

Bullying Group 12 Bullying in the Work Place & Other Social Settings

Last time we talked about what you COULD DO and now we want to talk about WHAT NOT TO DO.

So, What Do YOU Don't Do?

1. Don't get into verbal or physical fight with the bully.

- Avoid physical confrontation.
 - o Can you do this without being passive?
- Nothing will be resolved with fighting:
 - o Somebody gets hurt.
 - o You go to jail.

2. Don't return the abuse.

- Don't YOU become a bully in turn.
- Resist the temptation to lower yourself to the level of your abuser.
- Be the "stronger" person.

3. Don't act out in frustration:

- It's the old story of the nasty boss, who humiliated the worker
Who went home and shouted at the wife,
Who smacked the elder son,
Who punched the little sister,
Who pulled the dog's tail,
Who ran down the path and bit the postman....
- Cruelty spreads like a contagious disease.

4. Don't hurt yourself or take yourself out of commission.

- The bully will just find someone else to pick on.

What does work place bullying look like?

- Being excluded from on-the-job social event
 - o Consistently don't invite you
- Co-workers excusing themselves from the work area when you come in.
- Co-workers being late or absent to meetings you call.
- Receiving the "silent treatment."
- Having your presentations ignored.
- Colleagues refusing to assist when you ask for it.
- Having co-workers spread lies about you that no one refutes.

How can you react to this?

1. Don't blame yourself

- First of all you cannot change bullies and make them be "nice."
- Everyone is responsible for their own behaviors.

2. Try and be "nice" to the person bullying you.

- This doesn't always work
- If the bully thinks that you "don't" mind that they are after you they might not keep going.

3. Be assertive

- Stand up to the bully.
- Show the bully you are not afraid by openly confronting them.
- Display confidence in yourself and your performance.
- Have a witness whenever possible.

Scenario:

You run across someone you didn't get along with a long time ago. As a child you were in school together and he/ she always picked on you. You haven't seen this person in more than a year. They give you a mean and threatening look. Later on, you were skimming through Facebook and they mentioned you and called you bad names. What do you do?

Scenario:

Your co – worker tells you that you are doing something all wrong. You should do it he/ her way. They let it be known to others in the group that you always do things in the wrong way – that you're just "incompetent." Tells the group that there is "something" wrong with you and that you ask "stupid" questions. You feel embarrassed and become very silent. What do you do?

Scenario:

Your co-worker wants to have some days off and doesn't have any vacation time. They come to your and tell you that you "must" give them some of your vacation time or..... How do you handle this?

Completion:

1. **Course Evaluation Survey**
2. **Certificates of Completion**