозможно больше было находиться в этой компании. И место для Сергея, с его чудо-машиной, освободилось.

О чем эта история? О том, господа, что в основе конфликта лежит осознание объективного факта – партнерство перестало быть перспективным, оно уже не способствует, а препятствует развитию включенных в него людей, следовательно, оно должно быть разрушено.

Кто-то скажет, что конфликт конфликту – рознь. В одной ситуации это действительно так, а в другой...

Нет, уважаемые коллеги, это общее для всех конфликтов основание. И, чтобы убедиться в этом, давайте вернемся к прерванным ненадолго теоретическим рассуждениям.

Всем нам не раз приходилось слышать, читать, в конце концов – убеждаться на собственном опыте, что человек по природе социален. Приходя в мир «чистой доской» (*tabula rasa*), неразумным и неопытным, человек постепенно вращается в систему общественных отношений, приобретая под влиянием окружающих его людей знания, навыки, умения в различных областях жизни, становясь таким образом личностью [3]

От рождения до драматического момента ухода из жизни человек не может обходиться без помощи окружающих. Зависимость индивида (каждого отдельного человека) от общества настолько велика и всеобъемлюща, что напрашивается вывод: не человек, а все человечество

является разумным существом, населяющим планету Земля. Каждый из нас, родившихся и живущих, получает шанс приобщиться к этому разумному существу, стать его частью, получив в индивидуальное пользование свою долю «разумности». Принадлежность к обществу дает возможность индивиду выжить. Да, именно выжить [4]

Для продолжения разговора на эту тему следует ввести в него новое понятие: потребность

Потребность – это условие, без соблюдения которого жизнь невозможна.

Если мы живем для того, чтобы жить, т. е. продлить свое существование и обеспечить его приемлемое качество (а ничего более значимого и внятного мы не можем себе представить), то, следовательно, наше поведение, все наши поступки – понимаем мы это или нет – направлены исключительно на создание условий для продолжения жизни. Иными словами, на удовлетворение потребностей.

Когда потребности удовлетворены (условия для жизни созданы), то выживет не только индивид, но и тесно связанные с ним группы людей, и, в конце концов, человечество в целом.

В этом смысле все мы – эгоисты. Природа поступила очень мудро. Она не стала дожидаться, когда у большинства людей сформируется высокое, светлое, но весьма далекое от повседневности намерение облагодетельствовать окружающих, жертвуя собой в интересах других. Она вложила стремление быть общественно полезным, служить всем, служа себе, в самое существо человека.

Потребность приносить пользу обществу каждый из нас переживает по-своему – далеко не всегда просто, не однозначно, но каждый рано или поздно убеждается в том, что любые попытки устроить свою жизнь без тесного сотрудничества с обществом не просто ошибочны, они бессмысленны.

Впрочем, не будем спешить. Потребности человека заслуживают подробного обсуждения. В отличие от животных, для которых «выжить» означает иметь возможность питаться, спастись от врагов и размножаться, наши потребности значительно более разнообразны.

Знаменитый психолог Абрахам Маслоу

[5]

нарисовал целую «пирамиду» этих необходимых для жизни условий, где каждая группа потребностей образует свой уровень. В ее основании – потребности организма (нужды). Выше них – потребности в безопасности, в социальном окружении (необходимость с кем-то общаться, взаимодействовать), в социальном статусе, в самоуважении. Венчает «пирамиду Маслоу» так называемая «самоактуализация» – потребность в непрерывном личностном росте, развитии.

С описанием потребностей человека, сделанным Маслоу, трудно не согласиться. Но расположение их в форме «пирамиды» вызывает некоторое сомнение – так ли это?

Рисунок 1. Первый круг потребностей

Действительно ли биологические потребности (в пище, воде, сне и т. д.) являются основой нашего существования? Правда ли то, что потребности вышележащего уровня становятся актуальными, насущными по мере удовлетворения «нижележащих» потребностей (например, что человек переживает потребность приобрести положение в обществе лишь после того, как насытился, отдохнул и перестал бояться)? Зависит ли качество нашей жизни от уровня актуальных потребностей? Иначе говоря, те, для кого актуальна потребность в безопасности (кто чувствует себя в опасности), живут ли хуже, чем те, кто думает о необходимости сменить профессию? – Вроде бы да. А может, и нет.

Мне более понятна иная модель так называемой «потребностной сферы» человека. Если бы меня спросили, как соотносятся между собой потребности, я нарисовал бы несколько концентрических окружностей.

В самую первую – внутреннюю – окружность я поместил бы биологические (физиологические) потребности человека, т. е. условия, необходимые для успешной работы организма, а также информационно-эмоциональные потребности

С биологическими потребностями, надеюсь, все ясно. Без воздуха человек не проживет и пяти минут, без воды и без сна – недели, без пищи – месяца, на лютном холоде или в изнуряющей жаре не выдержит и нескольких часов...

