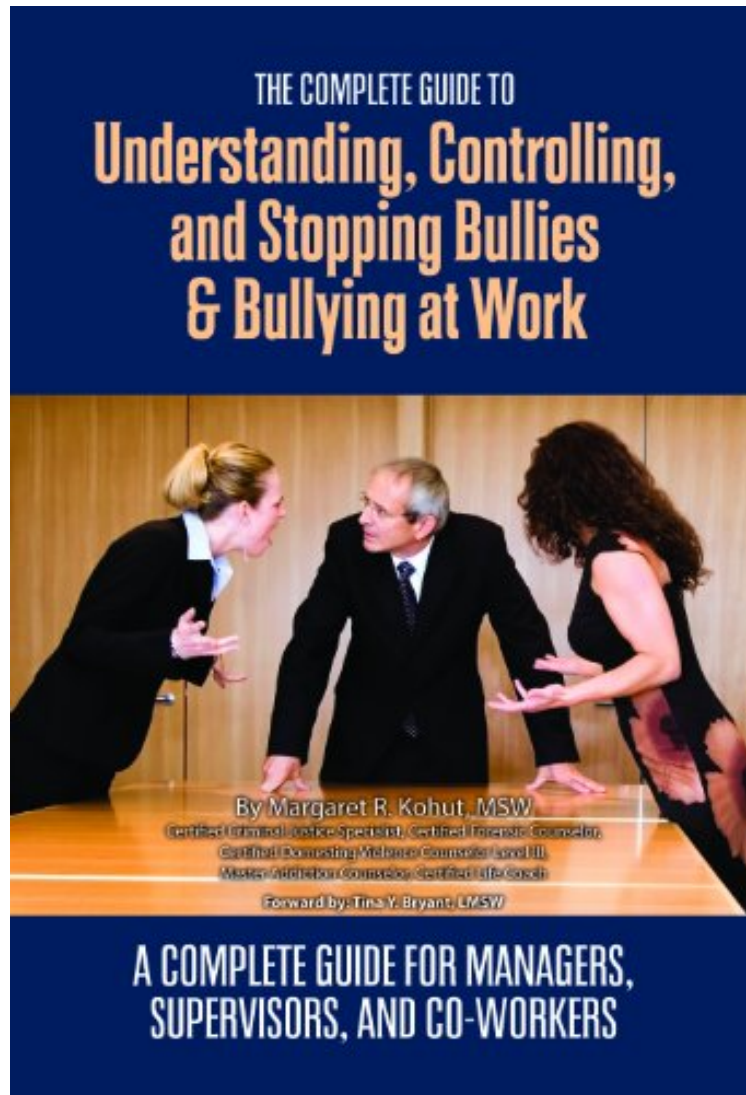


[PDF] The Complete Guide to Understanding, Controlling, and Stopping Bullies Bullying at Work: A Complete Guide for Managers, Supervisors, and Co-Workers

# The Complete Guide to Understanding, Controlling, and Stopping Bullies Bullying at Work: A Complete Guide for Managers, Supervisors, and Co-Workers

Margaret R Kohut

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**Margaret R Kohut : The Complete Guide to Understanding, Controlling, and Stopping Bullies Bullying at Work: A Complete Guide for Managers, Supervisors, and Co-Workers** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Complete Guide to Understanding, Controlling, and Stopping Bullies Bullying at Work: A Complete Guide for Managers, Supervisors, and Co-Workers:

