

OVERCOMING MOBBING

A Recovery Guide
for Workplace Aggression
and Bullying

MAUREEN DUFFY & LEN SPERRY



Overcoming Mobbing A Recovery Guide For Workplace Aggression And Bullying

**Wanda Cassidy, Chantal
Faucher, Margaret Jackson**



Overcoming Mobbing A Recovery Guide For Workplace Aggression And Bullying:

Overcoming Mobbing Maureen Duffy Ph.D., Len Sperry Ph.D., 2013-12-02 Research shows that as many as 37% of American workers have experienced workplace abuse at some time in their working lives Mobbing a form of abuse in which individuals groups or organizations target a single person for ridicule humiliation and removal from the workplace can lead to deteriorating physical and mental health violence and even suicide *Overcoming Mobbing* is an informative comprehensive guidebook written for the victims of mobbing and their families In an engaging and reader friendly style mobbing experts Maureen Duffy and Len Sperry help readers to make sense of the experience and mobilize resources for recovery The authors distinguish mobbing from bullying in that it takes place within organizational or institutional settings and demonstrate how mobbing is not about the occasional negative experience at work rather mobbing involves ongoing negative acts both overt and covert that over time erode workers confidence in themselves and in their workplaces Demystifying the experience of mobbing through the use of examples and case studies *Overcoming Mobbing* provides effective strategies for recovery from mobbing as well as for prevention More than a simple self help book this guide offers a detailed presentation of the causes and consequences of mobbing helps readers avoid falling into the trap of misplacing blame and holds organizations at the center of responsibility for preventing this devastating type of abuse In addition to those who have experienced mobbing this book is an invaluable resource for workplace managers and human resources personnel who wish to prevent or reverse mobbing within their own professional settings

[Summary of Overcoming Mobbing - \[Review Keypoints and Take-aways\]](#) PenZen Summaries, 2022-11-28 The summary of *Overcoming Mobbing A Recovery Guide for Workplace Aggression and Bullying* presented here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The book *Overcoming Mobbing* published in 2014 is a guide that provides actionable solutions to the problem of mobbing in the workplace It provides helpful insights into the conditions that allow for workplace mobbing to occur as well as advice on how victims of mobbing can best recover from their experiences and it is based on clinical practise and research *Overcoming Mobbing* summary includes the key points and important takeaways from the book *Overcoming Mobbing* by Maureen Duffy Len Sperry Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this summary key points are rewritten and recreated and no part text is directly taken or copied from original book 4 If original author publisher wants us to remove this summary please contact us at support mocktime com

[Overcoming Mobbing](#) Maureen P. Duffy, Len Sperry, Ph.D., 2014 *Overcoming Mobbing* is an informative comprehensive guidebook written for the victims of mobbing and their families who often can t make sense of the experience or mobilize resources for recovery

Workplace Bullying and Mobbing in the United States Maureen Duffy, David C. Yamada, 2018-01-04 Offering multidisciplinary research and analysis on workplace bullying and mobbing this two volume set

explores the prevalence of these behaviors in sectors ranging from K 12 education to corporate environments and exposes their effects on both individuals and organizations Workplace Bullying and Mobbing in the United States provides a comprehensive overview of the nature and scope of the problem of workplace bullying and mobbing By tapping the knowledge of a breadth of subject experts and interpreting contemporary survey data this resource examines the impact of bullying and mobbing on targets identifies what constitutes effective prevention and intervention surveys the legal landscape for addressing the problem from both American and for multinational employers transnational perspectives and provides an analysis of key employment sectors with practical recommendations for prevention and amelioration of these behaviors The contributors to this outstanding work include researchers practitioners and policy and subject matter experts who are widely recognized as authorities on workplace bullying and mobbing including Drs Gary and Ruth Namie cofounders of the U S workplace anti bullying movement Drs Maureen Duffy and Len Sperry internationally recognized authorities on workplace mobbing and professor David Yamada leading expert on the legal aspects of workplace bullying The set s content will be of particular value to scholars and practitioners in disciplines that overlap with American labor and employee relations industrial organizational psychology and mental health and law and conflict resolution

