

The Hidden Bully at Work



ACTivate HR

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Spot the Insidious Behaviour that's
Hurting Your Team



ACTivate HR

Workplace Bullying

The True Cost is Staggering





40%

of employees report
being bullied

1.5 X annual
salary to replace staff

\$30K+
per threat or lawsuit



Traditional
Bullying Behaviour
is Easiest to
Identify

Yelling
Swearing
Belittling
Throwing Things
Physical Violence
Aggressive Posturing

Other Bullying
Behaviours can be
more Difficult to
Identify

Peer Sabotage

Cyberbullying

Poisoning the Well

Ostracism

Scapegoating

Peer Sabotage



Manage
Up

Minimize
Others

Credit
Hog

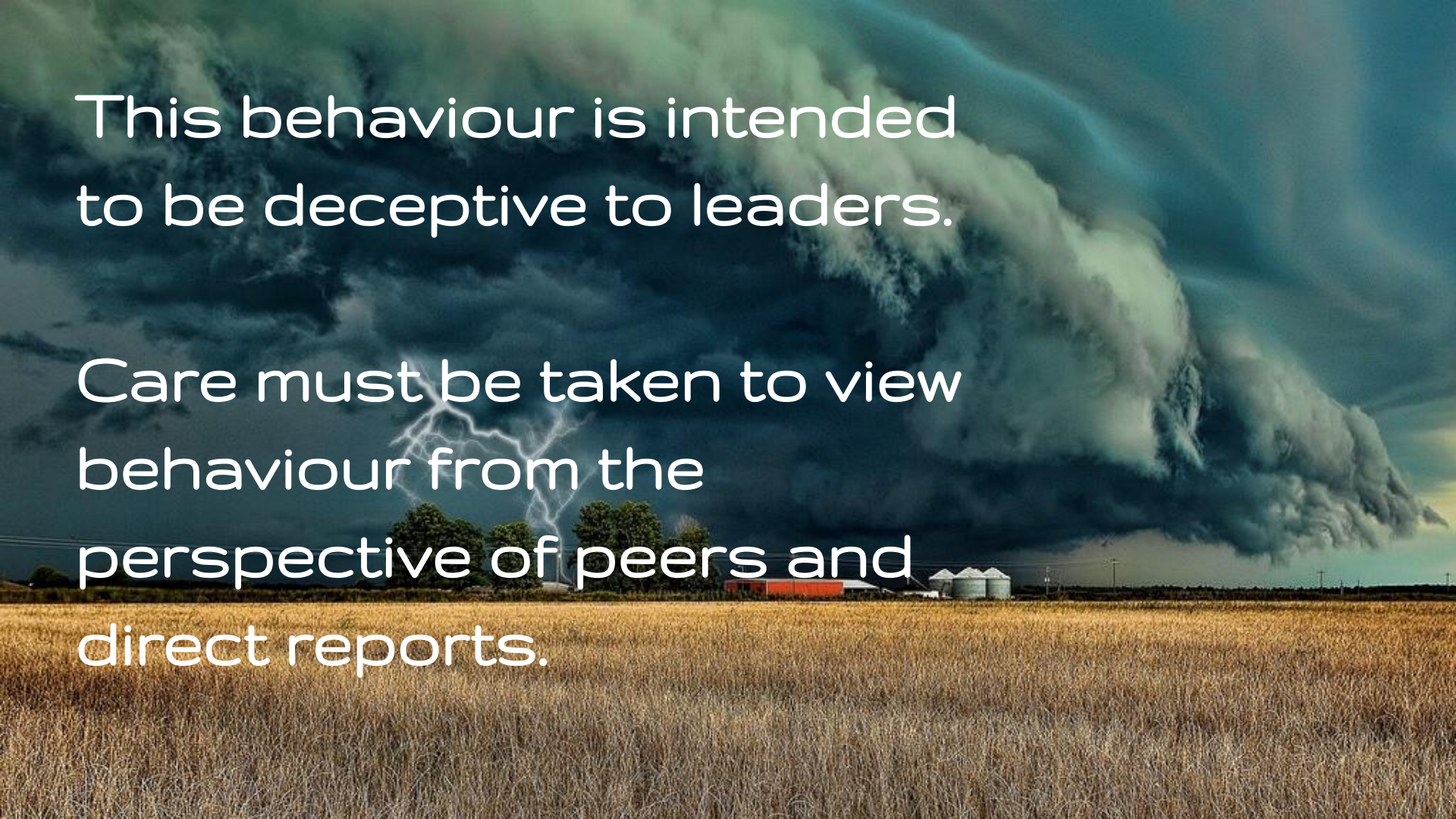
Finger
Pointer

Rumour
Spreading

Two
Faced

This behaviour is intended
to be deceptive to leaders.

Care must be taken to view
behaviour from the
perspective of peers and
direct reports.



Cyberbullying

