Culture versus sociopaths: Who wins?

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The norms, values, and systems that make up your culture can be a powerful protection against misbehavior, risk, and damage to your employees, but can they protect your company from sociopaths?

Sociopathy is defined as "indicative of having a sense of morality and a well-developed conscience, but the sense of right and wrong is not that of the parent culture."[1] Some estimate that these traits are present in 1%–4% of the population.[2] So if someone with this predisposition finds their way onto your employee roster, how might they be impervious to all of that compliance culture you're building?

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