

NAVIGATING ORGANIZATIONAL BULLSHIT: FROM INDIFFERENCE TO INTEGRITY



THE ANATOMY & COST OF BULLSHIT

SYNERGY
PARADIGM SHIFT
DISRUPTIVE
INNOVATION
STRATEGIC
ALIGNMENT
CONTUT
FUTURE

LOW-HANGING
FRUIT

THE JARGON SMOKE SCREEN

Use of excessive buzzwords and
vague abstractions to project expertise
while obscuring actual ignorance.



BUILDING ORGANIZATIONAL RESILIENCE



MANDATE EVIDENCE STANDARDS

Require that strategic claims be
accompanied by supporting data or
an explicit acknowledgment of
uncertainty.



MODEL INTELLECTUAL HUMILITY

Leaders should normalize saying
"I don't know" to reduce the pressure
for false confidence.

INDIFFERENCE vs. DECEPTION

Bullshit is defined by a lack of
regard for truth, not necessarily
the presence of lies.



THE PSYCHOLOGICAL TOLL

Truth-indifference violates the psychological
contract, leading to increased role ambiguity,
stress, and organizational cynicism.

CULTIVATE PSYCHOLOGICAL SAFETY

Foster a culture where
employees feel safe challenging
unsupported assertions
regardless of hierarchy.

