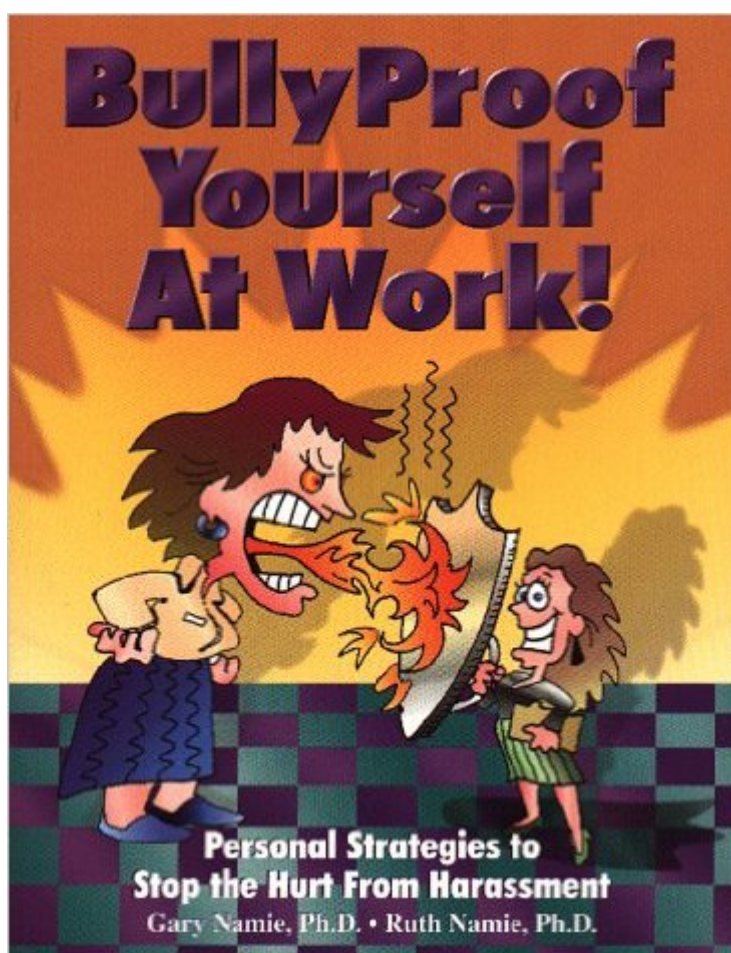


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# **Bullyproof Yourself At Work!: Personal Strategies To Recognize And Stop The Hurt From Harassment (The Work Doctor Bullying Series)**



## Synopsis

Workplace Bullying is the deliberate, repeated mistreatment of good employees by harassers who ignore all traditional boundaries of gender, race, age, and organizational rank. The authors, in this book and through the national nonprofit organization--Campaign Against Workplace Bullying--have introduced the term to working Americans. BullyProof Yourself At Work is the first American book and the first volume in The Work Doctor's Bullying series focused exclusively on the topic of workplace bullying. About one-fourth of all employees are affected directly by a bully's tactics. BullyProof Yourself At Work! is written for individuals who face tyrants at work who threaten their sanity, careers, and relationships with co-workers and friends. The first steps teach how to recognize bullying when it is happening and how to stop being surprised by the fundamentally different way bullies and their Targets (the recipients) think, act and see the workplace. Eight chapters are devoted techniques that can prevent or stop the self-defeating cycle into which Targets regretfully fall. Quotes from readers: "It's like being set free from prison. God bless you and your work!" "You've helped me to stand up to bullies for months. I'm teaching my son bullyproofing before he enters the workforce." "Discovering the Campaign and reading your material is one of the best things to happen in my life." "I'm so glad that you both exist! I know my battle has just begun and I will face many new challenges, but know that I have The Work Doctor on my side. I WILL SURVIVE!" "You do not know how much I appreciate you help, advice, information and especially emotional support."

## Book Information

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## Customer Reviews

This is one of two excellent new books dedicated to the memory of Heinz Leymann, a Swedish psychologist who died in January 1999, after having spearheaded the greatest advance of the past twenty years in the study of work. The other book, also available from , is entitled *Mobbing: Emotional Abuse in the American Workplace*, by Noa Davenport, Ruth Distler Schwartz, and Gail Pursell Elliott. The books are alike in honoring Leymann's memory in the best possible way: by extending his research and presenting the results in a way that will be of enormous practical benefit to both employers and employees. Leymann's breakthrough was against the background of current preoccupations on sex, race, religion, sexual orientation, and the other officially recognized bases of unfair treatment in the workplace. Some argue now for expanding the list of shibboleths to include employees' criminal records and political beliefs as illegal grounds on which to exclude or punish them. Leymann managed to get beyond this current way of thinking, with its fixation on grounds of ill-treatment, and to focus instead on the fact of ill-treatment, whatever the apparent ground. The phenomenon he conceptualized and studied was the humiliation and destruction of an employee by the employer. He called this process mobbing or bullying: intense aggression against an individual by managers or co-workers, aimed at crushing the individual utterly and eliminating him or her from the group. Leymann's conceptualization, which *Bullyproof* powerfully brings home to American readers, shifts attention from real or imagined reasons for cruelty to cruelty itself.

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