

Am I being bullied?

These are a few examples of behaviours a person may experience when they are being bullied. If someone has a bad day, week or month AND are able to come back to you and apologize while improving on their negative behaviours, this is not what we would consider being bullied. Life can be stressful and challenging and though certain behaviours may be inappropriate, as long as a person is accountable and showing actions of positive change this is not a bully. It is important to know the definitions of bullying for filing false complaints will hurt future authentic cases. A true bully will tend not to be self aware and/or accountable and/or honest about their willingness to change. If you see this pattern combined with behaviours (examples below), seek support as soon as possible. Then make a decision about your next step.

Over a period of time, have you often been....

- Glared at in a hostile manner?
- Excluded from work-related social gatherings?
- Seen others storm out of the room when you enter?
- Been given the silent treatment?
- Deprived of recognition and/or praise for which you are entitled?
- Had colleagues refuse your requests for assistance?
- Experienced a colleague lie to you or deny false rumours?
- Been yelled at or shouted at in a hostile manner?
- Had others fail to return your calls, memos or emails?
- Had someone interfere with your work activities?
- Had needed information withheld.
- Been the target of derogatory name calling, rumours or gossip?
- Shown little empathy or sympathy when you were having a tough time?
- Had co-workers fail to defend your plans or ideas to others?
- Been given unreasonable workloads or deadlines? More than others?
- Been subjected to temper tantrums when disagreeing with someone?
- Constantly interrupted, ignored, or drowned out when speaking?
- Had attempts made to turn other employees against you?
- Had someone flaunt his or her status or treat you in a condescending manner?
- Had someone else take credit for your work or ideas.

By now you should have a good idea if you or someone you know is being bullied. There is an abundance of information on the web about bullying for targets and bystanders. See my web site for tips on what to do and self care + much more. www.socialworkersagainstabullying.ca

Feel free to contact me if you would like a consult, coaching session or counselling. I offer flexible hours, willing to travel, offer sessions by phone, email, or skype.

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