Beating The Workplace Bully A Tactical Guide To Taking Charge

 Beating the Workplace Bully The Handbook of Dealing with Workplace Bullying Bullying At Work Workplace Bullying Free Yourself from Workplace Bullying Bully in Sight Workplace Bullying Workplace Bullying in India Workplace Bullying in Higher Education The Bully-Free Workplace Bullying in Teams The Bully at Work The Bully at Work Depersonalized Bullying at Work Understanding, Defining and Eliminating Workplace Bullying Workplace Bullying: A Costly Business Phenomenon Workplace Bullying and Harassment Asian Perspectives on Workplace Bullying and Harassment Preventing Workplace Bullying Human Resource Perspectives on Workplace Bullying in Higher Education The Workplace Bullying Handbook Bullying in the Workplace Workplace Bullying What Professionals Need to Know about Workplace Bullying Workplace Bullying How to Use Power Phrases to Say What You Mean, Mean What You Say, & Get What You Want Workplace Bullying in the NHS Bully Blocking at Work Depersonalized Bullying at Work Bullying and Harassment in the Workplace The Complete Guide to Understanding, Controlling, and Stopping Bullies & Bullying at Work Understanding Workplace Bullying Workplace Bullying in India How to Resolve Bullying in the Workplace Bullying and Harassment in the Workplace Workplace Abuse, Incivility and Bullying Understanding Workplace Bullying An Introduction to the Psychodynamics of Workplace Bullying Manage Each Act Of Workplace Bullying The Bully-Proof Workplace: Essential Strategies, Tips, and Scripts for Dealing with the Office Sociopath

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Depersonalized Bullying at Work Sep 20 2021 The book advances the nascent concept of depersonalized workplace bullying, highlighting its distinctive features, proposing a theoretical framework and making recommendations for intervention. Furthering insights into depersonalized bullying at work is critical due to the anticipated increased incidence of the phenomenon in the light of the competitive contemporary business economy, which complicates organizational survival. Drawing on two hermeneutic phenomenological inquiries set in India focusing on targets and bullies, the book evidences that depersonalized bullying is a sociostructural entity that resides in an organization's structural, processual and contextual design. Enacted by supervisors and managers through the engagement of abusive and aggressive behaviours, depersonalized bullying is resorted to in the pursuit of competitive advantage as organizations seek to ensure their continuity and success. Given the instrumentalism associated with the world of work, targets and bullies encountering depersonalized bullying display largely ambivalent responses to their predicament. Ironically,

then, organizations' gains in terms of effectiveness are offset by the strains experienced by these protagonists. The theoretical generalizability of the findings reported in the book facilitates the development of an integrated framework of depersonalized workplace bullying, laying the foundations for forthcoming empirical and measurement endeavours that progress the concept. The book recognizes that whereas primary level interventions mandate repositioning the extra-organizational environment and/or recasting organizational goals to balance business and employee interests, secondary level and tertiary level interventions encompass various types of formal and informal social support to address targets' and bullies' interface with depersonalized bullying at work.

Understanding, Defining and Eliminating Workplace Bullying Aug 20 2021 Workplace bullying is a severe and pervasive problem around the globe and in particular in the United States where no meaningful steps have been taken to address this problem. This book will help readers to understand and to define workplace bullying to be able to prevent, detect, remedy and eliminate workplace bullying. Readers will gain an understanding of the forms, causes and effects of workplace bullying. Readers will also be able to understand the current gaps in U.S. law and become familiar with more effective international laws to address workplace bullying. Finally, the reader will be presented with the potential paths to put an end to workplace bullying in their own workplace and in workplaces across the globe.

Bullying At Work Sep 01 2022 Through personal accounts and revelations, this book explores bullying at work and offers solutions to help overcome this stressful, often isolating experience facing many women and men. Based on three years of research, Andrea Adams plots the destructive forces currently eroding the professional lives of many people. By tracing the psychological origins of bullying at work this book investigates the effect of past relationships on the present, providing both individuals and organizations with a deeper understanding of why things can go so badly wrong. Through advice and guidance, it offers a way forward for all those who value the need for psychological well-being at the workplace.

Preventing Workplace Bullying Apr 15 2021 'Workplace bullying is tough for everyone. Preventing Workplace Bullying helps managers and consultants clarify what is and isn't bullying, and gives excellent guidance on how to deal with it.' - Charlotte Rayner, Professor of Human Resource Management, Portsmouth Business School, UK Workplace bullying is more common and costly than most people realise. It can make life unbearable for employees in any industry, and ultimately undermine an organisation's bottom line. In this practical guide, Carlo Caponecchia and Anne Wyatt explain how to identify workplace bullying and apply best practice to preventing and managing it. They outline what constitutes bullying at work, demystify some of the controversial issues, and discuss the various factors which influence workplace bullying. The responsibilities of management, and legal implications in different countries are outlined, and supported with best practice guides for policies, complaints procedures and risk management systems. Options and resources for targets experiencing bullying are also explored. These ideas and concepts are illustrated throughout with real case studies. This evidence-based book on workplace bullying is a valuable resource for organisations of all sizes and for anyone affected by bullying at work including employees, human resource managers, workplace consultants, counsellors, mediators and legal advisors.