The background of the slide shows a close-up of several people's hands holding and using smartphones. The focus is on the devices and the interaction with them, suggesting a digital context. The people are partially visible, with their faces mostly obscured or out of focus.

Gang/Pack Mentality

Intent to Exclude

Demeaning Texts/Emails

BCC to Others

‘Accidental’ Forwards

As technology and social media become more present in workplaces, employers must keep up to protect employees.

Well crafted policies around bullying, technology and social media use are a must. Vigilance to team dynamics must be shown by the leader.



Cyberbullying

Poisoning the Well

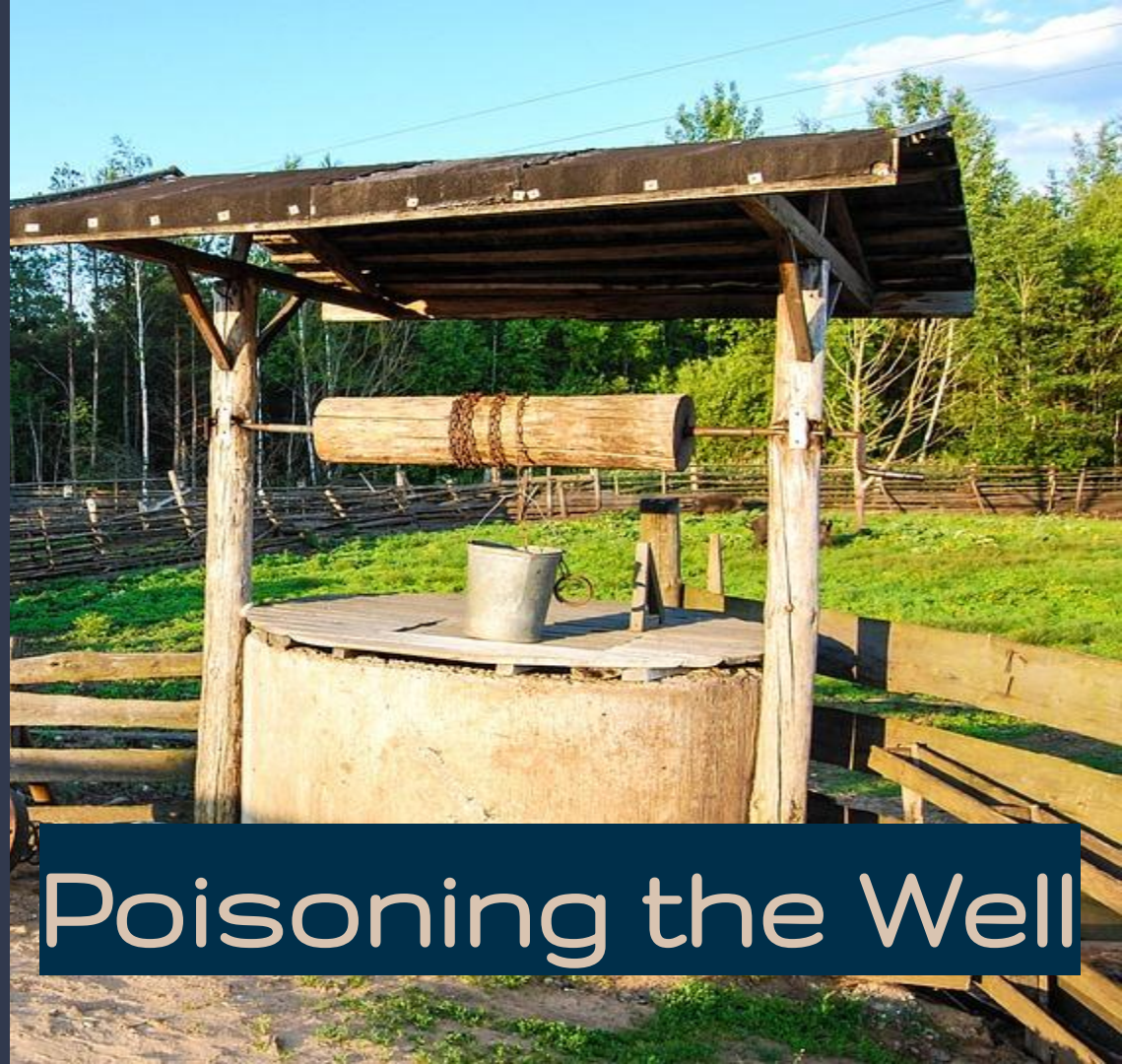
A photograph of a well in a lush green forest. The well has a brown, corrugated metal roof supported by wooden posts. The well itself is made of stone or concrete and is partially obscured by the surrounding vegetation. The background is filled with tall trees and dense foliage.

