



Adult Bullying

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Goal: To discuss bullying amongst adults and its implications.

Objectives:

- Learn how to identify an adult bully.
- Assess to see if you are a bully or are being bullied.
- Understand the available options for coping with a bully.

Pre-Program Preparation

Print-Off Handouts:

Workplace Bullying Assessment
Program Evaluation Tool

Computer Needs

Computer and projector
Speakers

References

Work Place Bullying Institute <http://www.workplacebullying.org/>

This web page offers information on workplace bullying including impact, research and possible solutions.

Namie, G. (2014). “2014 WBI U.S. Workplace Bullying Study.” Workplace Bullying Institute. <http://www.workplacebullying.org/multi/pdf/WBI-2014-US-Survey.pdf>

This survey offers a wide array of available statistics concerning adult bullying.

Workplace bully quiz <http://psychcentral.com/quizzes/workplace.htm>

Online version of the print Workplace Bullying Assessment in the packet.

Adult Bullying



Presented by *Leader Name, (your title)*

Developed by Rick Peterson,
Associate Professor and
Extension Specialist

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Welcome to this presentation on “Adult Bullying”.



Adult Bullying

- Greeting Activity
 - Please move around the room and say something nice to someone else.

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Note to Presenter: *Ask everyone get up and say something nice to at least two other people. However, as the Presenter, you will say something negative to each person you greet. When finished, ask them to return to their seats.*



Adult Bullying

- How did it feel to have someone say something nice to you?
- Did you receive any negative comments?
- How did negative comments make you feel?
- Did you notice any physical or emotional reactions?

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Note to presenter: *After everyone is back in their seats, lead a short discussion by asking these questions. Ask them how the nice things made them feel. Ask them did they receive any negative comments? How did each of them make your feel? Did you notice any physical or emotional reactions?*



Adult Bullying

- This presentation will review
 - types of adult bullies.
 - the prevalence of bullying
 - if you are being bullied and
 - strategies to cope and intervene

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This presentation on adult bullying will :

Identify types of adult bullies,

Discuss the prevalence of bullying in the workplace and in social settings,

Complete a tool to assess if you are being bullied,

and provide strategies to cope and intervene if you or someone you know is being bullied.



Learning Keys

- Learn how to identify an adult bully.
- Assess to see if you are a bully or are being bullied.
- Understand the available options for coping with a bully.

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As a result, we will:

Learn how to identify an adult bully.

Assess to see if you are a bully or are being bullied.

Understand the available options for coping with a bully.



Bullying

- Bullying is aggressive behavior arising from the deliberate intent to cause physical or psychological distress.

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Bullying is not something that is limited to children. Research and even your own life experiences probably prove this. But what exactly is bullying? A definition of bullying is the aggressive behavior arising from the deliberate intent to cause physical or psychological distress.



Prevalence of Bullying U.S

- 27% of Americans have been bullied at work.
(Namie, 2014)
- 21% of witnessed bullying
- 72% are aware that workplace bullying happens
- 65 million workers affected by workplace bullying (those abused + those who witness it)
- The majority of adult bullies are someone in a position of authority.

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Most statistics on adult bullying relate to bullying in the workplace. Statistics on bullying indicate 27% of Americans have been bullied at work. Twenty-one percent have experienced bullying while 72% are aware that bullying happens in the workplace. Sixty-five million adults are affected by bullying every year. That is the equivalent of the populations of Texas, Louisiana, New Mexico, Arkansas, Oklahoma, Kansas, Colorado, Missouri, Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Montana, and Wyoming combined. The majority of adult bullies are someone in a position of authority.

While these statistics reflect workplace bullying, it is unlikely that a person's bullying behavior stops when they leave work.



Gender & Bullying Experience

- 69% of bullies are men
- 60% of bullied targets are women
- Women bullies choose women targets 68% of the time.

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Sixty-nine (69%) percent of bullies are male. Sixty percent (60%) of targets are female. Females target other females 68% of the time.



