

Sabotage

Definition: *Sabotage* refers to the **deliberate act of obstructing, damaging, or undermining** a person, project, institution, or process, often in a **covert or indirect manner**, with the intent to **hinder success or cause failure**.

Characteristics

- Intentional and strategic disruption.
- May be **covert** (hidden, passive-aggressive) or **overt** (blatant, confrontational).
- Often motivated by **rivalry, resentment, fear of displacement, or power struggles**.
- Can occur in academic, professional, institutional, or political settings.

Forms of Sabotage

- Withholding critical information or resources.
- Undermining colleagues through gossip or discrediting.
- Delaying or obstructing publication, approvals, or decisions.
- Creating bureaucratic or procedural obstacles.
- Manipulating evaluations, peer reviews, or selection processes.

Related Concepts

- Undermining
- Passive-aggressiveness
- Institutional betrayal
- [Toxic leadership](#)
- Destructive rivalry

Opposite Term

- Support – actions that enable success, collaboration, or progress.

Application Example

- In academic neurosurgery, sabotage may involve delaying a junior colleague's publication or grant application to prevent them from advancing within the department.

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