

Abilene Paradox – More Notes on the Video

Organizational Dynamics

Conflict? Actually, they never were in conflict to begin with.

Abilene Paradox: People take action in direct opposition of what they want. It is the inability to manage agreement.

Project “X”

A dead-end street

In private – people unwilling to share their beliefs. We see this with companies, corporations, groups, couples...

The couple in this video is “Sue and George”.

What do you think is really the best? Why?

The Abilene Paradox?

- Action Anxiety (Hamlet)
- Negative Fantasies – if we take action. In reality, we should take action.
- Real Risk. Risk Avoidance, Embarrassment, Ostracized
- Fear of Separation
- Confuse fantasy and reality
- Assignment of blame. (illusion of conflict) – actually, there is no conflict
- Collusion
- Blame the leader – which is a form of collusion

We fail to articulate what’s in our hearts.

What we should do is to

- Assess the real risk of action versus inaction
- “own-up” to our own beliefs
- confront the group