

# Public versus Private Voice

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## Propositions

Accompanying the Doctoral Dissertation

### Public versus Private Voice:

#### The Role of Social Setting in Explaining Managerial Reactions to Employee Voice

Sofya Isaakyan

1. By and large, the voice literature has conceptualized voice as a dichotomous choice (speak up or remain silent) and has not focused very much on employees' choices about how to voice their views or concerns. (Elizabeth Morrison, 2011)
2. In public settings managers may fail to focus on the functional value or utility of voice, but rather focus on how it makes them look. (Chapter 3)
3. How a manager evaluates public voice depends on the manager's relationship with the voicing employee. (Chapter 3)
4. Employees who wish to minimize risk do not necessarily remain silent but might choose to speak up in private. (Chapter 4 and 5)
5. Public voice more so than private voice might bring about change. (Chapter 5)
6. Rock the boat without tipping it over. (Adam Grant, 2013)
7. Sometimes people don't want to hear the truth because they don't want their illusions destroyed. (Friedrich Nietzsche)
8. Treat people the way you want to be treated. Talk to people the way you want to be talked to. Respect is earned, not given. (Hussein Nishah)
9. You never change your life until you step out of your comfort zone; change begins at the end of your comfort zone. (Roy T. Bennett)
10. Scholars tend to question the world around them; managers tend to focus on getting things done. They can definitely learn a lot from each other.
11. Everything will be okay in the end. If it's not okay, it's not the end. (John Lennon)