

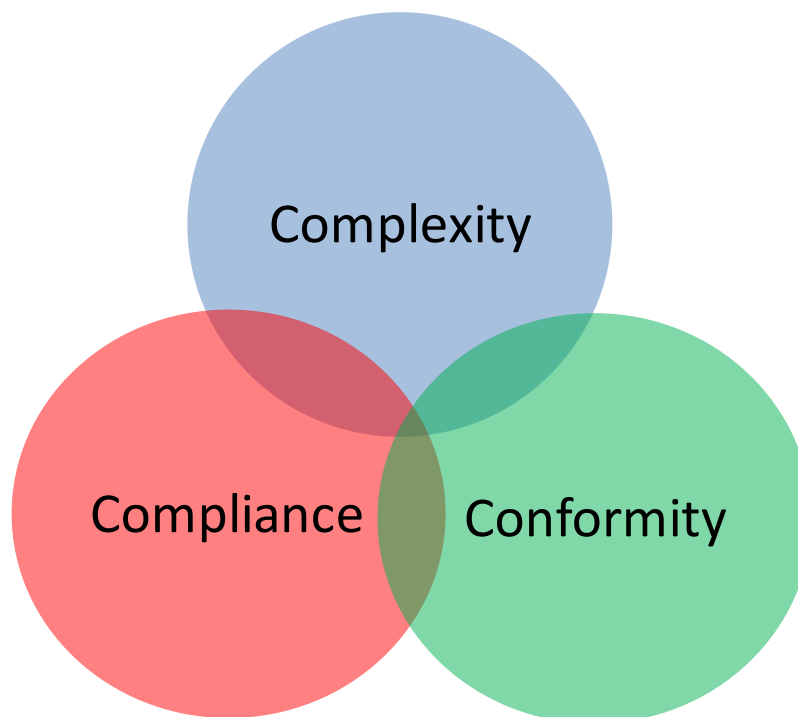
PLAYER CULTURE

Overview

As a natural consequence of the reasons outlined above it is only logical that large corporate environment draws these Players to them and that they rise quickly through the ranks. Once they reach a certain critical mass in the upper ranks, a tipping point is reached after which the organization becomes subsumed by a Player Culture.

The characteristics of this Player Culture are:

1. **Compliance**- Players, have a driving need to be the Alpha, to control their environment.
2. **Conformity**- Players are conservative by nature and like those around them to conform to preset norms.
3. **Complexity**- One of the primary strategies they employ to control those around them is creating confusion and insecurity through false complexity.



The first casualties of this Player Culture are those who are creative thinkers, able to see through the ruse; those who are free spirits, and not inclined to follow procedures as prescribed; and those who are of strong moral character, who cannot be relied upon to follow any and all instructions without question. These are, not surprisingly, the Anti-players. This is the second phase of contra-selection

Conversely, those who are best suited to the kind of rigid, linear approach that the Players have towards management, are those who are compliant by nature, have a low tolerance of ambiguity and have a very strong need for order and authority in their world. These are the Corporate Troopers. The Trooper has a natural affinity for the Player, who likes to take charge, as well as a natural antipathy towards the Anti-players who they regard as irreverent, disruptive and immature. This is the third and final phase of contra-selection.