[6]

А что это за «информационно-эмоциональные» потребности? Здесь впору вспомнить, что люди наделены уникальной нервной системой, обеспечивающей осознанное поведение. Наша высокоорганизованная, чрезвычайно сложно устроенная психика требует все новой и новой информации, так же как, например, развитые мышцы нуждаются в постоянной тренировке, физической нагрузке, без которой их обладатель чувствует себя больным и разбитым. Ограничьте поступление к человеку информационных потоков – и он начнет сходить с ума, а потом, если опоздать с медицинской помощью, погибнет!

«Когда его... поместили в маленькую, с темным стеклом в высоком окне, сырую камеру... на него нашел ужас. Ужасна была эта благоустроенная мертвая тишина... мягкие шаги молчаливых, не отвечающих на вопросы людей... и сквозь тусклые стекла свет от поднимающегося солнца, темнота и та же тишина, те же мягкие шаги, и одни и те же звуки... Так нынче, завтра... Беганье, прыганье по своей клетке не помогало. От усиленного движения только делалась слабость и еще большее возбуждение нервов, делалась головная боль в темени, и стоило только закрыть глаза, чтобы на темном с блестящими фоне стали выступать рожи лохматые, плешивые, большеротые, криворотые, одна страшнее другой»

. Так достоверно Лев Николаевич Толстой в рассказе «Божеское и человеческое» описывает развитие т. н. «тюремного» психоза. Герой рассказа, изолированный от людей, от событий, без преувеличения, погибает в тюремной камере. И так было бы с каждым на его месте. Настолько велика наша потребность в информации!

То же следует сказать и об эмоциях. Во-первых, эмоции – это, как и интеллект, средство познания мира, поэтому по своему значению они могут быть приравнены к информационным потокам. Во-вторых, переживать эмоции полезно для организма, для психики человека, поскольку это способствует стабилизации происходящих в них процессов, оздоровлению.

Таким образом, для человека непосредственными условиями выживания (условиями жизнеспособности) являются: а) наличие всего необходимого для стабильного (без перегрузок, сбоев и отказов) функционирования его организма; б) наличие новой информации и эмоциональных впечатлений

[7]

. На соблюдение этих условий мы и направляем все наше поведение, сознательно или интуитивно.

Обратите внимание на слово «непосредственными». Действительно, биологические и информационно-эмоциональные потребности, при их удовлетворении, непосредственно

– сами по себе – обеспечивают выживание человека. Все прочие потребности, о которых речь впереди, представляют собой «условия для создания условий». Непонятно? Разберемся.

Начертим вторую окружность. В ограниченный ею круг поместим потребности, без удовлетворения которых невозможно выполнение условий первого (внутреннего) круга.

За счет чего индивид сможет обеспечить свое непосредственное выживание? Где он достанет «хлеб» (т. е. ресурсы для удовлетворения биологических потребностей), и кто ему предоставит «зрелища» (ресурсы для удовлетворения информационно-эмоциональных потребностей)? – Разумеется, их источником является социальная среда, общество

[8]

.

Исходя из этого, в следующий круг мы включаем потребность в социальном окружении

Но не только, ибо сам факт наличия социального окружения еще не говорит нам ничего о том, какое место в нем займет индивид, какими ресурсами группы (в аспекте их объема и качества) он сможет воспользоваться: к чему он будет «допущен», а что останется за рамками его возможностей.

Рисунок 2. Второй круг потребностей

Представьте мысленно человека, идущего по улице города. Вокруг него люди, их много. Все они, в той или иной степени, обладают полезными ресурсами. А человек, которого мы представили, голоден и бесприютен. Он нуждается в помощи. Что же должно произойти, чтобы окружающие передали ему часть своих ресурсов, поделились с ним своим потенциалом жизнеспособности? – Он должен обозначить для них свою социальную роль, ясно показать, на какие ресурсы он претендует и для чего он их собирается использовать.

Иными словами, речь идет о социальном статусе (положении в группе), обретение которого также является важнейшей потребностью человека.

Пусть он хоть сядет на корточки у стены и протянет руку для подаяния – и вот уже несколько монет окажутся у него на ладони. «Нищий», – подумают прохожие, и многие из них, каждый по своим мотивам, дадут ему денег. А если этот человек не подаяния станет просить, а, скажем, заглянет в компанию по подбору персонала и предъявит диплом о качественном высшем образовании и впечатляющее профессиональное резюме, то и ресурсный поток в его сторону, в его личное управление, будет адекватно мощным.

Социальный статус определяет, какого объема, качества и значения общественные ресурсы поступают в непосредственное управление индивида.