Bully in Sight May 29 2022 Bully In Sight is a comprehensive guide on how to predict, resist, challenge and combat bullying in the workplace. Find out why some people become bullies while others become victims, and how and why the bullies victims are picked.

How to Resolve Bullying in the Workplace Jan 01 2020 Bullying in the workplace is an increasingly present phenomenon within relationships at work. However, the need to prove that bullying has occurred before action can be taken is an immediate obstacle to moving forward in difficult workplace relationships. The ambiguity and subjectivity associated with the concept of bullying becomes an obstacle to creating more effective responses to their situation for all

involved in difficult workplace relationships. Those who feel bullied, those who are accused of bullying and those who manage such situations can be distracted from attempts to resolve the situation by the subjectivity and confusion associated with the need for 'proof'. As a result a circle of blame will often arise that leaves all involved dissatisfied with the outcome - if a clear outcome is even possible. This book recounts the experiences of the author, who works as a mediator and conflict coach, in which he has seen work colleagues involved in bullying allegations find ways of resolving their difficulties through a focus on discussing the detail of the behaviours involved in the situation rather than simply focus on proving bullying has or has not occurred. The 'one size fits all' concept of bullying is usually inadequate as a description of the experiences of those involved in broken working relationships and the accusations and counter-accusations tend to maintain the broken relationship rather than mend it. The book gives examples of dialogues that can occur, distilled from real-life discussions, that focus on creating more effective working relationships instead of allocation of blame, seeking retribution and retaliation. The hypocrisy and ultimate ineffectiveness of traditional approaches to allegations of bullying is addressed from the start and the combative and retaliatory language associated with most literature about the topic is highlighted as an indication of how the phenomenon of bullying is self-perpetuating when it is responded to and discussed in this way.

The Bully-Free Workplace Jan 25 2022 At long last a guidebook for employers that discusses workplace bullying from America's unrivaled leaders and creators of the workplace bullying consulting institute. Managers will learn how and why to stop bullying; prepare executives to lead the campaign and to resist undermining efforts of subordinates; and create a new, positive role for human resources. Outlining the required steps, The Bullying-Free Workplace includes information on how to create a preventive policy that brings consequences, like never before, when violated. The authors discourage half-hearted, short-term fixes that are prevalent today, and present their signature Blueprint methodology to successfully protect employee health and eradicate the psychological violence from organizations.

Workplace Abuse, Incivility and Bullying Oct 29 2019 This book bridges an existing gap in the literature relating to the study of workplace abuse, incivility and bullying. It provides broad perspectives to capture some of the diversity associated with the study of (negative) human behaviours using different methodological approaches, and in different cultural contexts. Studies in the area have grown in leaps and bounds over the last few decades. As we come to know more about the nature of these adverse behaviours, the reasons they happen, and the impact they have on individuals and beyond, new gaps in knowledge emerge. On one hand the paucity of research is assisting in better understanding and management of these negative behaviours, on another, generalised information without an appreciation of the context in which the behaviours unfold may be detrimental to the cause, especially given a globalised and multicultural world. Workplace Abuse, Incivility and Bullying presents findings from under-researched methodological, and unique cultural perspectives. Such an approach will allow us to gain deep insights into the diversity and complexities associated with perceiving, being subjected to, and experiencing negative behaviours at work. The book has applicability across a broad range of audience from academics through to practitioners, and even victims and suspected perpetrators.

Bullying in the Workplace Jan 13 2021 Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues, leading to such questions as why it occurs and what causes such harassment. This volume written by experts in a wide range of fields including Industrial and Organizational psychology, Counseling, Management, Law, Education and Health presents research on relational and social aggression issues which can result in lost productivity , employee turnover and costly lawsuits. Understanding this phenomenon is important to managers and employee morale.

Asian Perspectives on Workplace Bullying and Harassment May 17 2021 This book showcases

empirical studies on workplace bullying from a range of Asian countries, including China, India, Indonesia, Israel, Japan, Jordan, Malaysia, Pakistan, Singapore, South Korea, Sri Lanka, Thailand, UAE and Vietnam, and is the first-of-its-kind single academic project documenting workplace emotional abuse in the world's largest continent. It encompasses the 'varieties of workplace bullying' conceptualization in addition to category-based harassment and abusive supervision, and presents target, bystander and interventionist perspectives, along with contextualized insights into the phenomenon. The book speaks to the significance of sociocultural factors and draws on several theoretical and substantive bases including dignity, social cynicism, coping, gender, sexual orientation, job insecurity, turnover intention, affective events theory, attribution theory, regulation and policy initiatives. Covering all major regions in Asia where workplace bullying has been found to occur, namely West Asia, South Asia, Southeast Asia and East Asia, the book portrays studies which engage both positivist and postpositivist paradigms, utilize an array of methods and include a range of industrial sectors and employment contracts and all levels of the organization. While focused on Asia, the book's insights have international relevance and are of interest to the worldwide community of researchers, practitioners and students of organizational studies, human resource management, industrial sociology, work psychology, industrial relations, labour law, corporate law, health sciences, social work and Asian studies.

