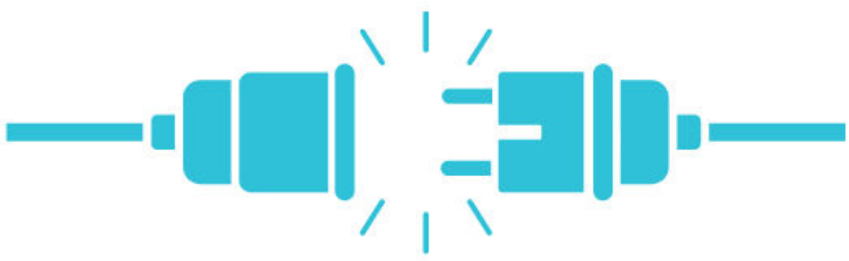
Sanctuary Terminology:
Collective Disturbance

Collective Disturbance:

The ways that the effects of organizational stress can show up in unexpected places.



It is complex and multilayered, though often only the surface problem is identified while there is more going on under the surface.



Demonstrated when strong feelings get disconnected from their source and become attached to unrelated events or interactions.

Real life example:

When we bring unresolved work frustrations home and we are irritable or short with our family members.

Symptoms of Collective Disturbance:

- Feeling disgruntled
- Frustrated with co-workers
- Making "stupid" mistakes then blaming others
- Forgetting information
- Ignoring "little" rules or procedures

Palm Beach County
Board of County Commissioners