

Question of the Week – May 15, 2022



Again, why do some believe in conspiracy theories?

Conspiracy theories are a real threat in the well being of society. They can damage relationships regardless of gender, race, social status, academic background, etc. The key challenge is that confirmation bias does not allow for any argument and/or facts to be considered that are contrary to a conspiracy theory. So, arguing with someone who is a conspiracy theorist is a waste of time, right? Arturo Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of a conspiracy theory outside of work.
 - 1) COVID 19 is a Hoax: When you have someone who argues COVID 19 is fake news and that it is part of the government to control people.
 - 2) Other.

Discussion Points

- a. Ask your team for examples of a conspiracy theory at work.
 - 1) Competitor's Product: When you have a sales rep spreading false information about a competitor's product by saying for example that he has "heard" the product has urine in it.
 - 2) Other.
- b. Ask your team for ideas on how to manage conspiracy theories at work.
 - 1) Team Meetings: Challenge the team to use critical thinking in defusing a conspiracy theory.
 - 2) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where managing a conspiracy theory has been an issue.
 - 1) Example: Identify a situation where a team is challenged by a team member who not only believes in conspiracy theories but spreads them without hesitation at work.
 - 2) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.

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