«На другой день Чичиков отправился на обед и вечер к полицмейстеру... провел вечер у председателя палаты... Потом был на вечере у вице-губернатора, на большом обеде у откупщика, на небольшом обеде у прокурора, который, впрочем, стоил большого; на закуске после обедни, данной городским главою... Словом, ни одного часа не приходилось ему оставаться дома... Он... умел хорошо держать себя. Говорил ни громко, ни тихо, а совершенно так, как следует. Словом, куда ни повороти, был очень порядочный человек. Все чиновники были очень довольны приездом нового лица. Губернатор об нем изъяснился, что он благонамеренный человек; прокурор – что он дельный человек; жандармский полковник говорил, что он ученый человек; председатель палаты – что он знающий и почтенный человек; полицмейстер – что он почтенный и любезный человек; жена полицмейстера – что он любезнейший и обходительнейший человек»
[9]

Дело дошло до следующего – третьего по счету – круга потребностей. Зададимся вопросом: что индивид должен сделать, какие условия соблюсти, чтобы у него появилось социальное окружение, готовое предоставить ему определенный статус? – Он должен стать хоть кому-

то нужным. Он должен вести себя так, чтобы общество постоянно нуждалось в результатах его усилий, чтобы оно было объективно заинтересовано в нем. Это называется самоактуализацией
. Быть актуальным для других людей, востребованным ими всегда, всю жизнь – еще одна потребность человека.

Как это понимать? Насколько это необходимо? – Это жизненно важно! Социальная природа человека означает, что у него принципиально нет возможности выжить в одиночку.

Если весь комплекс технологий поведения, ресурсов, посредством которых человек приспосабливается к среде обитания (выживает), обозначить как адаптационный — приспособительный – потенциал, то можно сказать, что индивид не обладает адаптационным потенциалом, обеспечивающим более-менее сносное существование. Чтобы жить, и жить качественно, каждый из нас обязан постоянно подпитывать свои возможности за счет адаптационного потенциала общества, который формируется усилиями всех – и ныне живущих, и ушедших поколений людей.

Адаптационный потенциал человечества (и образующих его социальных групп) несоизмеримо больше потенциала отдельного человека. Вот почему нам всем необходим как воздух доступ к приспособительным возможностям – ресурсам и технологиям – которыми располагает общество.

«Всевозможными способами и путями природа учит людей согласию. Не довольствуясь выражением взаимного расположения на словах, она сделала так, что содружество стало не просто приятно, но и необходимо. Природа дала всем прочим живым существам оружие и средства для самозащиты... Только человека она оставила слабым и безоружным, способным защищать себя от общей опасности лишь в содружестве с другими людьми. Так необходимость создала города, общество, научила людей товариществу, научила их, сливая воедино слабые силы, давать отпор диким зверям и разбойникам. Поистине, ничто в мире не смогло бы уберечь человеческое дитя, особенно новорожденное, от гибели, если бы семья не выкармливала его и не заботилась о нем в полном согласии... Природа учит людей согласию и миру»
[10]

Но обществу нет резона делиться своим потенциалом без отдачи. Да, в самом начале нашей жизни, по факту нашего появления на свет, нам традиционно предоставляется некий ресурсный набор, без которого никому не выжить (пища, тепло, соответствующий уход). Однако в дальнейшем – буквально с первых наших самостоятельных шагов – общество начинает пристально следить за нами и решать, насколько целесообразно продолжать эти ресурсно-технологические инвестиции в проект, называемый «индивид».

И мы своим поведением, своими достижениями, темпами формирования своего индивидуального приспособительного потенциала и его качеством доказываем окружающим, что мы им нужны, что на нас можно рассчитывать в совместном деле обеспечения выживания человечества.

Мы доказываем, что являемся послушными и прилежными детьми, готовыми перенять опыт наших родителей, способными учениками, на которых есть смысл тратить время и силы учителей, профессионалами, от которых зависят результаты труда всего коллектива... И только при условии, что мы на каждом этапе нашей жизни объективно докажем свою полезность, актуальность (прошлые заслуги не учитываются, так как люди живут в основном

настоящим и будущим), нам будет предоставлен доступ к ресурсам социальной группы (в объеме, соответствующем доказанной актуальности!).
Такова природа вещей. По этим законам живет любое предприятие, любая семья (осознает она это или нет), любая другая социальная группа. Законы управления поведением людей универсальны.

И важнейшее заявление: право на жизнь в обществе получает человек, соблюдающий принцип
«расширенного воспроизводства благ»
. Тот, кто своим трудом производит благ (материальных и нематериальных факторов жизнеспособности) больше, чем потребляет. А тот, кто потребляет благ больше, чем производит, обречен на исключение из общественной жизни. Тем или иным способом. Рано или поздно.

