



HELPING HANDS



Workplace Bullying

(excerpts from the Workplace Bullying Institute, www.workplacebullying.org and Common Workplace Bullies (And How To Deal With Them), Fast Company, May 16, 2016)



Workplace bullying is alive and well. According to the Workplace Bullying Institute, 27% of respondents to a 2014 survey had current or previous experience with workplace bullying, while 72% were aware of workplace bullying incidents. But all bullies are not the same, They often have different styles and approaches. Some may even be hybrids of different types. Here are some of the most common:

AGGRESSIVE JERK

This angry bully thrives on and excels at insults and name calling. This type of bully isn't concerned with keeping a low profile—they're hard to miss because of their bombastic style. They'll embarrass and humiliate you in front of others, and are often in a position of authority or have some other

sort of power that allows them to do so.

SCORCHED-EARTH FIGHTER

This type of bully is cutthroat with a relentless need to come out on top. But it's not enough to win—his or her opponent has to lose. Scorched-Earthers pull out all the stops to make sure that the victims in their sites are hurt in some way. Many cyberbullies fall into this category.

SHAPE-SHIFTER

When you tell others about the bullying you've experienced at the hands of this person, they may have a hard time believing you. The Dr. Jekyll and Mr. Hyde personality differences make the Shape-Shifter seem like two different people, Curry says. This bully is charming to those they seek to take advantage of or who offer opportunity to them, "but they've got their claws out for anyone else,".

CHARACTER ASSASSIN

This gossipy bully tells stories and defames you behind your back. This bully can be particularly dangerous, because your reputation may be damaged before you know it's even happening or can defend yourself.

Workplace bullies behave similarly to teen bullies. In addition to intimidating their victims, they may spread rumors to tarnish a coworker's reputation, or fail to invite an employee to a key team meeting. They may also make fun of their coworkers or tell inappropriate jokes at a victim's expense.

Bullying isn't just detrimental to victims, it damages the entire work environment. Workplace bullies impact every level of business, from productivity and profitability to creativity and office morale.

Your Employee Assistance Program representative lists below can help you determine





What To do

(Excerpts from 5 Common Workplace Bullies (And How To Deal With Them). Fast Company, May 16, 2016)

While bullies vary in type, surprisingly, dealing with them often requires a very similar set of tactics. The key is to stop the bullying as soon as you start to see it happening.

If you're being targeted and bullied, it's going to take a toll. It's a surprisingly short amount of time before you're a nervous wreck. If you're dealing with a workplace bully, try these steps.

Ground yourself. The bully is looking for your reaction. If you show that you're hurt or upset, that's going to make them happy as heck. Find a way to stay calm and work on your game face. Try to stay calm in the face of bullying.

Start documenting. Write down what happened and when. Keep detailed accounts of the circumstances, exactly what was said, and who, if anyone, heard or saw it.

Turn the tables. Sometimes, calling the bully's bluff works. Try responding to abusive statements such as, "You always mess up," with "What would you have done differently?" If the bully responds with another smear, like "I would have just done it right to begin with," ask for specifics. Often, the bully has nothing constructive to add and will back off.

Find a champion. Your company may have a formal human resources process for dealing with bullies. Don't wait to report egregious behavior. The bully could be damaging your reputation behind your back. If your company doesn't have such a process, or if the person to whom you would report is the culprit, try to find a champion elsewhere—another supervisor or leader in the company who can intervene on your behalf.

IAM Peer Employee Assistance Program



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

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