How to Manage Dysfunctional Workplace Situations and Issues Within Legal Parameters

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Today’s Discussion

• Types of Dysfunctional Workplaces

• Coping with each Type of Dysfunctional Workplace

• Fifty Ways to Lose a Lawsuit
Types of Dysfunctional Workplaces

- Individual Based Dysfunctional Workplaces
- Group Based Dysfunctional Workplaces
Types of Individuals

- Bullies
- Passive Aggressive Individuals
- Poison Droppers
Group Based Dysfunction

• Arises when two or more groups go from healthy competition to being adversaries

• Some examples of group dysfunction
  – Black vs. White
  – Women vs. Men
  – Administration vs. Faculty or Staff
  – Staff vs. Students
Coping with Dysfunctional Workplaces

- Attributes of Functional Workplaces

- Coping with Individual Based Dysfunctional Workplaces (DW)

- Coping with Group Based Dysfunctional Workplaces (DW)
Attributes of Functional Workplaces

- There are no ends only means
- Trust
- Fairness
- Courage and Persistence
Coping With Individual Based DW

- Begins at the Hiring Stage
- Continues with Performance Management
- Ends with Termination
Coping with Group Based DW

- Culture
- People
- Processes
- Systems
Personal Strategies for Coping

- Stay and Try to Change the Environment
- Leave
- Stay and Resign One’s Self to Suffering
- Stay and Try to “Best” the System