Сказанное относится и ко всем социальным группам. Что индивид! Государства, страны исчезают с лица земли после того, как становятся паразитами на теле человечества. Принцип необходимости расширенного воспроизводства благ объясняет многое и в индивидуальной, и во всемирной истории.

«Невозможно ступить ни шагу по этой земле без того, чтобы не соприкоснуться с ответственностью и долгом, который необходимо исполнить»
[11]

Таким образом, не будучи актуальным, человек потеряет связь с обществом, пропадет, погибнет. Самоактуализация – ключевая потребность.
Вдумаемся в значение слова «счастье». Нечего мудрить и растекаться мыслию по древу – его (это значение) уже открыл нам народ-языкотворец. Корень этого слова – «часть». Приставка «с» здесь означает нечто произошедшее, свершившееся.

Счастье, следовательно, это соучастие в общих делах, обретенное полноценное социальное партнерство
[12]
. Любопытно, что латинский корень *part* в слове «партнерство» тоже означает «часть».

Являясь по природе своей социальным существом, человек действительно, как провозгласил когда-то русский писатель В.Г. Короленко, рожден для счастья, т. е. для полноценного, выгодного и приятного всем, взаимодействия.
Когда мы чувствуем себя счастливыми? – Когда мы кому-то нужны, кто-то ждет нас, надеется на нас, и мы, в свою очередь, не можем представить себе жизни без этих людей, без наших партнеров по социальному взаимодействию.
Недаром говорят: «Счастье – это когда утром непреодолимо тянет из дома на работу, а вечером – с работы домой». На управленческом языке это означает, что и трудовой коллектив, и семья в равной степени обеспечивают человеку эффективные и комфортные партнерские отношения.
Можно ли быть счастливым, не будучи актуальным? – Теперь мы понимаем, что нет. Разве что в иллюзиях (которые, кстати, воспроизводят в подобных случаях некий суррогат искомого социального партнерства).

«Он думал о благополучии дружеской жизни, о том, как бы хорошо было жить с другом на берегу какой-нибудь реки, потом через эту реку начал строиться у него мост, потом огромный дом с таким высоким бельведером, что можно оттуда видеть даже Москву и там пить чай на открытом воздухе и рассуждать о каких-нибудь приятных предметах. Потом, что они вместе с Чичиковым приехали в какое-то общество в хороших каретах, где

обворожают всех приятностью обращения, и что будто бы государь, узнавши о такой их дружбе, пожаловал их генералами...»
[13]

Но достаточно ли одной самоактуализации для счастья? А как же случаи, когда человек, казалось бы, вполне востребованный, играющий заметную роль в социальных отношениях, тем не менее, не чувствует себя счастливым? Ему трудно жить, он жалуется на отсутствие полноценного развития своей личности, на свою... Что? Как вы сказали? – Верно! Он жалуется на нереализованность.

Самореализация
– вот еще одна важнейшая потребность. Она напрямую связана с эффективностью нашего поведения.

Гете блестяще сформулировал принцип, следуя которому можно достичь искомой эффективности (т. е. максимальной результативности при минимуме затрат на существование):

«Чтобы добиться чего-то значительного в жизни, нужно заниматься тем, что дается тебе легче всего, но делать это изо всех сил!».

То есть тратить энергию не жалко и не сложно, если уверен, что тратишь ее в наиболее результативном направлении из возможных

[14]

Люди стремятся делать то, что у них получается, и получается лучше всего, при минимуме нерезультативных затрат. Это и есть самореализация.

Соединим органично самоактуализацию и самореализацию – и вот готовая (рациональная и объективная!) формула счастья.

Счастье – это состояние человека, который востребован обществом именно за те результаты, в которых он наиболее полно и эффективно выражает самого себя (свой потенциал)

[15]

Я счастлив, если людям нужно от меня то, что и мне самому доставляет радость и удовольствие... А как же быть с выражением: «У каждого – свое счастье»? – Согласиться с ним, конечно же! Поскольку у каждого из нас свой уникальный жизненный опыт, каждого окружают конкретные люди, по отношению к которым мы проявляем свою актуальность, с кем формируем социальное партнерство.

Характер такого партнерства, его цели и способы их достижения могут также быть самыми разнообразными. Однако, каковы бы ни были индивидуальные особенности жизни счастливых людей – их объединяют реализованные потребности в самоактуализации и, одновременно, в самореализации.

Счастье – это социальное партнерство на условиях востребованности и реализованности. Вопрос «Счастлив ли ты?» по сути означает: «С кем ты соучастлив? Есть ли у тебя общее дело с комфортными и продуктивными товарищами?»

Итак, вот какие нарисовались круги.

