

What's going on?

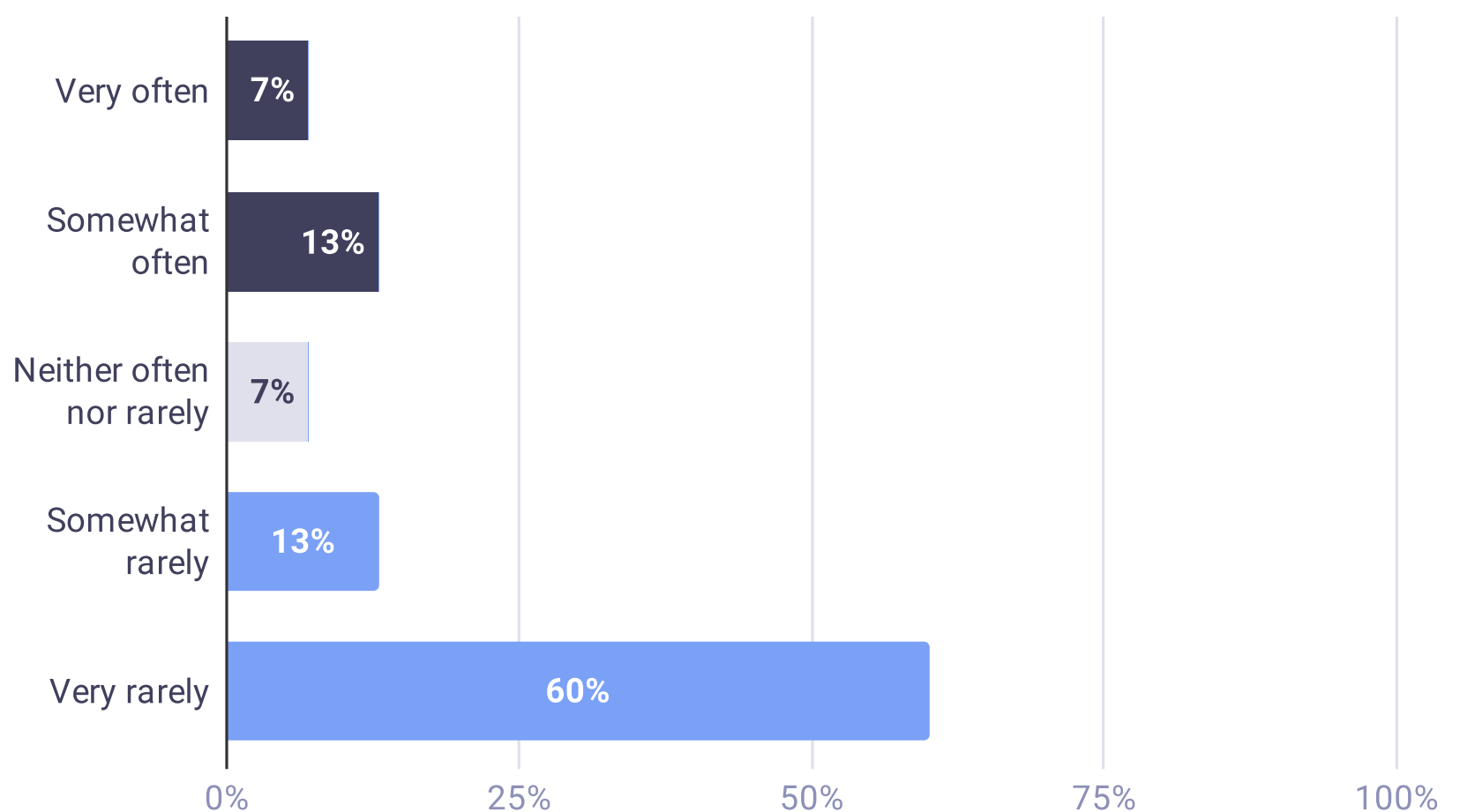
When power dynamics are strong, particularly when there is a strict hierarchy and large gaps between the power of a junior and senior employee, it can complicate daily workplace social interactions. **Nearly one-third of participants identify power disparity as causing the greatest level of conflict at work.**

This doesn't mean that our workplaces are full of manager-tyrants. Almost three-quarters of employees believe it is rare for people to get away with disrespectful behaviors because of their authority.



