When Management Blocks Person-Centered Culture: A Hidden Barrier in Human Service Organizations

Summary:
This article explores how organizational culture can quietly undermine person-centered practices, even when frontline staff are well-trained and values are publicly endorsed. It examines how management behaviors—such as emotional detachment or manipulativeness—can erode authenticity in service delivery.

Purpose:
To highlight hidden cultural barriers to person-centered approaches and promote standards that ensure values are consistently applied across organizations.

Key Points:
– Cultural dissonance reduces trust and alignment
– Person-centeredness becomes perceived as optional
– Authentic modeling of values is essential for consistency

Status:
First edition insight advocating for voluntary consensus standards on leadership accountability in person-centered systems.

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