

Emotional Self-Discipline Case Study

It took Victor three months to make up his mind to switch to the new company. His decision to do so was based primarily upon the promise that they would push him ahead as fast as possible. In his opinion his previous firms had never given him the opportunity to move ahead at a pace that was satisfying to him.

Shortly before Vic had completed six months with the company, he was asked if he would accept a transfer to another plant some 200 miles away. He immediately interpreted this to mean he was getting a big promotion. He accepted and became very excited about the move.

On reporting to work at the new plant, however, he discovered he had little more responsibility than the one he had left. There was no discussion of a pay increase. Having built up his hopes, Vic felt let down.

Then other things happened. He soon learned that his living expenses were higher in the new location. His wife told him that the schools there were not as good. One negative thing after another happened until Vic became increasingly frustrated. One afternoon after two weeks in the new assignment, he walked into the personnel department and explosively released his pent-up feelings.

Halfway through the outburst the personnel officer said, "Slow down. Take it easy. Cool off. Relax." Then he proceeded to read a letter just received from the home office announcing that Vic was to replace a man who had just received a promotion himself. It was a big jump.

Was Vic justified in his outburst? What might he have done to prevent it? Did he harm himself permanently, even though he did receive the promotion?