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BULLYING  
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## NEWSLETTER: December 2018



Tackling  
Workplace Bullying  
in Different  
Workplace  
Climates

*Clara Wajngurt, Ph.D.*

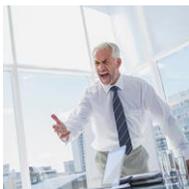
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## Tackling Workplace Bullying in Different Workplace Climates



The organizational environment lends itself to many cultures and some of these cultures give rise to workplace bullying more than others (*Mental Health America*):



**Dictatorial Culture** is engendered by power and control. Workplace bullying is rampant. there are high levels of secrecy, jealousy and paranoia amongst the employees.

**Disjointed Culture** is engendered by a lack of organization, lack of checks and balances and lack of direction. While it appears hierarchical, there is little enforcement and handling conflicts are difficult. Often there is nepotism and cronyism here and feedback on one's performance is missing. Workplace bullying can thrive in such a climate as well, especially as there is favoritism.



**Stable Culture** is a culture which provides clear goals and accountability for employees. Communication is open and clear. Conflicts are dealt with effectively and immediately. There is no fear of retaliation. Employees are supported and encouraged. Everyone is interested in the success of the corporation not in the individual.

The fact is that our workplaces are reminiscent of all three types of cultures. This means that workplace bullying will occur depending on the type of environment we have. As a result we need to be prepared when workplace bullying occurs.

### **Employees should consider the following process if you are being bullied:**

1. **Acknowledge there is a problem.** Call it workplace bullying and recognize it is toxic behavior. Understand you are not to blame.
2. **Document the behavior confidentially.** Keep a record of toxic workplace behavior.
3. **Focus on healing and support.** How is the workplace bullying affecting you? Build up your strengths and focus on your value as a person by raising your self-esteem.
4. **Strategize & analyze company policies.** Ask what workplace bullying policies are in place. Think about your course of action - putting your best foot forward.
5. **Take action** based on your level of comfort. Understand the social dynamics of your climate communicate with others and let them know if we allow the bullying in our workplace to continue it is poor business practice.
6. **Collaborate** to make your workplace healthier-by reviewing data and current policies, opening a dialogue with our employees-and being flexible.

In this way workplace bullying will be tackled effectively!

*Clara Wajngurt, Ph.D.*



If you'd like to write a contribution for this newsletter please send to:  
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