Bullying

- Where does bullying happen?

Schools



Work or Organizations



Families



Online



Bullying happens everywhere! At work and in our social and professional organizations, within our family, at school and increasingly, online.



Bullying Assessment

- Please fill out your assessment.
- The scoring interpretation is on the back page.

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Please take some time to fill out the bullying assessment. When completing the assessment, if you aren't employed, think about non-workplace situations you are in where these questions may apply. While doing so please take notice of the types of behaviors used to bully others.



Bullying Assessment

- What did you notice about the behaviors that made up the assessment?
- Have we observed these types of behaviors in others?
- Have we ever done any of these types of behaviors to other?

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Ask questions about:

What behaviors did you notice in the assessment?

Answers might include: hostility, ignoring a person, disrespectful behavior, verbal abuse, left out of social events, no response to requests/email/phone calls, subject of pranks, name calling, subject of gossip, etc.

Have we observed these types of behaviors in others?

How about in non-workplace environments?

Have we ever done any of these types of behaviors to others?

Bullying


- Why do they bully?

Power and Control



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Why do people bully? Bullying is about Power and Control.



Types of Bullies

Types of Adult Bullies	
Narcissistic	Lack empathy & concern for consequences; egotistic; put others down
Impulsive	Low impulse control; harassment may be unintentional; may bully in periods of duress that have nothing to do with the victim
Physical	Threat of harm; looming/ theft/damage to property
Verbal	Rumors; derisive/ condescending language
Secondary	Doesn't start it, but joins in to avoid victimization; concerned with self-protection

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Most bullies can be classified as one of these types:

Narcissistic Adult Bully

This type of adult bully is self-centered and does not share empathy with others. Additionally, there is little anxiety about consequences. He or she seems to feel good about him or herself, but in reality has a brittle narcissism that requires putting others down.

Impulsive Adult Bully

Adult bullies in this category are more spontaneous and plan their bullying out less. Even if consequences are likely, this adult bully has a hard time restraining his or her behavior. In some cases, this type of bullying may be unintentional, resulting from periods of stress, or when the bully is actually upset or concerned about something unconnected with the victim.

Physical Bully:

While adult bullying rarely turns to physical confrontation, there are, nonetheless, bullies that use physicality. In some cases, the adult bully may not actually physically

harm the victim, but may use the threat of harm, or physical domination through looming. Additionally, a physical bully may damage or steal a victim's property, rather than physically confronting the victim.

Verbal Adult Bully:

Words can be quite damaging. Adult bullies who use this type of tactic may start rumors about the victim, or use sarcastic or demeaning language to dominate or humiliate another person. This subtle type of bullying also has the advantage – to the bully – of being difficult to document. However, the emotional and psychological impacts of verbal bullying can be felt quite keenly and can result in reduced job performance and even depression.

Secondary Adult Bully:

This is someone who does not initiate the bullying, but joins in so that he or she does not actually become a victim down the road. Secondary bullies may feel bad about what they are doing, but are more concerned about protecting themselves. Regardless of the type of bullying those who are bullied at work or other places don't forget about it when they go home.

All bullying is about power and control and attempts to dominate others.

Bullying



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We are going to watch a video about Jonathan Martin, a pro-football player, who was experiencing adult bullying. In 2012, Jonathan Martin was excited, and rightfully so. He was graduating from Stanford University and was projected to be a top pick at the NFL Draft. As the number-three pick for offensive tackle, Martin was in high demand, and was drafted by the Miami Dolphins in the second round for his rookie season. However his life was about to change as we will see (play video).

[After video] Ted Wells, NFL investigator, reported that Jonathan Martin was subjected to "a pattern of harassment" that included racial slurs and vicious sexual taunts about his mother and sister by three teammates.

So what can we learn from Jonathan's story? That anyone can be bullied if the culture allows it. However, there are some strategies that you might find helpful when dealing with a bully.