The Routledge Handbook of LGBTQ Identity in Organizations and Society Julie A. Gedro,Tonette S. Rocco,2024-05-28 Sexuality gender gender identity and gender expression are fluid constructs and the ways in which identity development intersects with organizations and exists in society are complex The book is comprised of a range of multi disciplinary and globally inspired perspectives representing leading edge scholarship by authors from over a dozen countries on a range of issues and contexts regarding LGBTQ identity and experience It is intended for a wide readership those who are in LGBTQ related academic fields those who want to broaden their coursework by offering supplemental readings that center the perspectives of LGBTQ identities and those who want to acquire knowledge and education on the subject of LGBTQ identity There are 36 chapters written by scholars in fields such as social work law queer studies business human resource management and development entrepreneurship criminal justice economics marketing religion architecture sport theater psychology human ecology and adult education The chapters can be read in sequence and the book can also be used as a reference work for which educators practitioners and non academics can identify and select particular chapters that inform areas of inquiry This handbook is the recipient of the R Wayne Pace HRD Book of the Year Award 2025

Stoicism, Bullying, and Beyond Matthew Sharpe,2022-07-29 This is the first book applying Stoic philosophy and its extraordinary exercises in resilience and self care to the epidemic problem of bullying and mobbing Aimed preeminently at targets it offers guidance on managing negative emotions and making good decisions in what for many people is the greatest challenge of their lives

Cases on Tour Guide Practices for Alternative Tourism Yildirim, Gulsun,Ozbek, Ozlem,Kilinc, Ceyhun Caglar,Tarinc, Abdullah,2020-06-19 Tour guides a highly responsible group of professionals who are in direct communication with tourists

traveling around the world have a great impact on the proper promotion of the culture of countries global peace and tolerance Additionally they are also effective in the preservation of world natural heritage Thus the educational status of tour guides as well as the characteristics and ethical values that they should possess need to be examined on an international scale In today s world where tourism demand is directed towards all types of tourism practices in special interest tourism should be customized in order to ensure the highest level of service quality and cultural appreciation Cases on Tour Guide Practices for Alternative Tourism provides emerging research exploring the theoretical and practical aspects of the occupational issues that surround tour guides and their applications within international tourism Featuring coverage on a broad range of topics such as cultural education specialized learning and international business this book is ideally designed for tour guides travel agencies tour managers tour developers heritage sites museums academicians researchers students industry experts and hospitality professionals

Workplace Bullying Dorothy Suskind,2023-06-20 A toolkit for managers wanting to create inclusive cultures by addressing toxic behaviors that stagnate innovation fracture work communities and drive out top employees and as a lifeline for employees suffering through workplace abuse Workplace Bullying Finding Your Way to Big Tent Belonging is a lifeline for people who have been targets of workplace abuse and are desperately trying to make sense of the trauma It is a resource for partners trying to help their loved ones heal And it is a toolkit for managers and industry leaders inspiring to create inclusive cultures by proactively addressing toxic behaviors that stagnate innovation fracture work communities and drive out top employees To simplify a complex topic and make the book readable and engaging for a wide audience the author uses the elements of story to tell the tale of workplace bullying zooming in on the characters settings and plotlines of cultures that allow and or encourage workplace abuse

Confronting Academic Mobbing in Higher Education: Personal Accounts and Administrative Action Crawford, Caroline M.,2019-09-27 Academic mobbing a bullying behavior that targets a specific faculty member is growing in higher education It is a dangerous phenomenon that often attacks competent researchers and scholars who are ethical outspoken in support of others and normally reflect professional achievement that is coveted resented and perceived as intimidating by lesser faculty and administrators Therefore it is important to understand how academic mobbing begins expands amongst faculty and administrators is actually supported by faculty and administrators by either proactive efforts or actively ignoring and results in a weakening of the higher education institution due to the reputation being detrimentally and many times irreparably impacted Confronting Academic Mobbing in Higher Education Personal Accounts and Administrative Action is an essential research publication that provides comprehensive research on the development of academic mobbing as a prevalent form of bullying within higher education and seeks to explore solutions and provide support for professionals currently dealing with this phenomenon Highlighting a range of topics such as ethics faculty outcomes and narcissism this book is ideal for higher education faculty deans department chairs provosts chancellors university presidents rectors administrators academicians

researchers human resources faculty policymakers and academic leaders **Destructive Leadership and Management**

Hypocrisy Selin Metin Camgöz, Özge Tayfur Ekmekci, 2021-07-08 Destructive Leadership and Management Hypocrisy Advances in Theory and Practice explores detailed insights into destructive leadership providing a deeper understanding of the implications of destructive leadership and valuable warnings and lessons to apply to your own career or organization