6 of 6 people found the following review helpful. "May God damn them for for they did to me."By TheBansheeThe above is a quote from "Siobhan," a woman who was the victim of mobbing (group bullying, often acquiesced in by management) in the workplace. Almost 10 years after my own experience (as an older adult beginning massage therapy school; I was never bullied in the workplace in 32 years of working), the memory of that nightmare is as sharp as ever in me. In this important book, Kohut refers to Dr. Heinz Leymann's work on mobbing, and the 5 distinct stages: Conflict - Aggressive acts - Management Involvement - Branding the victim as "Difficult" or "mentally ill," and inevitably, Expulsion. I went through all of that. Since then, thanks to a loving husband and a lot of time, I have finished my MBA degree and have, on the outside at least, moved on. But just reading this book brought so much back to me that I can never forget or forgive. But if you're a manager with the power to change things, you should read this book. I will never forgive the people who left me to the mercy (not that they knew the meaning of the word) of my classmates. Except for those classmates and teachers who were kind to me, (and there were some, but like me, they had no real power) may God damn the others for what they did to me. If you've been bullied, you'll find some of this disturbing. If you're a manager, you should read this book and take it seriously. 0 of 0 people found the following review helpful. A real tool to help you understand that you are not going crazy, and that you are not alone! By victoria baardsen This is an awesome tool for any company, manager, or co-worker to pick up and read a straight forward analysis of "bullying" on the job. It breaks down how it works in detail. It brings to light statistics, studies, case studies, laws and suggestions of how one should deal with the situation. It is a well written straight forward book that I would recommend to anyone. I have been researching this type of material ever since I was rocked with the realization that what was happening to me on the job as a Senior Account Manager, Top Gun in Sales, was not imaginary. It was real. It was the passage of suicidal kids who killed themselves due to bullying at school that made me ask the question "does it ever stop?" The answer based on my own experience was "no, it doesn't," and it does not matter if you are working at prestigious company like Staples Contract Inc., you are not safe from the dangers of bullying. You are not safe from harassment from weaker players who gang together (mobbing) to "take out" a strong producer in order to protect their own weak production. If the Management does not pay attention as they have failed to do at Staples, they wonder why they have such turn over, or sick days with people calling out, without resolution. This book is a real tool to help someone like me or anyone else to figure how to identify it, how to deal with it, and how to go on, but, also, to never allow it to happen again. I would recommend it to anyone. 2 of 2 people found the following review helpful. Who's Afraid of The Big Bad Boss By Jenvon This book is excellent for workers who are suffering under the abuse of supervisors or coworkers who use or attempt to use abusive tactics in the workplace. I used to regularly counsel individuals who suffered under the weight of a supervisor whose "childhood issues": his/her own personal anxieties, insecurities, and other personal dynamics played out in the workplace to the detriment of their subordinates. I have listened to stories of employees being spit upon, rapped on the head (as though knocking to see if anything was inside), pushed and pulled by the hair, all from supervisors who used such tactics to try and force employees to do their bidding.. whatever that was. This book addresses the subtle actions that employers take to place an employee in a position of no-return. It also addresses the fact that once you allow certain behaviors to happen without addressing them, you have started down the road of doom in terms of stopping it. This book is excellent.

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. This Atlantic Publishing eBook was professionally written, edited, fact checked, proofed and designed. The print version of this book is 288 pages and you receive exactly the same content. Over the years our books have won dozens of book awards for content, cover design and interior design including the prestigious Benjamin Franklin award for excellence in publishing. We are proud of the high quality of our books and hope you will enjoy this eBook version.

About the Author Margaret Kohut is an Oklahoma native and still holds proudly to her "Midwestern drawl." She earned bachelor's degrees in English and criminal justice, and a master's degree in social work. Her initial foray into human service work was as a correctional officer in both adult and juvenile maximum security correctional institutions. Margaret's unique job history includes being a courtroom bailiff and a fugitive recovery agent ("bounty hunter"), and she spent a year in the private practice of clinical social work specializing in adoption studies, presentence investigations, probation and parole intervention, family therapy, and therapy with troubled juveniles. Margaret has a strong educational and vocational history of forensic counseling and addiction therapy. Margaret served in the United States Air Force for 17 years as a commissioned officer and clinical social worker, providing psychotherapy services for active duty members, family members, and retirees. Margaret served the nation during Operation Desert Storm and Operation Iraqi Freedom. She is now a disabled veteran, conducting her full-time freelance writing business from her home. Margaret maintains national-level certifications in human services. She is a prolific writer, having penned many award-winning publications for the Air Force on mental health issues, domestic violence, workplace violence, chemical dependency, trauma therapy, and adolescent acting-out behavior. As a civilian, Margaret coauthored an academic textbook on sexual serial killers and has been extensively published in the Canadian Journal of Adlerian Psychology and other academic publications. Margaret founded Rocky Mountain Way Freelance Writing in February 2006 after more than 20 years of non-commercial writing. Margaret was selected for the 2007-2008 Cambridge Registry Honors Edition of Outstanding Business and Professional Women. She is the recipient of numerous writing awards, including the 2008 National Book Award and the Bronze Medal Award from the Independent Publishers contest in 2008 for her book on school bullying. In 2009, Margaret was selected for lifetime inclusion in the Cambridge Who's Who Registry. Margaret lives in Anaconda, Montana with her husband of 18 years, Lt. Col. (ret) Dr. Tristan Kohut, senior physician at the Montana State Prison, and their 13 miniature dachshunds; most of them are accomplished animal-assisted therapy dogs. She can be reached via her Web site, [www.rockymountainwaywriting.com](http://www.rockymountainwaywriting.com).