# Article information:

Beware the smiling Tigers...the dangers of Disengagement in the workplace  
<https://www.linkedin.com/pulse/beware-smiling-tigersthe-dangers-disengagement-fraser-calderwood-m-a->

# Article summary:

1. The most important aspect of a workplace is its culture, which can be influenced by factors such as employee engagement and management style.

2. In order to drive significant change in a workplace, it is important to bring the team along and get their buy-in.

3. Smiling tigers, or disengaged employees who undermine the team purpose and management, can be identified and dealt with through honest discussions, accountability, and calling out negative behavior.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "Beware the smiling Tigers...the dangers of Disengagement in the workplace" by Fraser Calderwood discusses the importance of workplace culture and employee engagement. While the author provides some useful insights, there are several biases and missing points of consideration that need to be addressed.

One potential bias in the article is that the author assumes that all employees want to be engaged and motivated at work. However, this may not always be the case as some employees may prefer a more laid-back approach to work or have other priorities outside of work. The author also seems to suggest that disengaged employees are a problem that needs to be fixed, rather than acknowledging that there may be valid reasons for their lack of engagement.

Another issue with the article is its one-sided reporting. The author only presents his own perspective on how to improve workplace culture and does not explore alternative viewpoints or counterarguments. This can lead readers to believe that there is only one way to address disengagement in the workplace, which may not necessarily be true.

The article also lacks evidence for some of its claims. For example, while the author suggests that removing disengaged employees can improve workplace culture, he does not provide any data or research to support this claim. Similarly, while he mentions research on different approaches to building workplace culture, he does not provide any specific examples or studies.

There are also missing points of consideration in the article. For example, while the author emphasizes the importance of respect and fairness in workplace culture, he does not address issues such as discrimination or harassment that can undermine these values. Additionally, while he suggests holding employees accountable for making a difference, he does not acknowledge that there may be systemic barriers or limitations beyond their control.

Overall, while "Beware the smiling Tigers...the dangers of Disengagement in the workplace" provides some useful insights into building a positive workplace culture, it suffers from biases and missing points of consideration that limit its usefulness. Readers should approach the article with a critical eye and seek out additional sources to gain a more well-rounded understanding of the topic.

# Topics for further research:

* Workplace discrimination and harassment prevention strategies
* Employee motivation and engagement research studies
* Alternative approaches to building positive workplace culture
* Systemic barriers to employee accountability in the workplace
* Employee satisfaction and retention strategies
* Employee well-being and work-life balance initiatives

# Report location:

<https://www.fullpicture.app/item/ea98a973318735f337b97c2f173f9c89>