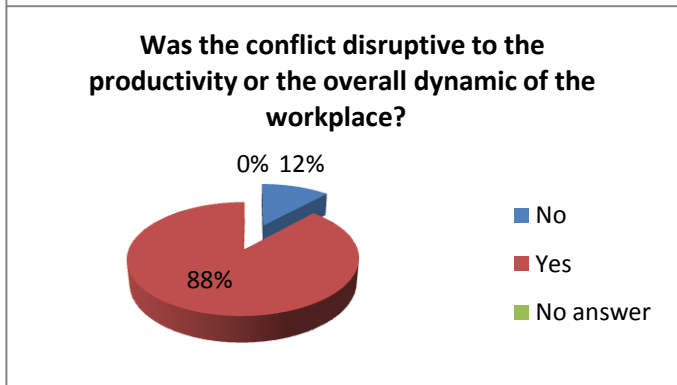
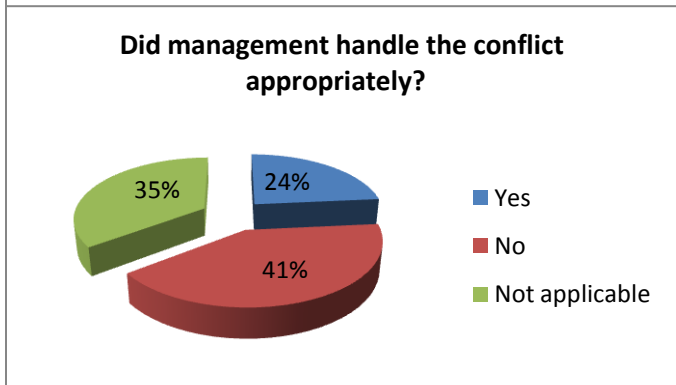
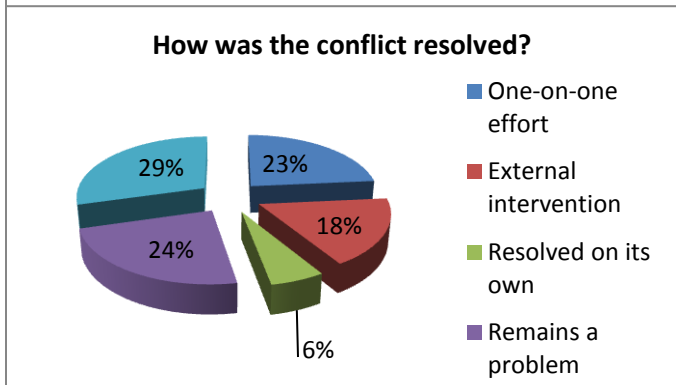
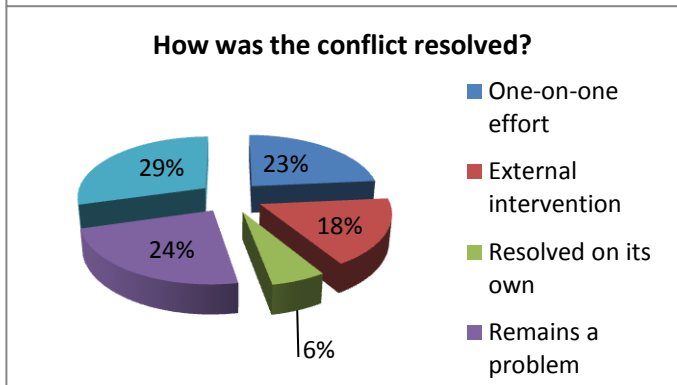
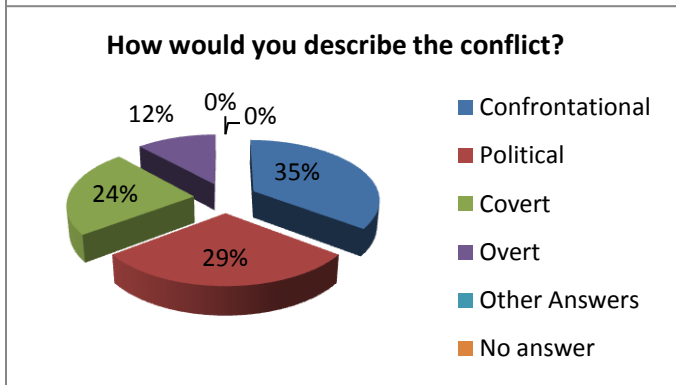
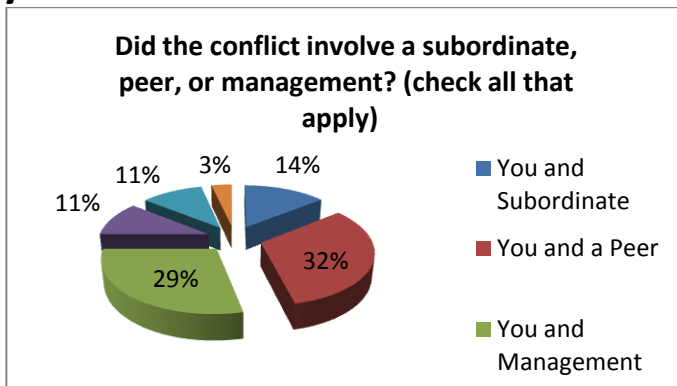
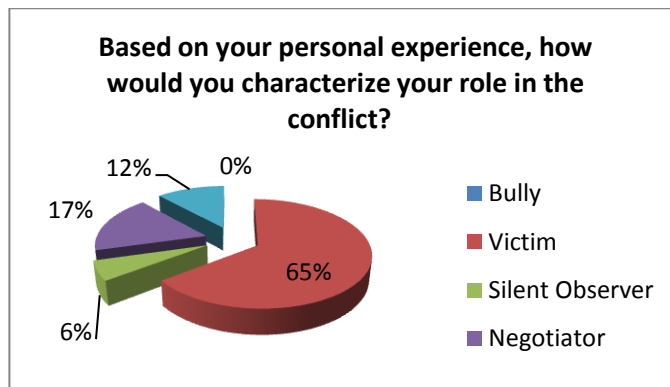
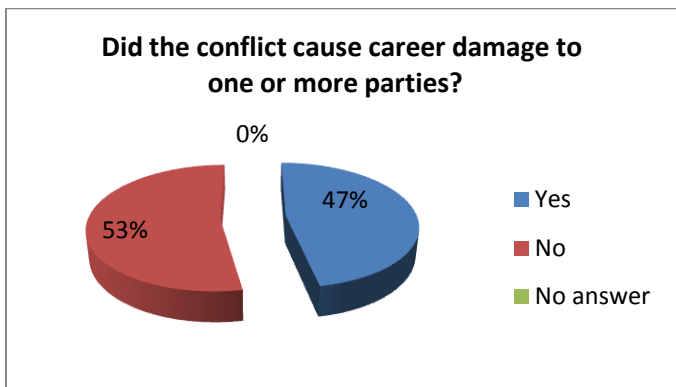


