

The Truth about Workplace Bullying and Mobbing

The reality behind misconceptions

- 1 MYTH: Bullies are strong leaders.**
FACT: On the contrary, bullies are ineffective leaders. They are typically highly insecure and/or incompetent. Examine the words they direct to you but don't take them to heart. Social psychology reveals they are the bullies' shortcomings, not yours.
- 2 MYTH: Employees targeted by bullies are just weak.**
FACT: Decades of research reveals the employees who are targeted by bullies are typically the strongest and most productive workers. They are also well-liked by their peers. Bullies are typically jealous and/or threatened by their co-worker's competence and likeability.
- 3 MYTH: Bullying is just a style of management.**
FACT: Bullying is a dire behavioral issue. Psychologically harassing and/or abusing another human being is a violation of the most fundamental of human rights. It has long been determined there is no place for such behavior in any civilized society. The U.S. workplace should not be an exception.
- 4 MYTH: My employer would never allow this kind of unprofessional behavior.**
Fact: The majority of U.S. workplaces fail to appropriately address psychologically abusive behavior. Employers are not liable per se for the psychological safety of their employees. In unethical workplaces, the behavior is allowed, as they perceive addressing it as threat of liability.
- 5 MYTH: My employer would never do anything that would cause me harm.**
FACT: Mobbing is organizational bullying. In unethical workplaces, instead of helping the targeted employee, the employer/its representative employees double down and invoke willful blindness to the bully's behavior and deafness to the employee's cries for help, further victimizing the targeted employee.
- 6 MYTH: Laws that would address workplace bullying and mobbing would create a civility code.**
FACT: While there is nothing wrong with a civil workplace, a law specifically addressing bullying, mobbing, or any other form of harassment would not create a civility code as the proposed bill would not assure civility.
- 7 MYTH: My employer already has a policy in place to address workplace bullying and mobbing.**
Fact: There are many employers who have policies in place but are under no obligation to follow them. So they don't.
- 8 MYTH: Targeted employees should just lay low. It will all blow over.**
Fact: Until laws are enacted, the best thing you can do for yourself is to forge a path elsewhere. There are three outcomes for targeted and victimized employees: 1. They leave voluntarily because they have become sick from the stress. 2. They are fired because they can no longer perform their jobs because of the stress. 3. They die.
- 9 MYTH: Passing a law will open floodgates of litigation.**
FACT: Not true. When the Occupational Safety and Health Act was enacted to hold employers liable for the physical safety of their workers, the workplace improved significantly. The floodgates of litigation never opened.

There is one thing employers know how to do: avoid liability.



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