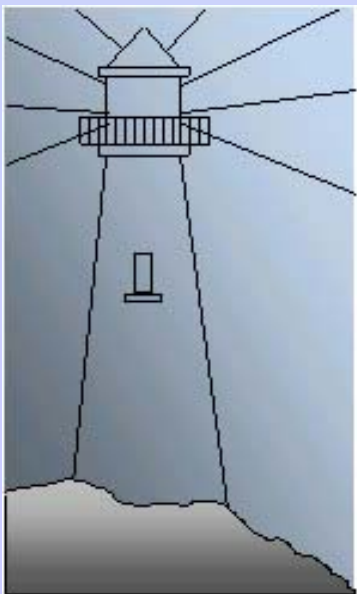


# How to Manage Dysfunctional Workplace Situations and Issues Within Legal Parameters

February 19, 2002

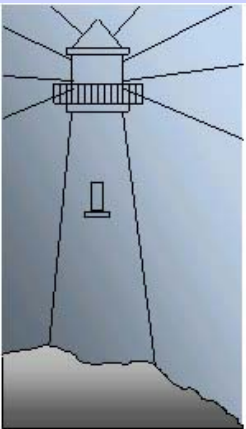
Stetson University College of Law

**23<sup>rd</sup> Annual Law & Higher Education Conference**



# Today's Discussion

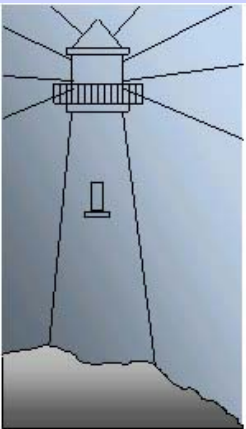
- Types of Dysfunctional Workplaces
- Coping with each Type of Dysfunctional Workplace



- Fifty Ways to Lose a Lawsuit

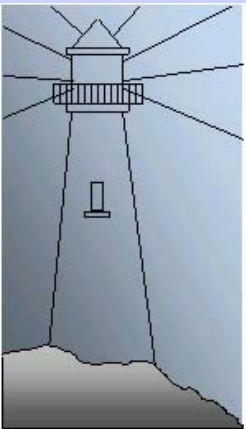
# Types of Dysfunctional Workplaces

- Individual Based Dysfunctional Workplaces
- Group Based Dysfunctional Workplaces



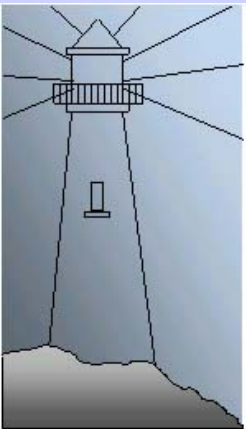
# Types of Individuals

- Bullies
- Passive Aggressive Individuals
- Poison Droppers



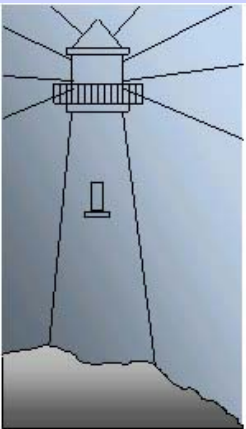
# Group Based Dysfunction

- 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



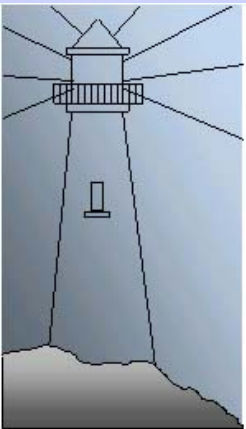
# Coping with Dysfunctional Workplaces

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



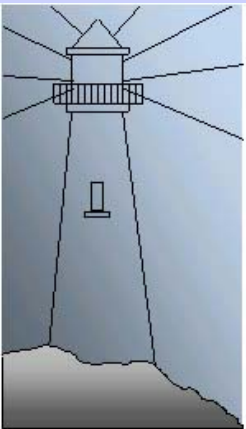
# Attributes of Functional Workplaces

- There are no ends only means
- Trust
- Fairness
- Courage and Persistence



# Coping With Individual Based DW

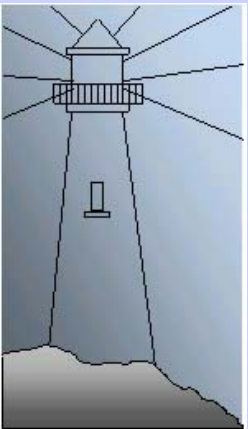
- Begins at the Hiring Stage
- Continues with Performance Management
- Ends with Termination





# 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

