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Why employees don't speak up: It doesn't work

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There are three main reasons your employees don't bring up concerns. This month we will talk about the biggest one: They don't believe it will do any good.

Our profession and the regulators we love like to talk about fear of retaliation. We will cover that important impediment to speaking up in the next column. But through listening carefully to thousands of employees in focus groups in more than 40 countries, the belief that raising issues doesn't change anything is at least as widespread.

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