Depersonalized Bullying at Work Jun 05 2020 The book advances the nascent concept of depersonalized workplace bullying, highlighting its distinctive features, proposing a theoretical framework and making recommendations for intervention. Furthering insights into depersonalized bullying at work is critical due to the anticipated increased incidence of the phenomenon in the light of the competitive contemporary business economy, which complicates organizational survival. Drawing on two hermeneutic phenomenological inquiries set in India focusing on targets and bullies, the book evidences that depersonalized bullying is a sociostructural entity that resides in an organization's structural, processual and contextual design. Enacted by supervisors and managers through the engagement of abusive and aggressive behaviours, depersonalized bullying is resorted to in the pursuit of competitive advantage as organizations seek to ensure their continuity and success. Given the instrumentalism associated with the world of work, targets and bullies encountering depersonalized bullying display largely ambivalent responses to their predicament. Ironically, then, organizations' gains in terms of effectiveness are offset by the strains experienced by these protagonists. The theoretical generalizability of the findings reported in the book facilitates the development of an integrated framework of depersonalized workplace bullying, laying the foundations for forthcoming empirical and measurement endeavours that progress the concept. The book recognizes that whereas primary level interventions mandate repositioning the extra-organizational environment and/or recasting organizational goals to balance business and employee interests, secondary level and tertiary level interventions encompass various types of formal and informal social support to address targets' and bullies' interface with depersonalized bullying at work.

Workplace Bullying Dec 12 2020 Is bullying really that bad? Why do some people just watch it happening? How do you know if it is bullying or strong management? What kind of leaders are able to create positive working environments? The effects of bullying on organisations and individuals can be devastating and can adversely affect both the workers themselves and the productivity of the organisation that they work for. This book explores the impact of bullying from the perspective of both the employee and the organisation in which they work. In addition to describing the negative outcome of bullying, Workplace Bullying also looks at ways to promote resilience and the opportunity for growth and learning to take place. Divided into four sections, this book covers: the impact and symptoms of workplace bullying individual interventions organisational interventions underlying causes and future considerations.

Workplace Bullying is essential reading for anyone with responsibility to help and support workers involved in bullying as a victim, supporter, or investigator. It offers organisations a chance to create an environment that will not only build a more resilient workforce, providing appropriate and effective interventions, but also provides solutions that will lead to the possibility of individual and organisational growth and development.

Bully Blocking at Work Jul 07 2020 Provides an overview of workplace bullying, describes the effects of the act on the employees, and offers strategies for tackling the situation individually and as an organization.

Bullying and Harassment in the Workplace Nov 30 2019 Building on the success of two earlier best-selling editions from 2003 and 2011, this benchmark text and highly cited reference work now appears in its third edition. This book is a research-based resource on key aspects of workplace bullying and its remediation, which: Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence, risk groups, antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the roles of bystanders and the coping possibilities of victims Discusses prevention, intervention, treatment and the management of specific cases Explains legal perspectives, the role of HR and of internal policies Edited by leading experts in the field and presenting contributions from subject experts, it provides state-of-the-art reviews of the main themes in the field, as well as practical remedies and solutions at individual, organizational and societal levels, providing a much-needed update and expansion of the original work, as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade. This book should be of interest to all scholars in the field of organizational behavior and social processes at work. In particular, the book is a much-needed tool for bachelor, master and PhD students, new and experienced researchers in the field, advanced practitioners and policy makers, including labor inspectors, union representatives, HR-personnel, lawyers, management consultants, and counsellors in private practice, family physicians and occupational health practitioners, to name a few.

Workplace Bullying and Harassment Jun 17 2021 Workplace Bullying and Harassment: New Developments in International Law provides a comprehensive tour around the globe, summarizing relevant legislation and key developments in workplace bullying, harassment, sexual harassment, discrimination, violence, and stress in over 50 countries in Europe, the Asia Pacific region, the Americas region, and the Middle East and Africa. Workplace bullying, harassment, and other psychological workplace hazards are becoming increasingly acknowledged and legislated against in the modern work world. The costs of bullying, harassment, violence, discrimination, and stress at work are huge and far-reaching. Frequently under-reported and misunderstood, workplace bullying, harassment, violence, discrimination, and stress wreak havoc on the vitality and prosperity of organizations and individuals alike. Workplace laws have long dealt with physical risks, and psychological risks have begun to be treated similarly. In response to the changing workplace, many countries are regulating workplace bullying and harassment by introducing new legislation or incorporating new provisions into existing legislation to address these risks. Other countries have opted for non-regulatory instruments. Numerous European countries, Canada, Australia, and Japan all prohibit and punish workplace bullying and harassment, with other countries, including the United States of America, moving toward legislation against this abusive workplace conduct. This book brings together need-to-know information on global workplace bullying and harassment in one place, the first publication of its kind to do so. It will aid those in the fields of labor and employment, human resources management, occupational and industrial health psychology, health and safety, and workplace regulatory compliance stay abreast of laws and developments that these practitioners must be aware of, whether operating nationally or globally. Academics will also benefit. Links to laws and references are provided, enabling

further research.

