

Tuominen T. & Hasu, M. Professionals' interpretive repertoires of the youth - users' agency as an objective, risk, and resource for work, extended abstract accepted for 'Challenges for Public Sector Employees in an Increasingly Demanding Work Environment', Public Administration SYMPOSIUM call for papers&special issue SYMPOSIUM SEMINAR 6-7.6.2016. Hollanti, Haag.

## ABSTRACT

Research on hybridity in public organisations recognizes a need to understand how individual public servants deal with hybrid logics and practices. Hybridity is often viewed as an externally imposed challenge for public servants. We apply a micro-level discourse analytic perspective to provide an alternative view on hybridity: by viewing hybrid logics as discourses, we suggest that reflexive actors can *use* logics as resources when responding to situation-specific challenges in their work. We demonstrate this by analysing how individuals providing services for adolescents draw on contradictory discourses when characterising their client relationships. Instead of forming a consistent relationship with the available logics, the interviewees combined them in situation-specific ways to describe their work in a positive light, despite paradoxical tensions between responsibility, the client's self-sufficiency, and responsiveness in their client relationships. This provides an alternative viewpoint on the relationship between hybridity and coping at the level of individual public servants.