



# HOW THE BOSS KEEPS US DISORGANIZED

When you're assessing why more people haven't stepped up to take on the boss, it's important to find out the actual reasons. You have to diagnose the problem before you can write the prescription. It's not apathy—but what is it?

Step back from your frustration and look at things from an organizing perspective. This chart shows five common problems and how you can help your co-workers get past them:

The boss relies on...	The organizer...	Co-workers find...
... <b>fear</b> of conflict and retaliation.	...taps into <b>righteous anger</b> about workplace injustices.	...the <b>courage</b> and determination to act.
... <b>hopelessness</b> , the feeling that things can't change and we have no power.	...helps develop a <b>plan to win</b> , and shares examples of victories elsewhere.	... <b>hope</b> that change is possible and worth fighting for.
... <b>division</b> , pitting workers against each other.	...identifies <b>common ground</b> and builds relationships.	... <b>unity</b> to act together.
... <b>confusion</b> , passing around messages that will alarm or distract us.	... <b>interprets</b> and shares information, fitting it into a bigger picture.	... <b>clarity</b> to see through the boss's plan.
... <b>inaction</b> , since problems can't be solved, so why bother?	... <b>mobilizes</b> co-workers to do something together.	...that action gets <b>results</b> and solves problems.

