

**LAISSEZ-FAIRE LEADERSHIP: DOING NOTHING AND ITS DESTRUCTIVE EFFECTS**

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**ABSTRACT**

The sine qua non of laissez-faire leaders is that they do nothing. Despite many managers'™ belief that doing nothing does not impact performance, managers change employee behavior by their inaction as well as their action. Management nonresponse to desirable or undesirable employee performance changes future worker behavior for the worse. Some managers seem incapable of expressing their gratitude and appreciation to those employees who perform well and act as if their feedback philosophy should be one of "no news is good news." Conversely, some supervisors hesitate to challenge employees needing corrective counseling and appear to endorse a "see no evil, hear no evil, speak no evil" management approach. Both practices lead to poor performance and supervisors who do nothing substantially damage their firms. Firms pay a high price for supervisors who do nothing. "To do nothing is within the power of all men." Samuel Johnson

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