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# WORKFORCE PROBLEM-SOLVING SUPERVISION: THE COMPLICATED FINE ART OF MANAGING NONSENSE

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*Abstract:* Often, nonsensical actions could derail the workforce management culture. Thus, different sociological approaches have permeated the commonsensical understanding and application of complex policy actions. Carl Jung (n.d.), a Swiss psychologist, noted that "the pendulum of the mind alternates between sense and nonsense." This paper does not promote nonsense or advocate activities that lack wisdom; neither does it endorse impracticable workforce engagements. Nevertheless, it is strategically unwise to discourage or discard policy proposal actions because they do not make sense. This article explores the complicated fine art of managing nonsense and how various approaches could impact organizational management. The supposition splits the foundation and psychological deconstruction of policy-making sagacity. This paper argues that the commonsensical philosophy of the term "Nonsense" is logical enough to create effective avenues for managing workforce issues and policy actions, given real-world situations. The conclusions offer six cognitive tools capable of alleviating nonsensical workplace conditions and transforming them into helpful supervision possibilities and values. The tools are assessment versus rejection, open versus close-ended inquiry, thoughts versus outcomes, criticism versus improvement, team Power versus individual, and creativity versus supposition. These concepts also convey significant management issue-mitigating methodologies.

*Keywords:* Nonsensical, Organizational Management, Psychological Deconstruction, Commonsensical Understanding, Creativity, Supposition.