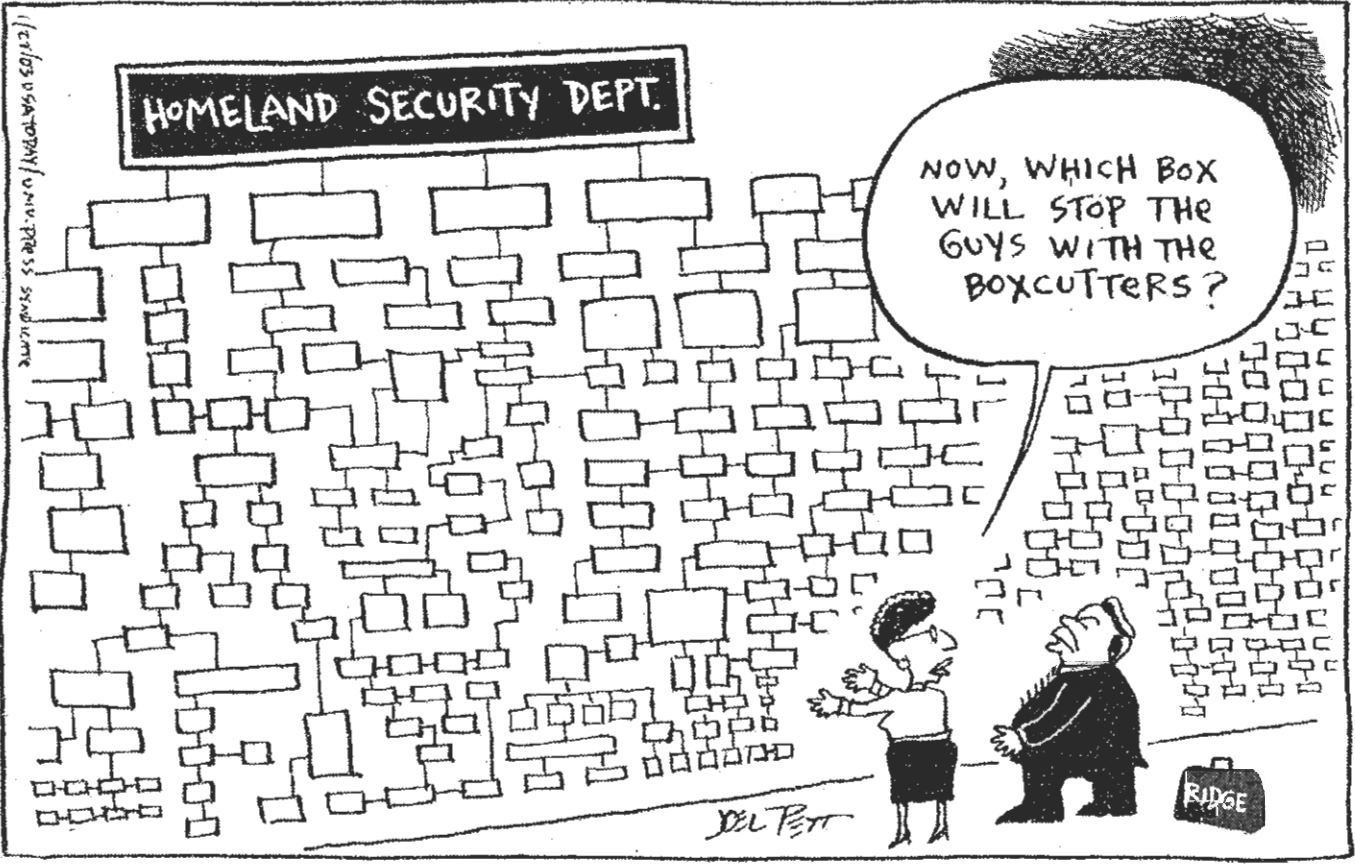


AFTER FORTY-SEVEN YEARS
IN MANAGEMENT, IT WAS ONLY
APPROPRIATE THAT HE BE
BURIED IN PAPERWORK...



By Joel Pett, Lexington (Ky.) Herald-Leader, for USA TODAY

Table 5-3
Common Bureaupathologies

Abuse of authority/ power/position	Favoritism	Lack of coordination	Red-tape
Account padding	Fear of change, innovation, risk	Lack of creativity/ experimentation	Reluctance to delegate
Alienation	Finagling	Lack of credibility	Reluctance to take decisions
Anorexia	Footdragging	Lack of imagination	Reluctance to take responsibility
Arbitrariness	Framing	Lack of initiative	Remoteness
Arrogance	Fraud	Lack of performance indicators	Rigidity/brittleness
Bias	Fudging/fuzzing (issues)	Lack of vision	Rip-offs
Blurring issues	Gamesmanship	Lawlessness	Ritualism
Boondoggles	Gattopardismo (superficiality)	Laxity	Rudeness
Bribery	Ghost employees	Leadership vacuums	Sabotage
Bureaucratise (unintelligibility)	Gobbledygook/jargon	Malfeasance	Scams
Busywork	Highhandedness	Malice	Secrecy
Carelessness	Ignorance	Malignity	Self-perpetuation
Chiseling	Illegality	Meaningless/make work	Self-serving
Coercion	Impervious to criti- cism/suggestion	Mediocrity	Slick bookkeeping
Complacency	Improper motivation	Mellownization	Sloppiness
Compulsiveness	Inability to learn	Mindless job per- formance	Social astigmatism (failure to see problems)
Conflicts of interest: objectives	Inaccessibility	Miscommunication	Soul-destroying work
Confusion	Inaction	Misconduct	Spendthrift
Conspiracy	Inadequate rewards and incentives	Misfeasance	Spoils
Corruption	Inadequate working conditions	Misinformation	Stagnation
Counter- productiveness	Inappropriateness	Misplaced zeal	Stalling
Cowardice	Incompatible tasks	Negativism	Stonewalling
Criminality	Incompetence	Negligence/neglect	Suboptimization
Deadwood	Inconvenience	Nepotism	Sycophancy
Deceit and deception	Indecision (decidophobia)	Neuroticism	Tail-chasing
Dedication to status quo	Indifference	Nonaccountability	Tampering
Defective goods	Indiscipline	Noncommunication	Territorial imperative
Delay	Ineffectiveness	Nonfeasance	Theft
Deterioration	Ineptitude	Nonproductivity	Tokenism
Discourtesy	Inertia	Obscurity	Tunnel vision
Discrimination	Inferior quality	Obstruction	Unclear objectives
Diseconomies of size	Inflexibility	Officiousness	Unfairness
Displacement of goals/objectives	Inhumanity	Oppression	Unnecessary work
Dogmatism	Injustice	Overkill	Unprofessional conduct
Dramaturgy	Insensitivity	Oversight	Unreasonableness
Empire-building	Insolence	Overspread	Unsafe conditions
Excessive social costs/complexity	Intimidation	Overstaffing	Unsuitable premises and equipment
Exploitation	Irregularity	Paperasserie	Usurpatory
Extortion	Irrelevance	Paranoia	Vanity
Extravagance	Irresolution	Patronage	Vested interest
Failure to acknowl- edge/act/answer/ respond	Irresponsibility	Payoffs and kickbacks	Vindictiveness
	Kleptocracy	Perversity	Waste
	Lack of commitment	Phony contracts	Whim
		Pointless activity	Xenophobia
		Procrastination	
		Punitive supervision	