

Enabling Employees in the Workplace

Enabling in this context means preventing one from experiencing the consequences of his behavior.

Common ways employees are enabled on the job:

- Not holding all employees to the same performance standards.
- Asking or assuming that co-workers will share the job duties of the troubled employee.
- Doing the work of the employee yourself.
- Making excuses or lying to co-workers or management for the troubled employee.
- Pretending a problem doesn't exist.
- Hoping the problem will disappear without management intervention.
- Not maintaining job performance documentation.