Attempts to preemptively discredit or ridicule intended target

Often used to target high performers to leave organizations

Plants a seed of doubt or distrust in others

- An intentional act to preemptively discredit another
- This tactic is often used to get high performers to leave an organization
- Many self select out when their previously strong work is now under sharp criticism
- A quick way to lose your best people



Poisoning the Well

Ostracism

A black and white photograph of a person sitting alone on a bench. The person is wearing a hoodie and a backpack, and their back is to the camera. The bench has a slatted design, and the background is blurred, suggesting an outdoor setting. The overall mood is one of isolation and solitude.

- Talking ceases when someone enters a room
- Ignored or Excluded by Leaders or Peers
- Socially Isolating

A black and white photograph of a person sitting on a set of stairs, viewed from behind. The person is wearing a light-colored hoodie and a dark backpack. The word "Ostracism" is overlaid in large white text on the lower left of the image.

Ostracism

Ostracism is seen as more socially acceptable and is often ignored in a work setting.

Ostracism is proven to be more psychologically harmful than overt hostility. Leaders and policies must be clear on interpersonal workplace expectations.

ScapeGoating



Placing blame unfairly on another

Targets become fearful and overly cautious

Setting up someone to 'take the fall' on event of failure

- Scapegoating must be called out and dealt with as any misbehaviour
- This behaviour, left unchecked, often leads to a pattern of finger pointing.
- Targets fear they will be left to blame if other 'reasons' aren't identified.