Workplace Bullying in India Jan 31 2020 Workplace bullying, a pattern of persistent and targeted emotional abuse within the context of an evolving unequal interpersonal relationship, has so far not received academic attention in India. This book explores the phenomenon of workplace bullying through a series of quantitative and qualitative inquiries conducted in India's Information Technology-Enabled Services–Business Process Outsourcing (ITES-BPO) sector. Through quantitative evidence from two multi-city surveys, the book highlights the incidence of interpersonal bullying at work and the organizational measures available to deal with it. Over one-third of the survey respondents experienced bullying, which was usually from superiors though cross-level co-bullying was also reported. Approximately 70 per cent of the survey respondents described organizational measures including anti-bullying policies, employee awareness and training programmes, encouragement of witnesses/bystanders to intervene in bullying situations, and organizational actions. Through qualitative data, the book provides insights into both interpersonal and depersonalized bullying. The lived experiences of targets and witnesses/bystanders of interpersonal bullying underscore the critical influence of human resources management (HRM) on target coping, the long-term identity work targets engage in as they respond to identity disruptions and the effect of workplace friendship on witnesses'/bystanders' behaviour. The presence of institutionalized bullying facilitates the development of the emergent construct of depersonalized bullying. Across both quantitative and qualitative inquiries, the inclusion of socio-cultural, micro-organizational, macro-organizational, and business, dimensions deepens our understanding. The book goes beyond a country-specific contribution to address gaps in the international literature on workplace bullying and will be of interest to academics and practitioners in the fields of management, organizational behaviour (OB), human resources (HR), industrial relations, psychology, sociology, anthropology, and law as well as to the general reader.

The Bully at Work Oct 22 2021 Identifying pervasive and destructive cycles of workplace bullying as well as their negative impact on careers and families, a revised edition based on an updated survey explores issues of relevance to twenty-first-century employees while instructing readers on such strategies as identifying allies, building up confidence, and picking one's fights. Original.

Understanding Workplace Bullying Sep 28 2019 This book examines the ethical and legal aspects of workplace bullying from a global perspective. Through an in-depth exploration of this psychologically destructive managerial technique, it identifies workplace bullying as a highly potent tool in the short term to increase employee performance. By deconstructing and exposing the dark side of workplace bullying, not as a psychological harmful component, not as a health-related stress issue, but instead as a management tool to exercise totalizing control over the employee, this book explores the ethical modalities which managers tend to cross on a daily basis to get things accomplished within an organization. This book offers researchers a thorough examination of management responsibilities and the power of enforcement strategies used by managers.

The Bully-Proof Workplace: Essential Strategies, Tips, and Scripts for Dealing with the Office Sociopath Jun 25 2019 Crucial tools and advice for dealing with bullies in the workplace and creating a productive, bully-free environment An alarming number of employees suffer from bullying at work. The cost of bullying is enormous—from the lost productivity, trust, and well-being among workers to the expense of replacing people who leave, increased healthcare, and litigation. The Bully-Proof Workplace: Essential Strategies, Tips, and Scripts for Dealing with the Office Sociopath is designed to help alleviate this damaging workplace trend. This invaluable survival guide provides strategies, actionable advice, and sample dialogues to engage the different types of bullies, manage aggressive employees, and create a bully-proof environment.

Human Resource Perspectives on Workplace Bullying in Higher Education Mar 15 2021 This

analytical volume uses qualitative data, quantitative data, and direct employee experiences to aid understanding of why workplace bullying occurs in universities throughout the US. To address higher education workplace bullying, this text offers data-driven interventions for human resource staff and departments to effectively tackle this destructive phenomenon. Drawing on Hollis' first-hand research which is supported by findings from a 2019 Human Resources data collection, this text identifies populations which are most vulnerable to discrimination within academia. The data shows how human resource departments, executive leadership, and faculty might proactively intervene to prevent workplace bullying. Divided into two parts, the book offers empirical analysis of structural interventions for human resource efforts to combat workplace bullying in higher education. Second, the book puts forth solutions based on empirical findings for organizations and human resources to combat workplace aggression and civility which hurts higher education. Further, the author examines the specific effect of workplace harassment and cyberbullying on women of color, junior faculty, women, and the LGBTQ community. This text will benefit researchers, doctoral students, and conducting higher education research. Additionally, the book focusses on structural issues which interfere with multicultural education more broadly. Those interested in Human Resource Management, the sociology of education, and gender and sexuality studies and will also enjoy this volume.

