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situation that is comprehended explicitly in words and that serves as a springboard into action. In this paper we take the position that the concept of sensemaking fills important gaps in organizational

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theory. The seemingly transient nature of sensemaking belies its central role in the determination of human behavior, whether people are acting in formal organizations or elsewhere.

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important aspects of organized action rather than static structures and fixed templates.

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findings from prior studies,



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sensemaking (Maitlis & Christianson, 2014). The pursuit of coherence among observations, beliefs and actions takes place both in individual cognitions and ...

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