PROACTIVITY AT WORK

Making Things Happen in Organizations

Edited by Sharon K. Parker and Uta K. Bind!

CONTENTS

Series Foreword

MICHAEL FRESE

Contributors

INTRODUCTION

1 Proactivity at Work: A Big Picture Perspective on a Construct that Matters

Sharon K. Parker and Uta K. Bindl

PARTI

Forms of Proactive Behavior

- 2 Feedback-Seeking Behavior: A Person-Environment Fit Perspective Katleen De Stobbeleir, Giverny De Boeck, and Nicky Dries
- 3 Career Proactivity Sabine Sonnentag
- 4 A Review of Job-Crafting Research: The Role of Leader Behaviors in Cultivating Successful Job Crafters *Haijiang Wang, Evangelia Demerouti, and Arnold B. Bakker*

5	Safety Proactivity in the Workplace: The Initiative to Improve Individual, Team, and Organizational Safety Matteo Curcuruto and Mark A. Griffin	105
	Issue-Selling: Proactive Efforts toward Organizational Change Madeline Ong and Susan J. Ashford	138
7	Foci of Proactive Behavior Frank D. Belschak and Deanne N. Den Hartog	169
PAR Ind	TII lividual Dynamics of Proactivity	191
	Proactive Personality: A Twenty-Year Review J. Michael Crant, Jia Hu, and Kaifeng Jiang	193
9	Individual Differences in Proactivity: A Developmental Perspective Chia-Huei Wu and Wen-Dong Li	226
10	Aging and Proactivity Hannes Zacher and Dorien T.A.M. Kooij	258
11	Proactive Goals and Their Pursuit Thomas S. Bateman	295
12	An Identity-Based Perspective on Proactivity: Future Work Selves and Beyond Karoline Strauss and Ciara Kelly	330
13	The <i>Hot</i> Side of Proactivity: Exploring an Affect-Based Perspective on Proactivity in Organizations Francesco Cangiano, Uta K. Bindl, and Sharon K. Parker	355
W	RT III ork and Organizational Antecedents and otcomes of Proactive Behavior	385
		387
14	Work Design and Proactivity Sandra Ohly and Antje Schmitt	307

15	Leadership and Employee Proactivity	411
	Deanne N. Den Hartog and Frank D. Belschak	
16	Proactive Behavior Training: Theory, Design, and	42.4
	Future Directions Mona Mensmann and Michael Frese	434
17	Voice Framing and Sensemaking: A Construal-Level Perspective on Proactive Voice Effectiveness <i>Tina Davidson and Linn Van Dyne</i>	469
18	The Dark Side of Proactive Behavior: When Being Proactive May Hurt Oneself, Others, or the Organization Mark C. Bolino, William H. Turnley, and Heather J. Anderson	499
19	Teams and Proactivity T. Brad Harris and Bradley L. Kirkman	530
CO	NCLUSION	
20	New Perspectives and Directions for Understanding Proactivity in Organizations Uta K. Bindl and Sharon K. Parker	559
Ind	lex	585