Рисунок 3. Три круга потребностей

Но, право, круги ли это? Я решился критиковать Абрахама Маслоу за его «пирамиду», а сам? Увы, приходится признать, что и предложенная уважаемому читателю модель потребностной сферы человека не без изъяна.

Согласно этой модели получается, что выживание индивида возможно при соблюдении ряда необходимых условий биологического и информационно-эмоционального характера («первый круг потребностей»).

Эти условия могут быть созданы индивиду лишь при наличии социального окружения и определенного положения – статуса – в нем («второй круг потребностей»).

Будет или не будет предоставлена индивиду возможность войти в социальную группу и обрести в ней некоторый статус, зависит от степени его актуальности для общества и эффективности его поведения («третий круг потребностей»). Кажется, все верно.

Но разве результативность поведения не зависит, скажем, от объема и качества питания, продолжительности сна? Разве выбор правильного (обеспечивающего высокую поведенческую эффективность) направления самореализации возможен в изоляции от общества?..

Да, в реальности все потребности пребывают во взаимном влиянии, все они взаимообусловлены. Неудовлетворенность хотя бы одной из потребностей резко снижает качество жизни и ставит ее под угрозу.

Это как течь в корпусе корабля – даже если все остальные элементы конструкции в порядке, корабль с пробоиной все равно начинает тонуть.

Существует ли вообще такая геометрическая фигура, которая могла бы во всей полноте выразить отношения между потребностями? Если да, то это, скорее, кристаллическая решетка, где каждый элемент равно обуславливает и поддерживает существование всех остальных элементов.

С этой поправкой сказанное выше вполне объективно, на мой взгляд, рисует реальную картину. И этими представлениями о потребностях человека мы будем руководствоваться в наших дальнейших рассуждениях.

Вопросы и задания на внимание и понимание:

1. Как, по вашему мнению, соотносятся понятия «потребность в самореализации» и «эффективное поведение»? Объясните своими словами смысл понятия «самореализация».
2. С какой из потребностей более всего связано присущее каждому человеку чувство долга?
3. Приведите пример совместного формирования группой «адаптационного потенциала».

Глава 3

Как люди строят свои отношения и какие опасности подстерегают их на этом пути

Отдельный человек слаб, как покинутый Робинзон. Лишь в содружестве с другими людьми он может сделать многое.

Артур Шопенгауэр

Зачем мы так увлеченно обсуждали потребности? Даже счастье смогли объяснить. А к чему? Какое это имеет отношение к конфликту? Терпение, господа.

Мы выяснили нечто принципиально важное. Человек в своем поведении руководствуется стремлением выжить, и его жизнеспособность обеспечивается за счет приспособительного потенциала (ресурсов, технологий) общества, с которым индивид непрерывно взаимодействует.

Получается, чем обширнее и качественнее возможности общества, тем лучше живется его членам – людям. Следовательно, каждый человек кровно заинтересован в развитии адаптационного потенциала общества, так как чем больше он в него вкладывает, работая на социум, тем больше получает из него для удовлетворения своих собственных потребностей. Удовлетворяя свои потребности все более полноценно, человек развивается, совершенствуется в самореализации, увеличивает самоотдачу и тем самым наращивает общественный потенциал и расширяет свой доступ к нему. И так по восходящей.

Интересное кино! Самое время приступить к более подробному исследованию процесса социального взаимодействия.

Попробуем нарисовать подобие графика развития отношений между людьми (т. е. социальных отношений). На этом графике (см. рисунок 4) вертикальная ось отображает качество жизни (Q), а горизонтальная – продолжительность отношений (время, t).

Качество жизни? Что это такое? – Ну как же, друзья, разве мы с вами не условились понимать «качество жизни» как полноту удовлетворения потребностей? Нет? Так давайте условимся. Обратите внимание: ни вертикальная, ни горизонтальная оси нашего графика не имеют делений. Это не случайно. Качество жизни трудно отградуировать. И время, в течение которого развиваются события, тоже. Ведь продолжительность одних и тех же стадий процесса социальных отношений в разных группах людей бывает различной. У кого-то на прохождение стадии уходят месяцы, годы, а у кого-то все пролетает за считанные часы. Поэтому нет смысла в каких-либо делениях. Тем более что график отражает общие принципы (концепцию) развития взаимоотношений в социуме.

Рисунок 4. График развития социальных отношений (фрагмент 1)

Получается, горизонтальная ось – ось времени – отделяет область отрицательного качества жизни (ниже оси) от положительного (выше оси). Пересечение этой оси графиком, идущим снизу вверх (о чем речь пойдет дальше), означает переход качества жизни из негативного в некое позитивное состояние [16]

Вполне корректно называть область на нашем графике, связанную с отрицательным качеством жизни, зоной рискованной жизнеспособности. А область, отражающую положительное качество жизни – состояние удовлетворенности потребностей – зоной устойчивой жизнеспособности.

