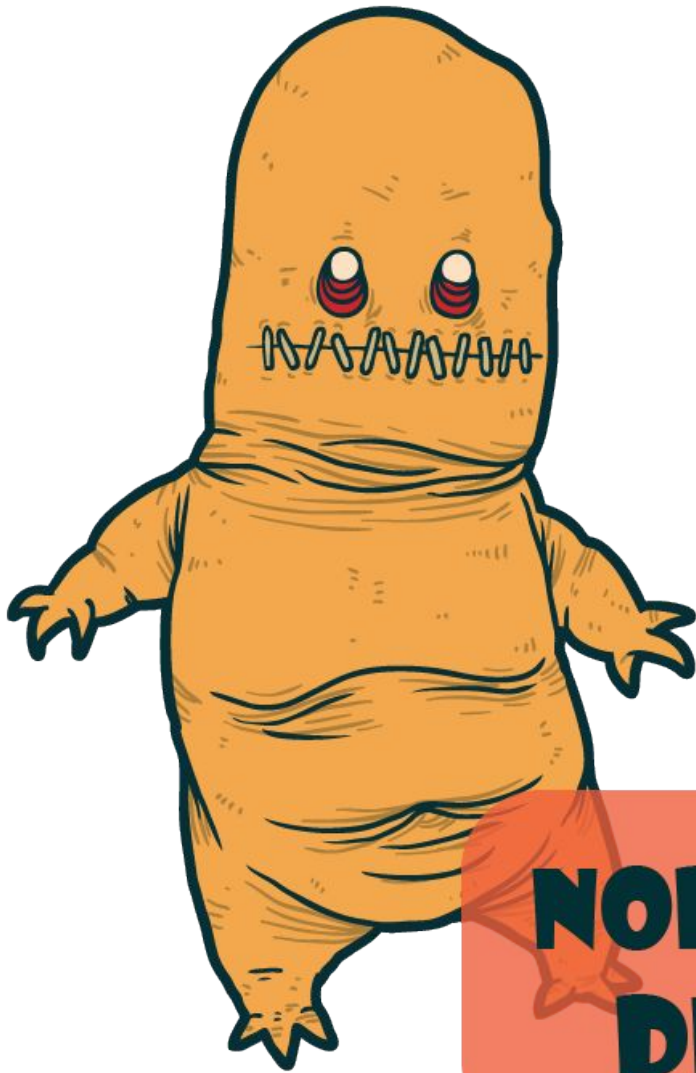# Normalized Deviance

This is a long-term phenomenon in which workers repeatedly get away with a deviation from established procedures. The deviant behavior becomes normalized, and no longer seems unsafe.

Basically, workers do things without getting hurt, so the keep doing it.

The more times they get away with it… the more they believe they can't get hurt. This creates a false sense of security and confidence

NORMALIZED DEVIANCE