From Discord to Harmony LaVena Wilkin, Tony Belak, 2020-02-01 Conflicts happen and the workplace can be a cacophony for competing interests Consider that organizational culture is an ensemble of shared values beliefs assumptions perceptions and norms Organizations are not solos They are an accompaniment of individuals departments and divisions and each is competing for scarce resources Measure in a little power imbalance and organizational political posturing Then scale in the fact that today's managers are faced with diversity and cultural issues ranging from race and gender to individual ethnicity principles and philosophies about which employees are more vocal All this discord can strike a sharp note of dissonance However effective resolutions can change this discord to harmony Consider that music is not a single note Rather it is the silence between the notes that makes beautiful music and conflict is that silence Unfortunately conflict has a bad reputation and it is often labeled as disagreement fighting or arguing that leads to stress retaliation and resentment Some managers spend a disproportionate amount of their workdays dealing with conflicts They have not learned what causes conflicts or how to productively manage them As a result they often avoid or force outcomes causing discord fractured relationships loss of productivity and even lawsuits Learning to fine tune inevitable conflicts will help managers orchestrate a more harmonious workplace From Discord to Harmony Making the Workplace Hum is largely evidence based and many of the chapters contain cutting edge research by experts in their respective fields **Daughters Healing from Family**

Mobbing Stephanie A. Sellers, PHD, 2023-04-18 A galvanizing call to end family based anti female violence shaming and shunning stories and practices for healing from Family Mobbing Family Mobbing is a strategic process of power and control When daughters are mobbed they're not just shunned attacked or slandered they're also subjugated by a system of family rules that reinforces patriarchal oppression What makes mobbing so insidious and so under reported is that here family itself is the site of violence trauma and shame Family violence against girls and women is still legal even in America and even now Across cultures girls and women may be shunned or shamed emotionally mistreated or physically attacked by their families to maintain status social conventions and the family's own standing within their community Family Mobbing tactics can include slander gossip rejection beatings anti Queer violence and even honor killings child marriages and forced abortion Author Stephanie Sellers herself a survivor explores the global phenomenon of Family Mobbing revealing the secrets and patterns that play out behind closed doors and remain unseen unacknowledged and unaddressed She discusses Why families and communities alienate members of their groups Why women girls and LGBTQIA2S people are at higher risk of mobbing The ramifications of raising daughters to be submissive How and why mothers and grandmothers perpetuate cycles of Family

Mobbing against their daughters How to move on after being mobbed shunned or shamed Firsthand accounts from people all over the world who were mobbed by their families How different religious worldviews inform the practice and perpetuation of Family Mobbing Sellers offers stories definitions and solutions to help women girls and people of all genders who have been mobbed by their families She remembers and honors vast ancient traditions that recognize female sanctity and personhood as paths forward to healing with a focus on the practices and worldviews of Mother first cultures that can illuminate the path toward honoring valuing and respecting daughters

Cyberbullying at University in International Contexts Wanda Cassidy, Chantal Faucher, Margaret Jackson, 2018-08-31 Cyberbullying is a problem that is being increasingly investigated by researchers however much of the cyberbullying research literature to date has focused on children and youth *Cyberbullying at University in International Contexts* fills the gap in the research literature by examining the nature extent impacts proposed solutions and policy and practice considerations of bullying in the cyber world at post secondary institutions where reports of serious cyberbullying incidents have become more prevalent This book brings together cutting edge research from around the world to examine the issue of cyberbullying through a multi disciplinary lens offering an array of approaches interpretations and solutions It is not solely focused on cyberbullying by and against students but also includes cyberbullying by and against faculty members and permutations involving both students and faculty as well as institutional staff presenting perspectives from students practitioners and senior university policy makers It draws on research from education criminology psychology sociology communications law health sciences social work humanities labour studies and is valuable reading for graduate students in these fields It is also essential reading for policymakers practitioners and University administrators who recognize their responsibility to provide a healthy workplace for their staff as well as a safe and respectful environment for their students

Camouflaged Aggression in Organizations Alexander Abdennur, 2020-09-21 In *Camouflaged Aggression in Organizations* Alexander Abdennur unveils his theory of two modes of aggression in organizations confrontational and camouflaged Focusing on camouflaged aggression he describes patterns of behaviour and shows how these intersect with personality and sociocultural factors He defines the effects of non confrontational aggression in terms of organizational and mental health In discussing prevention and control of this harmful behaviour Abdennur recommends a cognitive approach to manage workplace hostility in businesses the public sector and not for profit organizations Professionals professors and students of psychology organizational behaviour and criminology will find this a necessary and insightful resource

