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1053 - DREAMS IN WORK AND ORGANIZATIONAL CONTEXTS: A SCOPING REVIEW

Session: D01S026 - Organizations and Meaningful work 1 (Thursday 23 July 13:15) - P-Arsenale

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Abstract text:

Introduction: The psychological study of dreams has historically been rooted in psychoanalysis and clinical contexts since Freud's *Die Traumdeutung*. While extensive work has examined dreams in therapy and neuroscience, and despite a rich tradition of psychodynamic organizational analysis (e.g., Tavistock Institute of Human Relations), little attention has been given to their role in work and organizational settings. Only a handful of scattered studies address how dreams influence employees and organizations. The absence of a comprehensive synthesis limits the development of a coherent framework for integrating dreams into organizational psychology research and practice.

Purpose: This scoping review maps, evaluates, and synthesizes existing studies on dreams within organizational contexts. Its objectives are to: (1) identify the scope and state of current literature on dreams at work, (2) examine the theoretical frameworks underpinning this research, and (3) assess practical applications of dream studies for organizational life. The review encompasses both individual dream experiences and collective approaches such as social dreaming.

Method: The review follows PRISMA-P guidelines and applies a systematic search strategy across EBSCOhost, Scopus, and Web of Science. Eligible studies include peer-reviewed journal articles in English, French, or Italian, encompassing theoretical and

empirical designs without restrictions on publication year. Screening and extraction are conducted independently with Rayyan software. Data are synthesized narratively, and methodological quality is critically appraised using Joanna Briggs Institute tools.

Results: Preliminary results indicate a fragmented but diverse body of research spanning clinical, organizational, and psychosocial domains. The review highlights psychoanalytic, psychodynamic, and continuity hypothesis perspectives, with practical implications for employee well-being, creativity, and reflective practices in organizations.

Conclusions: As the first comprehensive synthesis of dreams in organizational contexts, this study consolidates scattered contributions across psychodynamic and occupational psychology traditions, legitimizes an underexplored field, and provides conceptual clarity. The findings contribute to organizational psychology by uncovering new avenues for theory, research, and practice.

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