The Handbook of Dealing with Workplace Bullying Oct 02 2022 The topic of workplace bullying and abuse gained considerable public and media attention during 2013 when the scandal of events at the BBC was unveiled following an enquiry led by Dinah Rose QC. The Handbook of Dealing with Workplace Bullying, edited by Dr Anne-Marie Quigg, presents the collective wisdom and knowledge of a number of lawyers, management experts and academics from around the world. The key themes include understanding the law in each country represented and the responsibilities of individuals as well as management teams and governors in organizations. New case studies are supplied by people working with and within HR teams who have professional experience of dealing with the issue, as well as practical suggestions that are of use to managers, to people accused of bullying and also to people who find they are targets of bullying. Dr Quigg summarizes the range and scope of the contributions by the individual contributors, commenting on the research findings and professional experience that informs them. The book thus reflects the variety of options for dealing with bullying that are relevant in different parts of the world, and focuses on advice that is pertinent in real life, rather than presenting a collection of academic theories.

An Introduction to the Psychodynamics of Workplace Bullying Aug 27 2019 This book gives in-depth insights into the core issues of workplace bullying from the perspectives of the individuals involved, their interpersonal relationships, the group dynamics and organisational contexts. Workplace bullying is costly: increasingly petty conflicts are being registered as formal complaints and, in no time, legalities take over and costs spiral out of control. Preventive actions and interventions need to be based on a sound knowledge of the deeper issues which foster bullying scenarios. This book gets to the roots of why and how bullying occurs. Four main chapters are devoted to individuals, interpersonal relationships, group dynamics, and organisational contexts. The fifth chapter is a case study of the 'turn round' of a workplace in which bullying was rife. There are three recurring themes: recognition, loss, and space. New ways of conceptualising bullying are presented from drawing on the literature on the subject, as well as a range of psychodynamics theories. Bullying is described as a perverse and pernicious form of projective identification, occurring around organisational vacuums and structural fractures.

Workplace Bullying Oct 10 2020 You can call it corporate abuse, or mobbing, or workplace bullying, but the result is still the same - staff who become demoralised and lose confidence, staff who leave. Often ignored or swept under the carpet, it causes huge financial losses in the

corporate world and robs companies of talent. The typical workplace bully is often near the top of a hierarchical organisation that uses job level and systems to reinforce power. The workplace bully often targets tall poppies, able people who might be competition for the bully. In this ground-breaking work, New Zealand human resource expert Andrea W. Needham takes a hard look at a very dubious workplace practice. Often described as 'tough' managers by their superiors, the workplace bully can destroy the career paths of many excellent employees.
 Workplace Bullying Jul 31 2022 Workplace bullying is an area that has attracted significant press attention throughout the last decade. A variety of well publicized surveys have revealed that this is an issue endemic in working life in Britain; and, at a conservative estimate, over half the working population can expect to experience bullying at work (either directly by being bu
 The Bully at Work Nov 22 2021 A landmark book that blazed light on one of the business world's dirtiest secrets, The Bully at Work exposed the destructive, silent epidemic of workplace bullying that devastates the lives, careers, and families of millions. In this completely updated new edition based on an updated survey of workplace issues, the authors explore new grounds of bullying in the 21st century workplace. Gary and Ruth Namie, pioneers of the Campaign Against Workplace Bullying, teach the reader personal strategies to identify allies, build their confidence, and stand up to the tormentor - or decide when to walk away with their sanity and dignity intact. The Namies' expertise on workplace bullying has been featured in such media outlets as The Early Show, CBS Radio, The Howard Stern Show, CNN, PBS, NPR, USA Today, and theWashington Post. "This is the best book on what workplace bullies do and how to stop them in their tracks. The Namie's remarkably useful and concrete advice has helped millions of people, and The Bully at Work will spread their tried-and-true wisdom to millions more."-Robert I. Sutton, Stanford Professor and author of The No Asshole Rule "Sheds light on one of the business world's dirtiest secrets - corporate bullying." -Dayton Business Journal "Filled with remedies for an ailment that is ravaging workplaces..."-Harvey A. Hornstein, PhD
 The Complete Guide to Understanding, Controlling, and Stopping Bullies & Bullying at Work Apr 03 2020 According to the Occupational Safety and Health Administration (OSHA), more than two million workers in the United States alone are victims of workplace violence each year, leading to millions of dollars lost in employee productivity. Many people believe that bullying occurs only among school-age children and fail to acknowledge the presence and devastating effects of bullying in the workplace. It is time that this destructive issue be addressed and resolved; however, you may be asking yourself how to accomplish such a task. The Complete Guide to Understanding, Controlling, and Stopping Bullies & Bullying at Work will provide you with valuable information on the topic, as well as unique solutions to the problem. In this new book, you will learn how to identify the problem of workplace bullying, how to define the workplace bully, how to identify characteristics of a targeted employee, how to identify pathological characteristic of workplace bullies, how to bust bullying, and how to bully-proof your employees. This book also discusses the indicators of a toxic workplace, the causes of workplace bullying, reasons why workplace bullying is perpetuated and unchallenged by other employees, the connection between bullying and lethal workplace violence, and the legal aspects of bullying. Furthermore, you will learn about mob bullying, the effects of bullying on the target, and the effects of bullying on the organization. The author also covers such special topics as workplace bullying in federal, state, and local organizations; the United States armed forces; Fortune 500 companies; and medical organizations, as well as reverse bullying by employees who inappropriately assert harassment and bullying by their superiors even though they have been fairly disciplined for sub-standard job performance. This book goes one step further and provides solutions to end workplace violence, anti-bullying pledges, and examples of zero-tolerance bullying policies. If you are a manager, a supervisor, or even just an employee and you suspect bullying is occurring, you need to read this book. Whether bullying is already happening or you want to be sure it never does, The Complete Guide to Understanding,

