

Codependency in the Workplace

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Codependency is an imbalance within a relationship, where one sacrifices own needs and well-being for another. Often apparent in communications between the two where one is justifying, or rectifying, the detrimental behavior of another.

Instead of justifying or rectifying the detrimental behavior, the codependent enables, and thusly creating an ever greater problem.

The purpose of codependency is to control others.

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Symptoms of codependency can for example be:

- Refusal to attend to own needs/wishes in order to please others.
- Difficulties communicating own needs, opinions, and/or wishes.
- A need to (forcefully) assist/support other individuals.
- Difficulties saying "No".
- Little to no boundaries.
- Low self-esteem.
- Martyrdom.
- Etc.

Codependency is not about helping, but self-appeasement and control, initially brought on after being subjected to detrimental behavior.

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Possible symptoms one can identify in the workplace are:

- Little to no acceptance, respect, or support for boundaries.
- Too many obligations per individual.
- Micro-management.
- Need for control.
- Fear of conflict.

Symptoms are apparent within individuals, but also seem to govern the workplace's culture.

A codependent workplace is not the employees fault, but their codependent behavior will be scrutinized and used against them.

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Codependency might be seen as a positive from management, as employees appear more willing to do more and accept anything without second guessing.

Culture is always formed top-down, so a codependent culture always originates from management.

For individuals it is important to:

- Get support.
- Self-care.
- Work on your communications.
- Set firm boundaries.
- Follow through!

For the workplace it is important to:

- Group must work as a whole towards changes.
- Report and demand changes as a unit, not individually.
- Request support for the workplace as a whole.

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