

Armed.and.Dangerous-DEVIANCE Skidrow Reloaded

<i>Label</i>	<i>Sample Behavior</i>	<i>Negative Interpretation</i>	<i>Potential Dysfunctional Outcomes</i>	<i>Alternative Interpretation</i>	<i>Potential Functional Outcomes</i>
Risk taking	Chief executive makes bold strategic moves	Recklessness	Threatens financial well-being of organization and employees	Innovation	Achieves organizational growth/success
Expression of voice	Employee complains about management actions	Bad-mouthing	Damage to organization's reputation	Employee participation/appeal, whistle-blowing	Corrects or stops workplace injustice and inefficiency
Noncompliance	Workers refuse to obey manager's directives	Insubordination, rule breaking, loafing	Organizational instability, unmet goals	Counter-role behavior/task revision	Effort diverted from activities that do not meet organizational goals
Withholding information, providing misleading information	Optimism and enthusiasm in the face of failure	Deceit, hubris	Atmosphere of dishonesty, lack of trust, divisive climate in workplace	Commitment to the cause, envisioning uplifting future, "positive leadership"	Keeps morale high, reduces anxiety
Aggressive behavior	Leader berates employee team, verbally abuses and attacks abilities	Harassment, bullying	Unpleasant and dangerous psychological and physical effects	Stern leadership, "aligning the troops"	Desensitizes employees to criticism, motivates toward goal achievement
Conflict	Managers question and dispute chief executive's planned actions	Carping, complaining, selfishness	Damaged relationships	Devil's advocacy, healthy discussion	Improved quality of decisions



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