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.