

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