



HOW THE BOSS KEEPS US DISORGANIZED

What holds people back from confronting the boss about workplace issues? Instead of blaming “apathy,” it’s important to find out the actual reasons. You have to diagnose the problem before you can write the prescription.

This chart shows four common obstacles the boss relies on to keep us from getting organized—and how you can help your co-workers get past them:

| The boss relies on... | The organizer... | Co-workers find... |
|--|---|---|
| ... fear of conflict and retaliation. | ...taps into righteous anger about workplace injustices. | ...the courage and determination to act. |
| ... hopelessness , the feeling that things can’t change and we have no power. | ...helps develop a plan to win , and shares examples of victories elsewhere. | ... hope that change is possible and worth fighting for. |
| ... division , pitting workers against each other. | ...identifies common ground and builds relationships. | ... unity to act together. |
| ... confusion , passing around messages that will alarm or distract us. | ... interprets and shares information, fitting it into a bigger picture. | ... clarity to see through the boss’s plan. |

