



Workplace bullying: symptoms and solutions

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In the introductory chapter Teahra writes that 'one of the most challenging aspects of working with bullying is the need to reflect on the nature of human relationships and to explore whether it is ever helpful to regard one party in a conflict as wholly evil or guilty and the other as totally innocent and blameless' (p17). This sentence sets workplace bullying symptoms and solutions apart instantly from the majority of titles that have been published on workplace bullying.

In reading the book it is clear that the focus here is on the 'real world' and how bullying is not just a dyadic relationship between the 'accused' and the 'perpetrator' but rather that the problem is systemic.

The book is thoughtfully divided into four parts, three of which have a consistent theme, which is carefully crafted in a way that leads the reader forward to a central point. Part one focuses on the impact and symptoms of bullying before arriving at the two central elements which aim to effect organisational responses: the personal story of a 'target' and the emotional issue of suicide. This is followed up with the impact of bullying on those around the 'target': work colleagues (witnesses) and human resource (HR) specialists.

Part two focuses on the use of various interventions such as mediation, coaching and counselling. The chapters highlight the usefulness of these approaches in dealing with poor communication and conflict as well as the negative aspects of overworking the 'accused'. Teahra calls for a re-appraisal of mythology surrounding this topic. The central theme is that there are too few specialists, therapeutically trained coaches/counsellors/mediators working in this area, a comment frequently echoed in the pages of this journal.

Organisational interventions form the focus of the third part of the book: co-worker support, awareness and conflict training and how the Advisory, Conciliation and Arbitration Service (ACAS) can help. This is an information overload which is quite dry in comparison with the other sections of the book. The important element here is the future direction of implementing change: should it be driven through a command and control legislative approach or

through a more collective mechanism? I did feel that this debate could have been expanded upon.

The final section was strangely titled 'Other wisdoms'. It consists of three chapters which seem at first not to fit anywhere else in the book and yet they do seem to offer a way of understanding the book. The first last chapter on extending Karpmann-Drama Triangle to help explain group dynamics in bullying events. This chapter resonated with me, probably because this is an area in which I have a major research interest. The second contribution was an overview of the Secondary S Model which is a model designed to engender cultural change in organisations. The final offering called for more research into the common elements between school and workplace bullying: a call that really should be heeded.

The conclusions that are drawn are simpler: conventional approaches to dealing with bullying are counterproductive and a more communal approach is required. That organisations need to change their sub-culture away from a Darwinian 'survival of the fittest' mentality is clear, but how does this relate to these slightly 'radical' approaches in the middle of an economic downturn, is open to question. After all, Elise O'Leary made the economic case for a collective approach in the late 1990s (and got a Nobel Prize for her efforts) and we still have not moved much closer to it.

What is missing from the book is the much wider debate of the impact of societal pressures/expectations/norms. For example, what role does a capitalist economy have to play in the development and sustenance of bullying behaviours?

Overall the book is well worth reading, it has a little bit of something for everyone: counsellors, human resource specialists and managers. It opens up the debate, that is counting in the research community, to a wider audience, and that can only be a positive outcome.

Damien Soupe
Counsellor and Workplace
Behaviour Consultant

Workplace Bullying Symptoms And Solutions

Ying-Ying Zheng



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