Are you the bully or the victim? February 2011



Are you the bully or the victim? February 2011



Comments

- 1) People can't seem to work out conflicts with peers or provide feedback to their peers. It seems they must go above you to resolve things they feel are issues. What I don't understand is why people can't approach others like adults and work things out? Why are they compelled to "tattle" as if to get someone in trouble even if it is unwarranted?
- 2) I was successful in another department and moved to a different one. One of my previous subordinates now was a manager in that department, and I had highly referred this person. Once there, I discovered that the person was working behind my back to disparage me. Eventually I searched for another position (which I am in 6 years later) and am far better off.
- 3) One senior officer is very difficult to work with and cannot keep employees. She blames others for all problems including her own mistakes, never admits her own wrong doings or mistakes, contradicts herself regularly, talks down to all employees including those of equal or higher status, belittles employees regularly, and makes others feel extremely inadequate.
- 4) A person who never views herself as anything other than perfect was criticizing another loudly about her process. I stepped forward to offer a solution and met one on one with each of the 3 parties involved to come to a resolution.
- 5) Two people who could not communicate effectively with each other. One formerly supervised the other, now they are peers. Former subordinate declaring "freedom" by not cooperating with his former supervisor. Former supervisor acting like a bully to try and get his way. Public shouting matches occurred. Both counseled on how to treat each other with respect and work together professionally. Boundaries established so there is no confusion as to who is responsible for what.

Are you the bully or the victim? February 2011

- 6) I am a business manager in an IT male dominated world. They tend to bully me by attempting to intimidate me. I have even had some peers in IT (a woman at that) yell at me in meeting settings.
- 7) Employee created drama about every task and never really did any work. She blamed everyone for her inadequacies.
- 8) Actually, the restrictions are there but you don't find out until you think you're finished with the survey. It's a great topic as it seems so many people have never gone beyond the "school bully" phase of their lives. I will be very interested in seeing the survey results and have signed up.
- 9) I know the Bullies and Victims and workplace conflict phenomenon very well. I am definitely a victim. I only speak to my co-workers when I have a business need. I have also been bullied on occasion by some of my co-workers, and it is always when my manager is not present. I've also noticed that "like" people tend to gravitate toward "like" people, and I refuse to conform and join the departmental "click." I find that I speak to other workers in my office that are not part of my department, just to have some "real, professional, human contact." It makes the work day seem excruciatingly long and intolerable most days. I definitely empathize with everyone that has experienced this type of work environment.
- 10) For 12 months I was bullied by my supervisor. Due to layoffs I was transferred to another department working under a new supervisor, a Senior Vice President of the company. Not only was I bullied on a daily basis but an entire unit was bullied - everyone was too afraid of getting fired so they would not speak up. The turning point for me was when my supervisor called me into her office and said to me "you are so stupid, you have no idea what the higher-ups think of you, you are going to see a side of me that you wished you had never seen before. You have no common sense." This conversation was out of her anger for me going HR regarding a commission that I was not paid when I worked in the other division. It had nothing to do with her. I loved my job and have always given 200% and I was well liked by my peers. I could no longer live with the daily bullying. I was willing to suffer the consequence of losing my job in a job market where there were no jobs. The company had a "hotline" for employees so I submitted my report outside of California to our corporate head quarters. I not only discussed my bullying but what I had witnessed her do to other employees as well. Of course she lied when questioned about our conversation but my company started an investigation. They interviewed everyone in the department and they all spoke up. I knew it could go either way. Luckily they used it as an opportunity. Ultimately I found another job and on my last day of work the chairman of the board was in town. I asked him if I could speak with him and I told him face to face about what was going on not only with me but the entire group. He acknowledged everything I said and indicated there would be some changes. When I walked back to my department my colleagues toasted me for my courage to speak up. Two weeks later this person was fired.