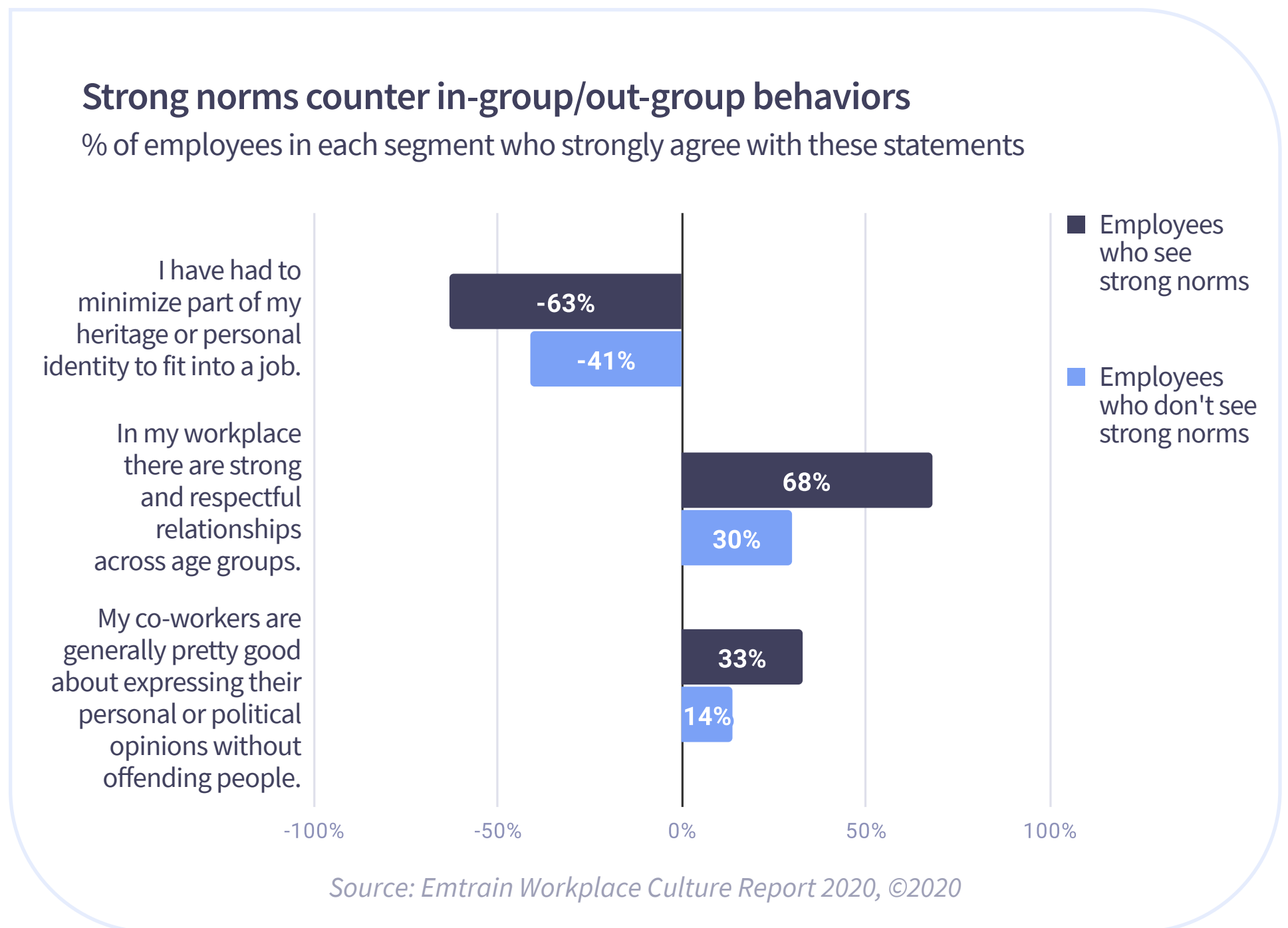


Impact on in-group/out-group dynamics

When people are guided by strong norms in their co-worker interactions, they are less likely to feel like they are part of the out-group. They are also more likely to have respectful relationships with people of different backgrounds and more likely to express their personal beliefs in ways that are respectful of those who might not share them.



Impact on power dynamics

Strong norms create healthier power dynamics. The presence of strong norms is correlated with greater trust in management, more respectful behavior between managers and subordinates, and greater comfort in speaking up when requests from those in power make employees uncomfortable.

