

## Step 5 - The Witch Hunt

One of the most enjoyable steps in creating organizational dysfunction is the witch hunt.

The blame game is a fun game that all can play at every level of an organization.

The witch hunt usually stems from lack of process or lack of employee training, but we won't blame the management for what's wrong. It's both more satisfying and better sport to blame the people instead of a broken process.

This game is best played by the upper members of an organization. When the CEO of a company keeps his staff on the defensive, then defensiveness can become pervasive throughout the company and eventually become a culture. Before you know it, the company has full-blown management by fear. Instead of collectively fixing problems, people spend their time pointing fingers. When a manager can create such an atmosphere, work is so much fun. Everyone is excited to get out of bed and be in their wonderful work environment where they get to sling rocks at their teammates on a daily basis.

What's the result? Teamwork is destroyed because employees spend more time covering for themselves than solving real problems as a team. Frustration ranges from feelings of helplessness and hopelessness to feelings of resentment and loathing.