Bullying

- Anyone can be a target of a bully
- What to do about it?

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As we have discussed, bullying is not a phenomenon isolated only to children. Millions of adults are affected by it annually.

While there are many different types of bullies you can do something about it.



Useful Strategies

- **Avoid** – If possible, try not to be in situations with your bully. If you can not avoid you may be have to remove yourself from the situation.

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If you are faced with a bully, one of the best strategies to use is removing yourself from the situation. Be careful to not make it an obvious reaction out of fear that you are avoiding the bully as this may only encourage the bully.



Useful Strategies

- **Ignore** any inappropriate behavior
- Use 'I messages' to **Respond**
- Use humor to **Deflect**

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Ignore any inappropriate behavior. Bullies want something from you. They want control and domination. If you do your best to keep up the appearance of looking unfazed, the bully will probably move on to someone more likely to react. Emotional reactions are likely to invite more bullying.

“I messages” are a way to express your feelings and ask to be treated differently. For example, you could say “I feel upset when you make fun of the way I look” “I would like you to stop”. This strategy may work best in a setting where others are present.

Using humor is another way to deflect teasing/bullying. By laughing at the hurtful comments or put-downs it shows that the teasing has little effect on you. Another way to show indifference is to respond to the teasing with *“So”*. By responding with “so” you indicate the teasing doesn’t matter. This simple reply is often an effective response.



Useful Strategies

- **Report to someone who can help.**
Tell a friend, a supervisor, a family member – anyone in a position to help you do something. If your bully is your boss, reporting to someone higher up may be necessary.

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Report the behavior to someone who you think can help.



Useful Strategies

- **Document** – Write down any harassment you experience. Keep all emails, voicemails, text messages, online posts, etc. that physically show your harassment.

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Documenting the bullying behavior is important.



Change the Culture

- Cultural change occurs in small ways.
- Take action – it starts with you.
- Don't be a by-stander - bullying is sustained by the silence of those who witness it, but say nothing.



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Do you remember Jonathan? Jonathan is sharing his story about dealing with the effects of bullying and depression to school age children in hopes that his message can change the culture.

Are there questions or comments?

Adult Bullying



Please fill out your evaluation form.

Thank you for participating in this presentation about adult bullying.

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Please fill out your evaluation form. Thank you.



Workplace Bullying Assessment/Quiz

Based upon the Workplace Aggression Research Questionnaire (WAR-Q)
March 24, 2008

Instructions: This is a screening test to help you determine whether you might have been involved in workplace aggression or bullying. Use this assessment to determine if you're a victim of bullying. Occasional insults don't count. Bullying occurs when the behavior has occurred consistently during the past six months. *Circle the number that corresponds to each answer. After answering all the questions, add up all circled numbers; this total is your assessment score.*