Controlling, and Stopping Bullies & Bullying at Work will provide you with everything you need to know to create a better working environment. Atlantic Publishing is a small, independent publishing company based in Ocala, Florida. Founded over twenty years ago in the company president s garage, Atlantic Publishing has grown to become a renowned resource for non-fiction books. Today, over 450 titles are in print covering subjects such as small business, healthy living, management, finance, careers, and real estate. Atlantic Publishing prides itself on producing award winning, high-quality manuals that give readers up-to-date, pertinent information, real-world examples, and case studies with expert advice. Every book has resources, contact information, and web sites of the products or companies discussed.

Workplace Bullying: A Costly Business Phenomenon Jul 19 2021 Corporate abuse. Mobbing. Workplace bullying. Call it what you will, the outcome is still the same - staff who become demoralised, and lose trust and confidence in your organisation; staff who leave. Often ignored or swept under the carpet, workplace bullying causes huge financial losses in the corporate world and robs companies of talent. More importantly, it can destroy the career paths of many excellent employees and make your organisation a very unappealing place to work. In this revitalised edition of Workplace Bullying by ground-breaking New Zealand human resource expert Andrea W. Needham, we take a hard look at a very dubious workplace practice. If you have ever been the target of a workplace bully or you are a manager wanting to attract and keep the very best people, Workplace Bullying is essential reading.

Workplace Bullying Apr 27 2022 A bully for a boss makes life absolutely terrible Do you work for a boss that bullies you around? Do you feel fed up, exhausted, helpless, or powerless at work? You can gain back your power, your dignity, and your work life. And this book shows you how. Working for a bully boss is miserable. A bully boss mistreats you, abuses you, and most stressful of all - threatens your livelihood. The situation is unbearable because you need a job and your boss has direct power over your paycheck. It's easy to feel helpless. Also, the effects of a bully boss spill into other areas of your life. Since you're so stressed at work, you carry it with you everywhere you go and the stress will make your relationships and your health much worse. What do you do when you have a bully boss? Workplace Bullying takes you though the steps you need to take in order to feel empowered and get your life back on track. This book will teach you those steps. This books starts out with the signs you need to understand to determine if you are in fact being bullied by your boss - which is a very serious issue. Then this book discusses why being bullied is such a serious issue, and why you may have inadvertently put yourself in a situation to be bullied at work so you can understand what's going on. Next, the book discusses what you should do next. Starting with handling your internal emotions, this book guides you on how to document the abuse, when to stand up to the bully, how to gather support from family, friends, and coworkers, and how to expose the bully to your employer. This book also teaches you how to plan your exit from your employer and discusses the pros and cons to suing your employer. Last, this book helps you recover from the bullying. This is a process, which takes time, but it's a very important step in dealing with workplace bullying. You need to recover and regain your self-confidence so you can continue being productive and happy with your work life in your current job or with your next job. Recovering from a bully boss is a process. One that takes time, but one that can and must be done. Use this book as your guide in order to help you effectively recover from your despicable bully boss.

The Workplace Bullying Handbook Feb 11 2021 Designed as an easy-to-read, practical handbook, the Workplace Bullying Handbook is a single resource that enables anyone to effectively take action when we are confronted with a potential bullying problem at work.

How to Use Power Phrases to Say What You Mean, Mean What You Say, & Get What You Want Sep 08 2020 Easy-to-master techniques for more effective communications in all areas of life In this breakthrough guide, communication guru Meryl Runion explains why effective communication is more than just a business tool. It is also the key to happier, healthier

relationships, and greater personal fulfillment and business success. In How to Use Power Phrases to Say What You Mean, Mean What You Say, & Get What You Want she introduces readers to the concept of power phrases--short, focused expressions that let people be direct and to the point without seeming brusque or nasty. In clear, down-to-earth language, illustrated with numerous vignettes and real-world examples, Runion teaches readers how to: Say what needs to be said without fear of misinterpretation or creating negative emotional responses Master six basic methods for crafting power phrases for any setting and every social, professional, or interpersonal situation

Workplace Bullying in the NHS Aug 08 2020 This publication offers practical advice and guidelines on intervention and prevention of bullying in the workplace in the NHS. It draws on academic research and presents a variety of case studies, as well as offering strategies to deal effectively with the problem.