The SAGE Encyclopedia of Criminal Psychology Robert D. Morgan, 2019-04-25 The *SAGE Encyclopedia of Criminal Psychology* will be a modern interdisciplinary resource aimed at students and professionals interested in the intersection of psychology e g social forensic clinical criminal justice sociology and criminology The interdisciplinary study of human behavior in legal contexts includes numerous topics on criminal behavior criminal justice policies and legal process crime detection and prevention eyewitness identification prison life offender assessment and

rehabilitation risk assessment and management offender mental health community reintegration and juvenile offending The study of these topics has been increasing continually since the late 1800s with people trained in many legal professions such as policing social work law academia mental health and corrections This will be a comprehensive work that will provide the most current empirical information on those topics of greatest concern to students who desire to work in these fields This encyclopedia is a unique reference work that looks at criminal behavior primarily through a scientific lens With over 500 entries the book brings together top empirically driven researchers and clinicians across multiple fields psychology criminology social work and sociology to explore the field

Beyond Human Resources Gonzalo Sánchez,Fernando Martín-Alcázar,Natalia García-Carbonell,2021-12-15 Beyond Human Resources Research Paths Towards a New Understanding of Workforce Management Within Organizations is a concise and pragmatic book about new trends and future lines in human resource management HRM It provides an overview of those crucial topics defining today s HR function It includes nine chapters offering a framework about urgent HR challenges and lines of actions to understand how HR adapts and innovates to face new organizational realities This volume is a useful resource for graduate students in the HR discipline

Bullying Noah Berlatsky,2015-04-02 This anthology contains a collection of essays that present contrasting viewpoints on bullying Taken together they offer a diverse array of opinions about the importance and effectiveness of anti bullying initiatives Readers will evaluate whether bullying is a growing problem whether parents should pay the price for having children who bully others and whether cyberbullying is an epidemic Disparate views of complex issues are encapsulated into a question and response format Important facts perfect for report writing are dispersed throughout in eye catching boxed insets

Healthcare Community Synergism between Patients, Practitioners, and Researchers Bryan, Valerie C.,Bird, Jennifer Lynne,2016-07-13 Proper health education is a vital component to ensuring patients satisfaction safety and well being To achieve this goal interdisciplinary collaboration has emerged as an innovative method for promoting healthy living Healthcare Community Synergism between Patients Practitioners and Researchers is an authoritative reference source for the latest scholarly research on the various collaborative efforts to improve the current state of health systems and patient education Highlighting research methodologies aimed to enrich the quality of available information in healthcare environments this book is ideally designed for medical professionals educators and researchers

Teen Mental Health Len Sperry,2022-09-27 This encyclopedia provides a concise introduction to the mental health topics of greatest concern to adolescents It offers young readers the information they need to better understand mental disorders and the importance of psychological well being Addressing mental illness and prioritizing psychological well being are important at any age but the teen years present unique challenges Hormonal changes peer pressure and the demands of school and a busy social life combined with many other factors put adolescents at high risk for mental health problems Certain disorders such as depression and anxiety are particularly prevalent in this age group as are risky behaviors like substance abuse self harm and

distracted driving Today's teens also face uniquely modern threats to their psychological well being such as Internet addiction and social media induced fear of missing out FOMO Yet there are also ample opportunities for adolescents to strengthen their mental health and resiliency through such practices as meditation activism and youth leadership Teen Mental Health An Encyclopedia of Issues and Solutions is a ready reference guide to the mental health topics that most affect the lives of American teens in the 21st century Entries are accessibly written and feature extensive cross referencing and helpful further reading lists This volume also offers a collection of recommended resources including a number of hotlines for teens in crisis

Managing People in Organizations Thomas Klikauer, 2018-10-06 This new and engaging core textbook offers a unique line manager perspective that presents students with HRM topics and issues that they will be confronted with once they enter the world of work in a managerial role It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization The author's deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees

Overcoming Mobbing A Recovery Guide For Workplace Aggression And Bullying Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the ability of words has be evident than ever. They have the capability to inspire, provoke, and ignite change. Such is the essence of the book **Overcoming Mobbing A Recovery Guide For Workplace Aggression And Bullying**, a literary masterpiece that delves deep to the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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Overcoming Mobbing A Recovery Guide For Workplace Aggression And Bullying Introduction

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