Обозначение «
to
» – момент начала отношений. Обратите внимание, что в этот момент (to) отметка Q_0 находится ниже горизонтальной оси, в зоне рискованной жизнеспособности.

Тем самым мы хотим сказать, что люди

[17]

до вступления во взаимные отношения не были удовлетворены качеством собственной жизни. Им было тяжело жить друг без друга. Иначе никто из них не стал бы тратить свои ресурсы (силы, время, информацию, деньги и т. д.) на поиски партнера.

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Примечания

1

В широком смысле этого слова, в значении «производящей» товары, услуги и т. д.

2

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3

Личность – это человек, рассматриваемый с точки зрения его роли в общественных процессах. Чем более обширными инструментами (технологиями, ресурсами) обладает человек, чем быстрее он наращивает свой потенциал во взаимодействии с другими людьми – тем большее влияние на общество он оказывает, тем сильнее, масштабнее его личность. Кто-то важен для всего мира, а кто-то – для своей семьи, родного коллектива. Есть, однако, и те, кто всем в тягость. О них говорят: «ущербная личность».

4

Это важнейший философский вопрос: «Что должно стать результатом совместных усилий людей: выживание вида Homo sapiens (и ничего больше, и точка!), или мы все вместе, из поколения в поколение, достигаем некой созидательной, преобразовательной «высшей» цели (которая нам пока не ясна), выполняем «особую миссию», связанную с наличием у нас разума?» Если предположить, что эта «высшая цель», «особая миссия» существует, то возникает ряд новых вопросов. В чем она заключается? Что произойдет, когда эта цель будет достигнута? И, наконец, является ли человек тем самым окончательным и совершенным носителем разума, перед которым поставлена эта цель, или он всего-навсего промежуточное звено в процессе формирования какого-то высоко результативного, неуязвимо для болезней и стихий, абсолютно надежного разумного существа будущего? Есть о чем задуматься, не так ли?.. Если же оставаться в убеждении, что никакой особенной цели у человечества нет, что оно – подобно всем прочим живым существам и их сообществам – озабочено исключительно собственным выживанием (и даже полеты в космос, управление термоядерным синтезом и т. д. – не более чем расширение среды обитания, поиск дополнительных источников энергии, обеспечивающих это выживание), то все сразу выглядит... спокойнее, что ли? Живи себе и давай жить другим. Не об этом ли сказано в священных книгах: «Человек, не возьми себя равным Богу»? Не означает ли это: «Люди, не ставьте перед собой целей преобразовать Вселенную, управлять ею! А не то очень скоро выяснится, что вам это не под силу, что необходимо вашими руками создать таких существ, которые гораздо более чем вы способны достигать масштабных и амбициозных целей, поставленных Разумом. И тогда вам придется уступить им – этим более качественным созданиям – ваше место на Земле. Так что живите лучше в свое удовольствие, помогайте друг другу, сохраняйте себя, как вид, заботьтесь о потомстве и не старайтесь прыгнуть выше головы...». Вряд ли нам, уважаемые читатели, удастся сформировать по этому вопросу окончательное мнение – слишком он сложен и важен для всех нас. Однако, как бы то ни было, – есть эта высшая (пока непознанная нами) цель у человечества или нет ее, – выживать нам в любом случае необходимо. И только сообща.

5

Американский ученый, родители которого были выходцами из Киевской губернии.

6

Потребность в безопасности, рассматриваемая обычно отдельно от биологических потребностей, на самом деле не что иное, как необходимость предохранить человека от разрушения (деструкции). Поэтому ее смысл, по моему мнению, поглощается частично биологическими, частично – информационно-эмоциональными потребностями, частично – потребностями в дружественном социальном окружении, имеющими ту же цель.

7

Первостепенное значение для жизни человека биологических и информационно-эмоциональных потребностей выражено в известном требовании древних римлян: «Хлеба и зрелищ!». Уверен, что оно осталось в исторической памяти на века не как курьез (надо же, хлеба им мало – еще и зрелищ подавай!), а именно как афоризм, имеющий глубокий, жизненно важный смысл.

8

Кто-то скажет, что человек способен добывать пищу и получать необходимую информацию не из социальной среды, а из дикой природы (например, очутившись на необитаемом острове). Но, согласитесь, технологии выживания, которые он при этом будет применять, достались ему от общества, стали результатом предшествующего социального взаимодействия. И он при первой возможности постарается расширить арсенал приспособительных технологий, вылавливая из воды сундуки с оружием и припасами, бутылки с запечатанными в них полезными письмами (как это происходит в авантюрных романах). Если же он откажется от взаимодействия – пусть опосредованного – с социумом, начнет приспособляться к окружающей среде как зверь, то в его облике скоро не останется ничего человеческого, и образ и качество его жизни приблизятся к таковым у диких животных.

