

CORPORATE CONTRA-SELECTION

Overview

The corporate environment is political, procedural, 'talk' oriented, and hierarchical. Particularly at the higher levels managers spend most of their time in meetings, or on the phone, and their jobs becoming increasingly strategic. Also, being a 'rainmaker' - being able to land important contracts or bring in high status clients is a key factor in deciding who will be promoted to the highest levels.

It naturally follows that those who are skilled at presenting themselves as being competent, agreeable and of high status have a definite edge. They are more likely to be promoted, and less likely to be let go during cut backs. There is a particular personality type that possesses these qualities, commonly referred to as the Players.



Just as there are those who are adaptive to the social conditions found inside of large organizations, there are those whose basic natures make them non-adaptive to these types of environments. Those who are introverted, oblivious to the subtleties of group dynamics, not particularly interested in how they appear to others, and tell it the way they see it, find themselves at a distinct disadvantage. These are the Anti-Players.

The Anti-players and Players are natural antagonists. It is not merely that they exhibit different characteristics; they are on opposing ends of the continuum of human character. They are like oil and water, they simply do not mix. Environments in which one predominates will naturally crowd out the others. This is the initial phase of the process of corporate contra-selection.