1. Been glared at in a hostile manner?

- No 0
- Sometimes 1
- Regularly 2

2. Been excluded from work-related social gatherings?

- No 0
- Sometimes 1
- Regularly 2

3. Had others storm out of the work area when you entered?

- No 0
- Sometimes 1
- Regularly 2

4. Had others consistently arrive late for meetings that you called?

- No 0
- Sometimes 1
- Regularly 2

5. Been given the "silent treatment"?

- No 0
- Sometimes 1
- Regularly 2

6. Not been given the praise for which you felt entitled?

- No 0
- Sometimes 1
- Regularly 2

7. Been treated in a rude or disrespectful manner?

- No 0
- Sometimes 1
- Regularly 2

8. Had others refuse your requests for assistance?

- No 0
- Sometimes 1
- Regularly 2

9. Had others fail to deny false rumors about you?

- No 0
- Sometimes 1
- Regularly 2

10. Been given little or no feedback about your performance?

- No 0
- Sometimes 1
- Regularly 2

11. Had others delay action on matters that were important to you?

- No 0
- Sometimes 1
- Regularly 2

12. Been yelled at or shouted at in a hostile manner?

- No 0
- Sometimes 1
- Regularly 2

13. Been subjected to negative comments about your intelligence or competence?

- No 0
- Sometimes 1
- Regularly 2

14. Had others consistently fail to return your telephone calls or respond to your memos or e-mail?

- No 0
- Sometimes 1
- Regularly 2

15. Had your contributions ignored by others?

- No 0
- Yes 1
- Not Applicable 0

16. Had someone interfere with your work activities?

- No 0
- Sometimes 1
- Regularly 2

17. Been subjected to mean pranks?

No 0
Sometimes 1
Regularly 2

18. Been lied to?

No 0
Sometimes 1
Regularly 2

19. Had others fail to give you information that you really needed?

No 0
Sometimes 1
Regularly 2

20. Been denied a raise or promotion without being given a valid reason?

No 0
Sometimes 1
Regularly 2

21. Been subjected to derogatory name calling?

No 0
Sometimes 1
Regularly 2

22. Been the target of rumors or gossip?

No 0
Sometimes 1
Regularly 2

23. Shown little empathy or sympathy when you were having a tough time?

No 0
Sometimes 1
Regularly 2

24. Had co-workers fail to defend your plans or ideas to others?

No 0
Sometimes 1
Regularly 2

25. Been given unreasonable workloads or deadlines -- more than others?

No 0
Sometimes 1
Regularly 2

26. Had others destroy or needlessly take resources that you needed to do your job?

No 0
Sometimes 1
Regularly 2

27. Been accused of deliberately making an error?

No 0
Sometimes 1
Regularly 2

28. Been subjected to temper tantrums when disagreeing with someone?

No 0
Sometimes 1
Regularly 2

29. Been prevented from expressing yourself (for example, interrupted when speaking)?

No 0
Sometimes 1
Regularly 2

30. Had attempts made to turn other employees against you?

No 0
Sometimes 1
Regularly 2

31. Had someone flaunt his or her status or treat you in a condescending manner?

No 0
Sometimes 1
Regularly 2

32. Had someone else take credit for your work or ideas?

No 0
Sometimes 1
Regularly 2

33. Been reprimanded or "put down" in front of others?

No 0
Sometimes 1
Regularly 2

Total = _____

Scoring Interpretation:

If you scored...	Then...
34 & up	Serious Bullying Likely
17 - 33	Bullying Likely
16 - 12	Bullying Possible
0 - 11	Bullying Unlikely

Source: Neuman, J. H., & Keashly, L. (2004, April 4). *Development of the Workplace Aggression Research Questionnaire (WAR-Q): Preliminary data from the Workplace Stress and Aggression Project*. In R. J. Bennett & C. D. Crossley (Chairs), *Theoretical advancements in the study of antisocial behavior at work*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.



Please take a moment to provide feedback on this program.

1. Regarding the **overall program/teaching** (rate your response by circling a number):

Statement	Scale (1= Worst, 5 = Best)				
The value of the lesson was	1 not valuable	2	3	4	5 very valuable
The overall teaching was	1 poor	2	3	4	5 excellent
The teacher's knowledge of the lesson was	1 poor	2	3	4	5 excellent

2. Regarding **what you know and actions you plan to take** (circle your response):

- I learned new information today. YES NO
- I plan to use the information I learned today. YES NO
- I feel this information can be beneficial to everyone YES NO
- I think I now know more about adult bullying YES NO
- I know how to better cope and help others YES NO

3. This lesson was delivered by a(n) (check only one):

_____ TEEA Member. _____ Extension Agent/Specialist _____ Other Speaker.

4. Please tell us about yourself.

I am a _____ Woman. _____ Man.

I am in District: 1 2 3 4 5 6 7 8 9 10 11 12

I have been a member of TEEA for _____ years.

My age is _____ years-old.

5. Additional Comments.

Thank You For Completing This Form!