

In the traditional models of male group dynamics the new members of the group undergo some form of hazing to “earn” their way into the group. Once “in” the group, the new guy is made the butt of jokes or “given grief” as a demonstration of his belonging.

Ask a women the last time, she felt “in” when she was made the butt of a joke. To the average female, being made the object of exclusion or ridicule is the exact opposite of belonging and a **BIG BLINKING SIGNAL THAT SHE STOP TRYING TO BECOME PART OF THE GROUP BECAUSE-for whatever reason- SHE IS NOT WELCOME**. In the workplace, the worst thing is to be viewed as disengaged or “not team player”.

In life, it is awful to feel purposefully excluded and have no control to “get back into the game.” What maybe intended as a sign of inclusion-kidding around, target of practical jokes-teasing maybe perceived as harassment, retaliation or purposeful exclusion. NOT what is desired in the workplace for full engagement.

Think about it. Then take a look around. How does your workgroup let individuals know that they are “Teampayers”? How do you? Is this based on “the way we have always done it?” Is it possible that your method falls into either a “male” or “female” model?

If so, have there been any unintended consequences??