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Abstract. Sensemaking involves turning circumstances into a 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 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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Process, Sensemaking, and Organizing | Oxford University Press

Beyond the focus on power, our process conception of sensemaking can help integrate and explicate findings from prior studies, bridging three key dividing lines in the sensemaking tradition: (1) individual and collective sensemaking; (2) cognitive, discursive and narrative forms of sensemaking; and (3) crisis and organizational/strategic sensemaking (Maitlis & Christianson, 2014). The pursuit of coherence among observations, beliefs and actions takes place both in individual cognitions and ...

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