9

Н.В. Гоголь. «Мертвые души».

10

Эразм Роттердамский. «Жалоба мира».

11

Томас Карлайл.

12

Социальное партнерство следует понимать как совместный труд над формированием адаптационного потенциала группы, человечества в целом, а не только как участие в дележе созданных кем-то благ, как полагают некоторые. Обретенное благо ценится нами зачастую не самим фактом наличия, а тем, что его качество и размер указывают на степень социальной востребованности обладателя этого блага, на меру уважения, оказанного ему людьми, и т. п. И горе тому, кто получил это благо незаслуженно – случайно или обманом. Общество рано или поздно отнимет этот приз у того, кто его недостоин (не умеет им управлять в интересах всех остальных). И это тоже объективный закон управления. «Наследовать достоин только тот, кто может к жизни приложить наследство» (Гете, «Фауст»).

13

Это о помещике Манилове. Н.В. Гоголь «Мертвые души».

14

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u F z C U d s y I 0 4 V H b P h m x H w Q a / t R F + 9 H u l G m w P G o J 7 N i 3 U A L u f C f 3 M K Q C 8 n O 9 E K 6 K 5 M z x w + U M 3 X g A 0 v M y q i Y p 7 5 x M t L u X m v T m S 8 r f D M Z W 8 p / q H f A Q Z 5 Z j Y f C o J M K n m R M G s s D H w l 3 H v D u B u R n N e 3 d s E n 0 O M Y X U O K + C V O V d a r G e V m B J r s G o z 9 5 a q o y L e D c Z S 1 c s 9 O h z K b m c / Z C c B 3 u d o X m o m X F c 0 I f g 7 f M t s C h b L e 2 1 5 U f E G R j g x U E G W N e b i d D r 0 + 5 b y B L q / w A V C M A M 2 L q 6 0 + k N d T Q Y J x N Y L B y c o J s 3 1 b v l 4 R t K K o V n a R N 5 b X w 4 j e A u 7 D T d X V / P / g v J y f o q + + O I J D Z K q l f x G 4 A z p q o Y C l u V 5 I C 4 i r c W 6 V C I M K 3 T d T W 2 W 7 a v S u o k w g y y M z w i 8 d 8 R y D l q O w z E q c 0 6 Q y J b 0 F J n 3 K Q i 4 7 H j H z F r S q 2 9 K v 1 K n U 4 W s p t z M u Z V T k R n d x 4 a c w i p z O c t N 6 i E W + Z r V M R s M M W r b + s Y y P L K m X i p l y A W I 4 6 3 K m W h O S z d n x K C I Y t A r c p 1 M s 2 x u 4 y / N s t X a Z n f G 1 c G P j 6 R e a Z Q K 2 v E R M u L Q N 1 2 x N y G L I W e U 2 E m x N 5 / M 2 c P U 1 5 P M M / m 8 C 8 Z X q U m k a B 9 Y X O e A L 1 r E 1 V N I J X m F R 1 Q q p 1 r U p 4 e j p u c q Z q X p R e Z t r 3 n c J 7 0 s u 3 i Y J D H r h m 9 w d V L g D 3 O f s 5 L U 8 m C H y q e R 3 z K N g A L r g r c T D y 7 F B 0 1 D z R 0 G r Q y P W L U B n v B A R o W I X 5 S s t 0 6 V d c W k W w H f E H m p v g l B P D C K n o o r T 9 C N v 3 0 r c 0 a 5 2 K s g w N C 7 J d J n n Z Z / q C i N m G O Y 8 W P I P 2 m 6 9 L 2 M w j X 0 a r P 2 m H y U P 9 y 2 I B 6 m R x H K y v U 8 m i 5 3 B W L F s 3 U s A + w w H q f 2 x B j W P O S j B z v m G 5 U 9 / e C g T 5 G L Y y 7 + + W e Z m K O b 9 V 7 g g b y y Y u N M X e n K w 2 g a s C u o r Z U S z W C E 6 J n j m 5 q l z 6 c 7 L g R s n E K Y z X T O D C i 8 Y Q D b N Q j d D d 3 B w N g p a 3 m V w s N x y 7 W 2 t 2 e m W Z Z D v n z L u i c / 3 E V G U 6 r U Q t p 5 q 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X K V 9 3 r u K 6 G 4 