Figure One: Model of Organizational Dissent

1. Triggering Agent
2. Strategy Selection Influences
   - Individual Influences
   - Relational Influences
   - Organizational Influences
3. Dissent Strategy Selection
   - Likelihood of being perceived as
     - Constructive or Adversarial
   - Risk of Retaliation
4. Expressed Dissent
   - Articulated Dissent
     - Voice
     - Constructive
     - Low Retaliation
   - Antagonistic Dissent
     - Neglect
     - Adversarial
     - Low Retaliation
   - Displaced Dissent
     - Exit
     - Adversarial
     - High Retaliation