Beating the Workplace Bully Nov 03 2022 They used to steal your lunch money and throw spit wads at you on the bus. Now they roam around from the boardroom to the break room looking to manipulate, intimidate, and humiliate--and eventually ruin your career!Beating the Workplace Bully is your ammunition for fighting back. Whether the bully is a boss or a coworker, this empowering guide will help you recognize what has been causing you to become a victim, then reveals how to:• Avoid typical bully traps• Remain aware and in charge• Move past your fear• Calm yourself in any confrontation• Keep your dignity intact• Handle sneak attacks• Combat cyberbullying• And moreComplete with exercises, assessments, and real-life examples, this personal coaching program will help you reclaim your power and defeat the office bully once and for all!

What Professionals Need to Know about Workplace Bullying Nov 10 2020

Workplace Bullying in Higher Education Feb 23 2022 Higher education leaders, managers, human resource professionals, faculty, and staff increasingly face uncivil, bullying behaviors in academe. This can manifest itself as constant public humiliation by a new department chair, exclusion of a contingent faculty member, undermining of work performance by a supervisor, stalking by a staff member, or taunting. As higher education institutions continue to face budget issues and external pressure, the incidences of bullying are on the rise. This edited volume provides guidance on the nature and impact of bullying, legal and ethical issues, and approaches to assist leaders in facing these challenges in their colleges and universities. Research-based chapters cover the impact of bullying on the workforce, the ways that bullying manifests within different sub-cultures and at different institutions including community colleges, the legal and ethical issues of bullying, and recommendations to address bullying on campus. Exploring bullying policies and innovative programs, this book provides a better understanding of how to rethink current policies and practices to proactively create more civil cultures. Workplace Bullying in Higher Education is a valuable resource for all higher education leaders and professionals on understanding, mediating, and preventing bullying.

Understanding Workplace Bullying Mar 03 2020 This book examines the ethical and legal aspects of workplace bullying from a global perspective. Through an in-depth exploration of this psychologically destructive managerial technique, it identifies workplace bullying as a highly potent tool in the short term to increase employee performance. By deconstructing and exposing the dark side of workplace bullying, not as a psychological harmful component, not as a health-related stress issue, but instead as a management tool to exercise totalizing control over the employee, this book explores the ethical modalities which managers tend to cross on a daily basis to get things accomplished within an organization. This book offers researchers a thorough examination of management responsibilities and the power of enforcement strategies used by managers.

Bullying and Harassment in the Workplace May 05 2020 Previously titled Bullying and Emotional Abuse in the Workplace: International Perspectives in Research and Practice, the

first edition of this bestselling resource quickly became a benchmark and highly cited source of knowledge for this burgeoning field. Renamed to more accurately reflect the maturing of the discipline, Bullying and Harassment in the Workplace: Developments in Theory, Research, and Practice, Second Edition provides a much-needed update of the original work. Edited by leading experts and presenting contributions from pioneers in their respective subject areas, the book is an up-to-date research-based resource on key aspects of workplace bullying and its remediation. New chapters include: Rehabilitation and Treatment of Victims of Bullying Interventions for the Prevention and Management of Workplace Bullying Bullying and Discrimination An Industrial Relation Perspective on Workplace Bullying Investigating Complaints of workplace bullying Whistleblowing and Workplace bullying How to Measure Exposure to Workplace Bullying in Surveys Extensively Revised Chapters include: Perspectives on hostile behaviors and Workplace bullying Empirical Findings on Bullying at Work Organizational Antecedents of Bullying Organizational effects of workplace bullying Counseling targets of bullying Bullying and the Law The book presents a comprehensive review of the literature, the empirical findings, the theoretical developments, and the experience and advice of leading international academics and practitioners. It examines the concept of bullying and harassment at work and its measurement, documenting the existence and consequences of the problem. The book explores a variety of explanatory models and presents available empirical evidence that sheds light on where, when, and why bullying develops. It contains a wide range of contributions on the possible remedies for prevention and minimization of the problem for management when it occurs, and for healing the wounds and scars it may have left on those exposed.