ScapeGoating



80%

Of Workplace Bullying Targets are Women

Targets are typically capable, dedicated employees



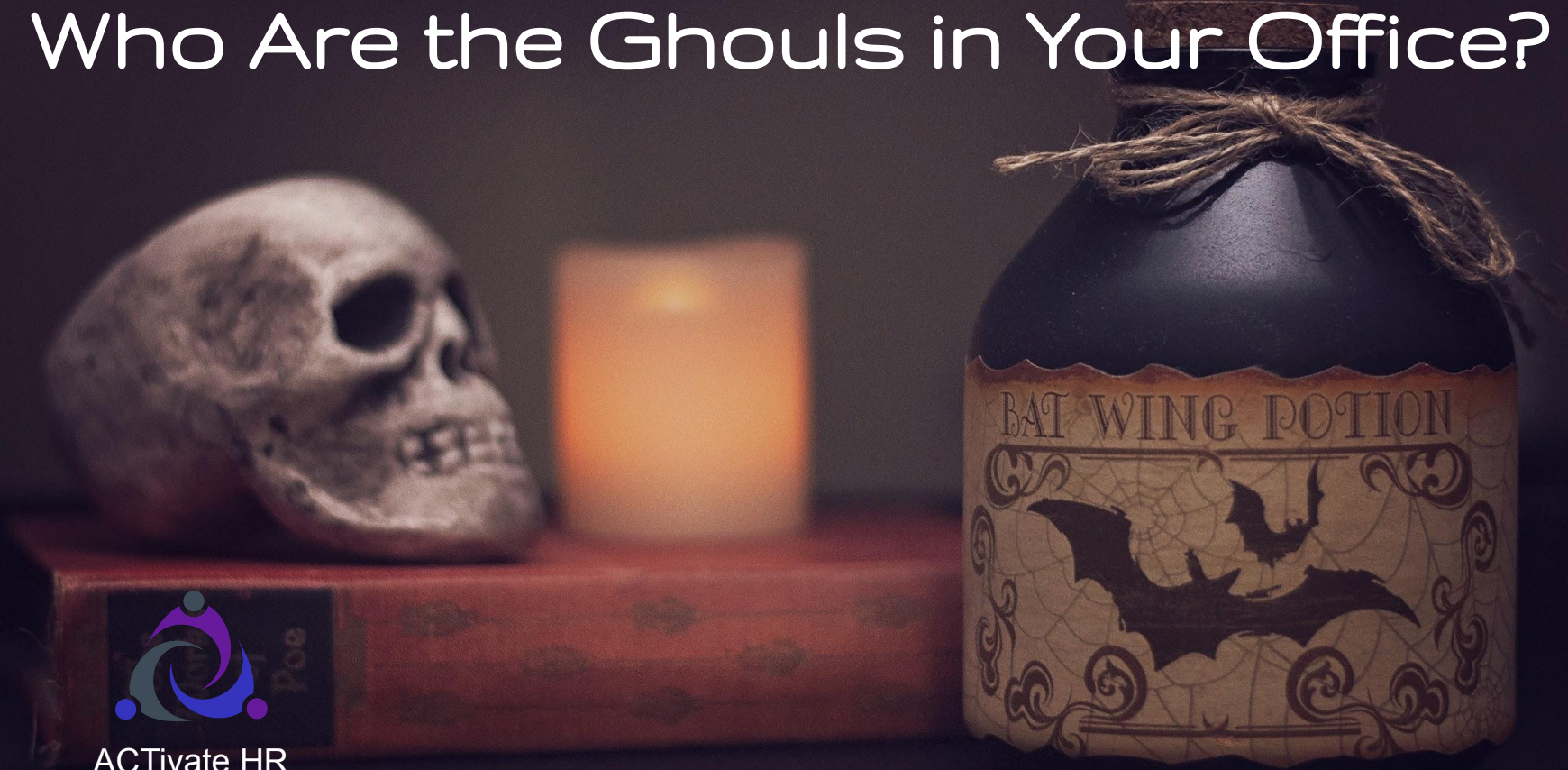
- Used to mask the bully's insecurity
- Intended to sabotage a target who is viewed as a threat to the bully
- Used to further the agenda of a bully at the expense of a target
- Shift blame for the bully's behaviour to the target



Solutions

- Create an Anti-Bullying policy for your organization
- Train all staff and leaders to recognize the signs
- Treat all complaints seriously and investigate
- Hold all offenders accountable, regardless of position or unique skill

Who Are the Ghouls in Your Office?



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