(Free read ebook) Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying

Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying

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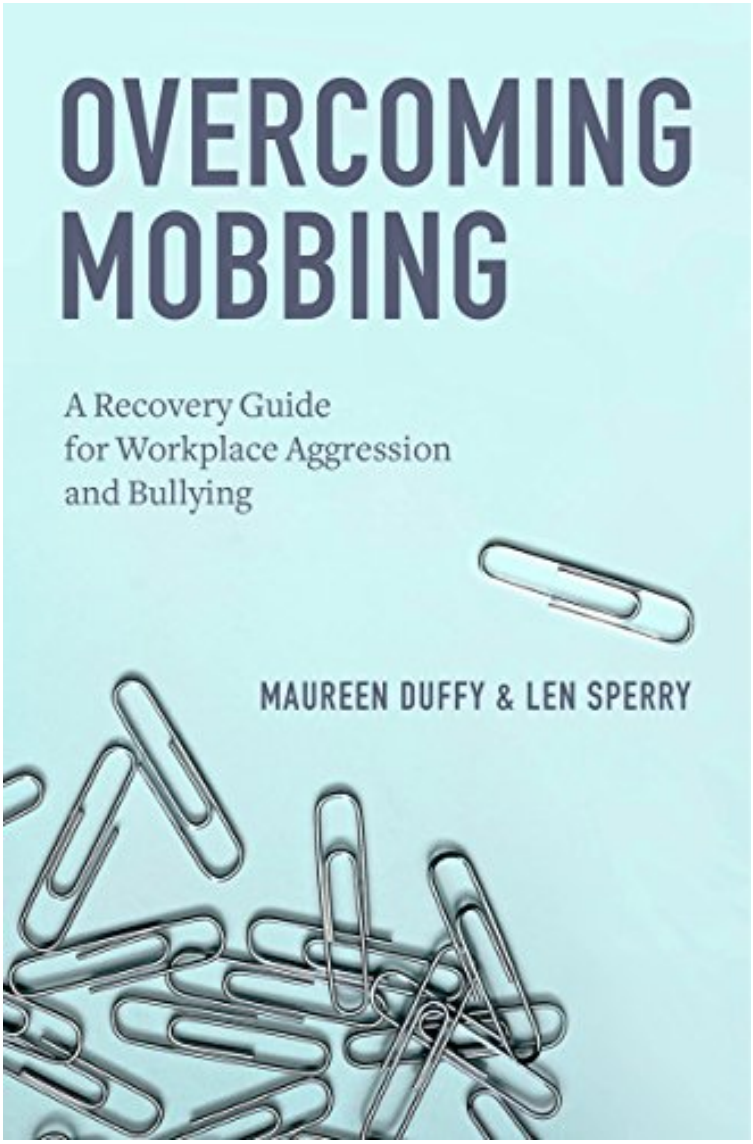

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Maureen Duffy Ph.D., Len Sperry Ph.D. : Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying before purchasing it in order to gage whether or not it would be worth my time, and all praised Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying:

10 of 10 people found the following review helpful. Helpful Discussion of a Very Difficult IssueBy Anonymous ReaderThis book is important if only because it was written. Mobbing is under-reported and under-acknowledged in

the United States, and the authors have provided an important service in writing this book. Readers should know going in, however, that only chapters 8 and 9 (the last two chapters of the book) deal to any significant degree with overcoming mobbing. The initial seven chapters present the authors' theory of mobbing and the effects of mobbing: both needed and worthwhile topics, but not the supposed focus of the book.To my mind, as a target (or, as these authors would phrase it, a victim) of mobbing in two workplaces-- one instance severe and one instance comparatively moderate (and no, I'm not a 'head case'), the most valuable aspects of the book are: 1)The candid and comprehensive listing of the economic, career, physical and psychological consequences of mobbing for targets (or victims) and their families. 2)The classification of these consequences as deliberately inflicted injuries which warrant redress (even if such redress is, at least in the United States, exceedingly difficult to come by.) 3)The personal recovery tools provided in Chapter 8, which can be used with or without the help of a counselor. (Working with a counselor might be preferable, if possible, as the trauma associated with mobbing is typically wide-ranging and severe.) 4)The discussion of organizational approaches to addressing and preventing mobbing, and the typology of mobbing-prone organizations (Chapter 9). In the United States, exceedingly few organizations acknowledge or address mobbing, but it is helpful to learn that the World Health Organization expressly endorses workplace safety with respect to psychosocial well-being.Based on my own experiences and the experience of a family friend, I dispute the authors' depiction of mobbing, which de-emphasizes the individual and group dynamics to emphasize the organizational causes of the phenomenon. (Granted, my sample size is small.) From what I've seen, mobbing is started by a dysfunctional and manipulative person or person, which spreads throughout a work unit. While I agree that organizations are complicit (if only by turning a blind eye), I'd weight dysfunctional and manipulative people and their ability to influence groups more heavily than do the authors in a discussion of mobbing's causes. Where the authors and I agree is on the need for the larger organization to intervene and correct the situation, and the need to hold the organization accountable for failing to do so.Finally, I prefer the term 'target' to 'victim' to describe those who have experienced mobbing. While the authors use the term victim in the sense of someone who has been injured unjustly, I feel that the term conveys weakness. That is not the authors' intent, but I am more comfortable with a more neutral term.4 of 4 people found the following review helpful. Therapist Recommended!By Jessi BrownI am a licensed psychotherapist with a clinical specialty in treating targets of workplace bullying and mobbing. There is a paucity of well-written, approachable, therapeutic resources in this field and Drs. Duffy and Sperry have adeptly helped to fill this void. Overcoming Mobbing is one of only two books I consistently recommend to clients. It is an amazing resource and the perfect adjunct to therapy! The authors provide an excellent overview of the phenomenon of mobbing, while offering sound, effective strategies to help individuals heal from the immensely painful experience of being targeted in the workplace. I highly recommend this book for anyone seeking a greater understanding of mobbing and workplace bullying. But even more importantly, I recommend it for individuals and helping professionals who need practical solutions for recovery.3 of 3 people found the following review helpful. sad reality of many workers todayBy Irena JakobsdatterIt is just that perhaps it has a wrong title. We learn a lot about mobbing situations and who the typical victims are and what the processes of recovery are. But this book is not a self help guide on how to get through mobbing like a winner. I think it is more meant for HR persons and people responsible for good working environment, stimulating team work. I had to burry quite a lot of false prejudices I had about mobbing (I thought victims are typically silent, generally incapable types that have no other choices than to put up with it ...). I have purchased several copies and unfortunately had to sent them to my hard working, very smart, successful friends who are currently experiencing mobbing. :(The book is a sad and emotionally difficult to read (if you have empathy). It has also fought me that we are much less individual than we usually think, we are very social beings who take sides in work situations and are, to keep our jobs, many times silent when witnessing unfairly treated colleagues. Overall, this is an excellent resource on mobbing (which is different than bullying) and as far as I can see, one of a kind in this field. That being said, I hope the authors will consider revising it, making it more detail and up-to date in some near future. This book is too important to get rusty. I would actually recommend it to anyone starting to work in a job, where an interaction with colleagues is a must.

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.