H n n q D Q M t m n P m Z 4 F b 0 / N 8 w R X b 0 l / M w 9 z I 1 h 2 s Z q j J u n N v U p Z U F K Y / K I G g l q I Z q I 4 N k V 0 6 Q M a a l V P M q m A m G + d V B c h 7 C p m x D q V q G q A q e b x F Y 3 3 I C L 1 T + 6 m q K + 5 5 G t Y g g w S 9 O N t 7 j c j W U 0 4 k F X T y a L j p I P M d a C v r F q l s 9 C Y g f j M u D j S K J m m C t e 8 o 0 6 g 9 Q c e G z 4 j c 8 t c f D 6 j x F F T W 2 Y 4 x T X C f l i Y s A O L F q o m c l 8 3 v / A H E G o R t j m J Q m A o r h N Q F l s K L n b X E t Y B f g m t Q Y C D X B w i 0 c y l F B T J d X F 7 H L z c W y M U b z b h i j 0 B Z D x q O t M d U Z z 3 D z 6 B r x E E M n r N T K o j p 1 9 J Q h Y s f t K Y K N 7 l j S w A K q z M I F P 4 f 0 I C Y b z + 8 v s 2 I 8 I S N V I 3 i r P h w n 9 3 D K q E r E 5 R q + f h N v P F X 9 5 p j T p N e 4 Y Y f C X b A V y c w l A R v 1 B I G g B w / + w W A 4 B 6 X 1 F W E 5 a + I x t b Q X N t 1 K V u 3 y a 0 R I F 7 Q Y X L 7 y y 2 D N r F 8 X I P F O W B Q t 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3 5 7 1 7 i 1 T 7 S N w 9 u 3 o j Y g j 3 5 m y / u M o t S 6 l h t A X X 3 i V W n A a 9 z N 1 1 + v u Y L s V L 7 f 8 A U e x 6 V M y S y y h e a 9 6 z L R y E Q 5 q / 4 h D 0 A x m s c x X 9 5 S 4 B Y z b A 4 8 Q b 7 p x f U q k G B z V / J M H R o N L o Z z L z 4 K H O L v z M y t R E i 3 c W 1 o p s S / 8 A c R p k 0 3 R f X x N K 0 L z q 5 Q p 9 E f M F U b e i 0 0 I H M r S A S K k a c G C Q S 9 V m o H 9 E I X q 6 Z U R d m D g E L e + E 6 g b D Y f m Y G H k + W s e Z V C W f U o r A / r G Z X T I 8 f v G m g W z e / w B 4 1 z d k 7 + S W Z 2 O T c H K z / X c B n M N t b l k 3 4 V q c S k B 4 C 6 N o w l j 2 J 4 Z i 4 r j I 4 h 7 Q 5 v D z K Q t d 4 v 7 7 j q N Y T J f M T a F h f j 7 T A 3 k f X / I d x s 4 7 g / Z s p o o P c q T O r k O X u A m b b U y g r R z c x o 3 l v p i p Q W C 6 W 6 O i z P L g l n 2 1 B d I Q 6 O 8 E z m W J Z D u C 8 G e M H o 4 i + d c Z V M 0 5 V v P 5 I t B B u i J V d C z f e L I F Y u Q 7 0 v U v 2 e Z 7 3 I D Y 2 + f z G m A S a j Y b O + p R / h w 5 1 L J t B 1 z r T P C V W H G m N q Y u j U o G g p F f X u N U X g n i 1 3 F y u x / b M C T t g K d f / j k 4 8 C L Q 7 y / h r 8 y 2 M n j Y e P I + t R f j c r R 4 O D r / A A I s X t V 7 a 5 1 w K A Y y H d G f Z m i h t S u D G I j I N 5 F D J k 1 K d u l v m B m U y o V D T G f o 6 m I w L d P k 5 g i i + 7 L 7 u X N S L y Q H P x F D B g r V 5 4 N Q k g 5 U 9 b d 3 C p b I E a B d Y O 1 k K s H + 5 i i q u K x O m G v W Y A n c 4 N s 0 x x E T 1 n 0 W z F z R 1 Q v O D B m l r Q b U p q 8 7 i v C 6 u l G 6 Y W N V h 5 M H H C M Z G N 8 L x G j Q l a j M P O Z + k F U Q l k g P z D r 5 L T J t Q x i y o m h y 2 2 U h p O H 1 V s w z T 6 y C 9 l l z 0 l h d h g b T u H R X 7 h 0 z R h L + U c B Y S 9 B C S Q F g t z r U q l H V k r k e Y m O F U v Y 2 7 h 9 J W K o Q K b l o 7 p K s e W 0 w T B d t l H y a j + t D q z w X E a l Y H w J T L y + g W c v U U 3 F E c t M w 3 Q I o N n P n m Y p B j Q t 5 x C 7 i W N v b q Z V j c 4 M s

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