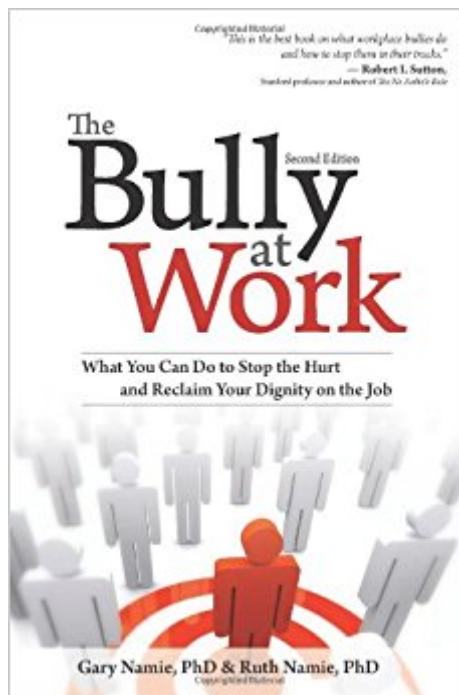




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# The Bully At Work: What You Can Do To Stop The Hurt And Reclaim Your Dignity On The Job



## Synopsis

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 the *Washington 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

## Book Information

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## Customer Reviews

Gary Namie, PhD, (Bellingham, WA) is a social organizational psychologist. He is the president of the Campaign Against Workplace Bullying. Ruth Namie, PhD, is the CEO of the Campaign Against Workplace Bullying. Dr. Namie has been a psychotherapist since 1986 and holds a doctorate in

clinical psychology. They live in Bellingham, Washington.

While the author does a fine job explaining the psycho dynamics between the bully and the target, and why neither management nor the rest of the team is going to come to the target's assistance, the remainder of the book is of no practical value. According to the author, you can file a law suite, probably lose and find a new job. End of author's recommendations. Finding a new job is not likely in the new economy. Even if you did find a new job, you'll be the vulnerable, new player to a new bully -- as the author says, bullies are common. To me, reclaiming your dignity means taking charge of the situation using strategies that disempower or unsettle the bully. None of that here. To me, the book was worthless and I wouldn't recommend it to anyone.

I purchased this book in hopes of finding some positive solutions for dealing with bullies at work, and more specifically a group of supervisors who have turned into tyrants. The book goes a long way in confirming what most victims already know. First, Bullying in the workplace is real. Second, Bullies tend to single out specific "targets" for very specific reasons, even though those reasons are often flawed and known only to the creep doing the bullying. Lastly, being bullied can and does have a devastating impact on the bullied person's health, safety and well-being. Sadly, after the book provides all the details that confirm the proliferation of bullies behind corporate walls, it plainly and clearly lets the reader know that most of the solutions offered in the book (HR complaints, Union Representation, EEO complaints, Complaints to higher management, Law suits) provide very little if any positive or permanent solutions. The only remedy to the horrible "end game" of bully v.s. target ends up being: quit, seek employment elsewhere, leave, get away from the situation. The authors are well known specialists in the field, so they likely provide this candid view of the "very limited solutions" based on their actual case studies and 'real world' experiences with actual victims. Very sad that bullying is so rampant in the workplace. Even sadder that it is allowed to persist unabated.

This book seems to be more helpful for Targets who are currently under the thumb of a workplace bully. The author makes a point to capitalize the word "Target" because he feels that Targets are due the respect that is being robbed of them in the toxic workplace. I am recovering from the pain caused by my workplace bully BUT the book was still helpful. The book includes some impressive statistics and even a chapter steered toward helping the "Target's" support network understand what the "Target" is experiencing and surviving. One of the biggest things I was struggling with was

why and HOW I became a Target. This book helped me understand the probable reasons why my bully targeted me. It also explained how she has been able to get away with her behaviors. The least helpful part of the book for me were the sections about the Target taking the bully to court for their behaviors. The best answer to my situation was for me was to leave. However, it was very detailed about the success, time, and money involved with taking the bully to court.

I wished that as a teenager, I had grasped this book to fully comprehend what I had to endure. The book covers in detail what workplace bullying or mobbing is, how it starts, what it does to you, types tactics used by the abuser, etc. I remember a full array of instances at workplaces dealing with these types of people. Some made verbal threats, others sabotaged personal relationships, invaded my privacy, discredited my work, spread malicious lies, intervened in job offers, divulged my personal economic standpoint to many, made false accusations, and even sexually harassed me. Of all employers, one struck a cord when I was in high school working at a fast food chain. She called me vulgar names in front of people, always humiliated me in front of the world. When People reported her for what she was doing to me and she punished me for it. It took time and courage to stand my ground. She went to lengths in victimizing herself that my parents thought I was the bad apple. It took a toll on me mentally. I decided after six months while having no support, to take control over the matter and to confront her regarding her actions. She said she would ensure no company would ever hire me, that no school would ever accept me, and ensure that people would make my life miserable. And that indeed she did. Companies came forward advising she did recommend that I not be considered for employment and people came forward advising she had told them to participate in rumors and ways to cause misery but they wanted no part in it. I was so young but I understood that she had no power over me. She used all her authority, money, power, and influence to do bad things to me. But I never gave up. Years later, I found out she had lost her business and that she was asking people around for me because she regretted all the terrible things she put me through. Karma. In another instance, I had a female coworker at an office that hated me so much for no reason, such that she verbally told me she wished I was dead and that I should kill myself because she was never going to stop in her attempts to destroy my life. She spread many lies, invaded my privacy, turned coworkers into my enemies through lies, and even dressed like me, wore her hair like me and intervened in my personal relationships. There are so many more instances to name a few in witnessing and being targeted for this type of abuse. Sadly there are no workplace laws to protect us from these types of abusive events and sadly these conflicts can go on for years and years. People often continue with these types of abusive campaigns outside of the

workplace. I learned on my own that when someone says that I'll never be happy and I'll never succeed it means I can, that I should always fight for the truth and for my happiness, I learned to stand my ground and walk with my head high when confronting adversity within my workplaces, that if I get mad and give in to my aggressor...I am giving them power over me. This is a good book to obtain on workplace mobbing whether you're self employed, a CEO, manager, supervisor, or someone looking to gain some perspective on how to handle these types of covert emotionally manipulative and abusive people within the work environment...then I'd say this book has some amazing insight.

While perception is a great deal of someone's reality, not all perceptions of workplace bullying are indeed the case. This work helps one determine whether the behavior is merely a boorish boss (the stuff of movies and songs) truly warranted corrective actions (potential job-savers if one can accept and implement the information) or actual bullying. If it is indeed bullying, there are various coping and countering skills described. Reading it won't solve your complaint - but neither will doing nothing. A beginning point to decide what to do when the work environment is unbearable.

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