Most often, employees see those in authority act with respect

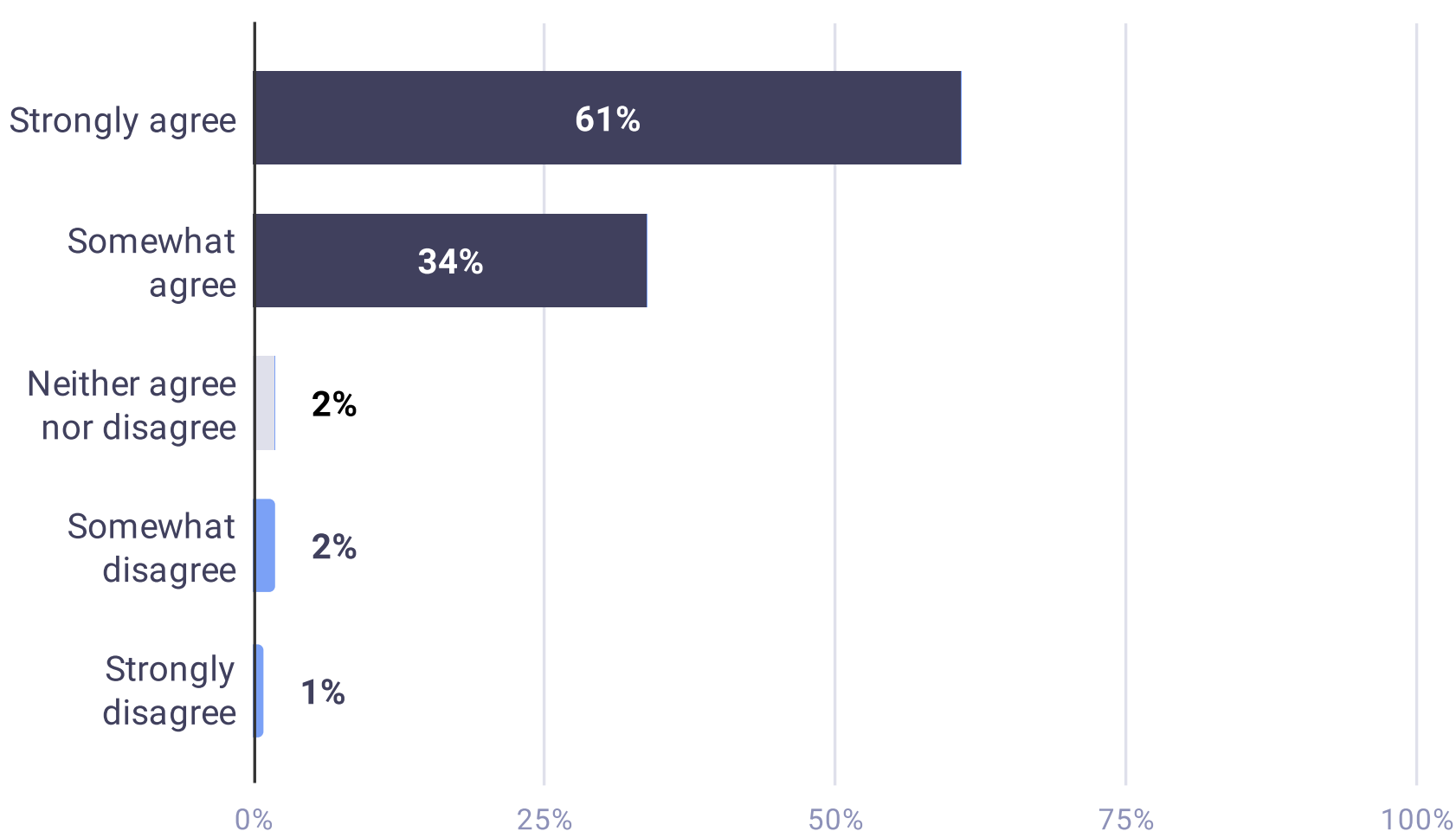
% of employees, "Do people in your organization get away with disrespectful behavior because of their authority?"



Source: Emtrain Workplace Culture Report 2020, ©2020

Employees recognize an abuse of power when they see it

% of employees, "Bob is using his power as a manager to start something with Christine"



Source: Emtrain Workplace Culture Report 2020, ©2020

And when we consider the most consequential kinds of power abuses, people at all levels of authority recognize them when they see them. For example, when employees see a workplace scenario of a manager persistently pushing an uncomfortable subordinate to attend an event with him outside of work, though this isn't (legally) harassment, 95% at least somewhat agree it is an abuse of power.

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