Workplace Bullying in India Mar 27 2022 Workplace bullying, a pattern of persistent and targeted emotional abuse within the context of an evolving unequal interpersonal relationship, has so far not received academic attention in India. This book explores the phenomenon of workplace bullying through a series of quantitative and qualitative inquiries conducted in India's Information Technology-Enabled Services–Business Process Outsourcing (ITES-BPO) sector. Through quantitative evidence from two multi-city surveys, the book highlights the incidence of interpersonal bullying at work and the organizational measures available to deal with it. Over one-third of the survey respondents experienced bullying, which was usually from superiors though cross-level co-bullying was also reported. Approximately 70 per cent of the survey respondents described organizational measures including anti-bullying policies, employee awareness and training programmes, encouragement of witnesses/bystanders to intervene in bullying situations, and organizational actions. Through qualitative data, the book provides insights into both interpersonal and depersonalized bullying. The lived experiences of targets and witnesses/bystanders of interpersonal bullying underscore the critical influence of human resources management (HRM) on target coping, the long-term identity work targets engage in as they respond to identity disruptions and the effect of workplace friendship on witnesses'/bystanders' behaviour. The presence of institutionalized bullying facilitates the development of the emergent construct of depersonalized bullying. Across both quantitative and qualitative inquiries, the inclusion of socio-cultural, micro-organizational, macro-organizational, and business, dimensions deepens our understanding. The book goes beyond a country-specific contribution to address gaps in the international literature on workplace bullying and will be of interest to academics and practitioners in the fields of management, organizational behaviour (OB), human resources (HR), industrial relations, psychology, sociology, anthropology, and law as well as to the general reader.

Bullying in Teams Dec 24 2021 A read-able practical guide to team bullying. This insightful book is packed with real-life examples. Learn how to combat team bullying straightforwardly and simply. Avoid becoming a passive enabler or an active colluder. Navigate the complex shifts in power dynamics when one person bullies another. Recover your self-confidence after

team bullying.

Manage Each Act Of Workplace Bullying Jul 27 2019 This book sums up everything you need to identify if you're being bullied or not. It is intended for everyone who has to deal with a workplace bully. The author shares her experiences from a decade in the corporate environment, revealing how bullies intimidate and dampen the spirits of colleagues and employees alike. This book can help you become the best version of "yourself" by providing you with a formidable arsenal of tactics she has developed to deal with bullies. You may come out strong and assist your firm in implementing processes to encourage great achievers, foster healthy company culture, and build a healthier and more productive workplace.

Free Yourself from Workplace Bullying Jun 29 2022 'Exactly the book you need if you are feeling intimidated by a bully.' Workplace bullying can be a toxic experience. It can lead to plummeting self-esteem, destroy your self-confidence, and impair your ability to perform. But the good news is there is no need for expensive and risky legal action - which you might not even win - or a stressful formal complaint. You don't have to leave your job, either. Discover how to protect yourself from grooming and bullying. Learn how to defend yourself at the time of an attack. Re-gain your self-confidence and self-esteem following the devastation of bullying. This practical guide includes real-life examples and proven strategies which will stop bullying in its tracks. It is packed full of tactics, insight and empathy which will benefit you if you have experienced workplace bullying, or if you are concerned that you may be targeted in the future. It includes how to: - Recognise and defeat bullying behaviour simply and straightforwardly. - Understand the bullying dynamic, and learn how to alter it in your favour. - Respond effectively to a range of bullying tactics including slander, gossip, rage, lies and innuendo. - Defend yourself when your performance is questioned as part of a bullying campaign. - Respond effectively when a bullying team member opposes your authority on principle. - ...and much more. 'A must read for anyone who is being bullied or who needs to recover from workplace bullying.' Aryanne Oade has worked as a chartered psychologist for over twenty years. She coaches clients to recover from the debilitating effects of workplace bullying, and to re-discover their energy and enthusiasm. She is the bestselling author of six books. www.oadeassociates.com "This is a brilliant, insightful guide and toolbox for managing, escaping and recovering from bullying in the workplace...essential reading." PROFESSOR DONAL MACINTYRE Investigative Journalist and Broadcaster; Visiting Professor, School of Applied Criminology, Birmingham City University "This is a seriously courageous - and much-needed - book. Aryanne .... gracefully empowers the bullied to take responsibility for resolving the situation without in any way 'blaming the victim'." BENNIE NAUDE International Energy Psychology Expert "Easy-to-read and practical, this book gives effective, realistic help for those who are being bullied... The extensive toolkit provides a myriad of ideas for tackling bullying situations." PROFESSOR CHARLOTTE RAYNER Outgoing President: International Association of Workplace Bullying and Harassment "This is exactly the book you need if you are feeling intimidated by a bully at work, are involved in HR or L&D, or are managing staff." TRACY WRAY Deputy HR Director, Sheffield University "This very readable book is from an author with real insight into this difficult area. The book is full of practical tools to assist the reader to regain their power from the bully in a professional and dignified way." JACKIE GREEN FCIPD former HR Director for Leeds Teaching Hospitals NHS Trust and Royal Liverpool and Broadgreen University Hospitals "Aryanne's insightful book is an invaluable aid and toolkit to understanding, addressing and overcoming bullying behaviour." STEVE MOON former Head of Energy, Global Project Finance, Bank of Ireland "Aryanne ...adroitly and sensitively highlights the nuanced character of bullying, sharing with readers an empowering set of tools through which to address it." DR PREMILLA D'CRUZ Professor of Organizational Behaviour at Indian Institute of Management Ahmedabad "I wish I'd had this book to hand early in my career... This book will provide a treasure trove of useful information and help for anyone suffering from - or

having suffered - bullying." JOHN ALLISON former General Manager of a large publishing company"