

Organization Politics Detector

This is really simple to do. The task is to replace a statement that may be uttered in an organization with what you think is the real meaning of the statement.

Management says something like, "In order to meet the company's overall strategic mission and profitability goals, we are implementing this new program to cut costs by X percent."

What that really means is, "The Company didn't meet financial goals again last quarter and the top executives are getting a lot of pressure from stockholders to do something about the financial bleeding."

Fill in the Blanks
<p>1. When they say: <i>In order to streamline the efficiencies of our operations, we are exploring alternatives concerning several of our facilities.</i></p> <p>They really mean:</p>
<p>2. When they say: <i>Someone has left the organization to explore other career opportunities.</i></p> <p>They really mean:</p>
<p>3. When they say: <i>Due to poor financial results during the past fiscal year, associates should have realistic expectations concerning compensation next year.</i></p> <p>They really mean:</p>
<p>4. When they say: <i>We are looking into other possibilities concerning the continued investment of resources into this aspect of our operations.</i></p> <p>They really mean:</p>
<p>5. When they say: <i>We are looking at realigning our business portfolio to help us be more competitive in the future.</i></p> <p>They really mean:</p>

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6. When they say: We recognize just how hard all of you are working today to help make our organization successful. However, we are still falling short of our performance goals and must work together to meet the important but difficult challenges ahead. We are not asking you to work harder, just smarter, in the future to reach these goals.

They really mean:

Fill in the Blanks

Now, create both parts of the exercise yourself by filling in the blanks for both the politically correct statement and its real meaning based on your own experiences.

When they say: _____
They really mean: _____

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When they say: _____

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They really mean:

Good luck using your Organizational Politics Detector, and remember to keep it fully charged and turned on at all times!

Source: Garber, P. (2003). Organization Politics Detector. In M Silberberg (Ed.) *2003 Training & Organization Development Source Book* (pp. 41-48). Princeton, NJ: Active Training.