

BULLIES AND VICTIMS FROM THE SCHOOLYARD TO THE BOARDROOM
THE ABRIDGED VERSION

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The Conflict Resolution Program
University of Denver

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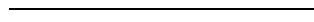
Chapter

1. Bully Profile.....	2.....
Proactive and Reactive Bully Power Aggression and Rage Social Development Emotional Development Reinforcement Propensity for Violence	
2. Victim Profile.....	10.....
Passive/Submissive and Provocative Victim	

CHAPTER ONE: THE BULLY PORTRAIT

affectiveblindness

self-control



Perception

perception justice

depersonalization

social blindness

Justice

Reinforcement Theory

conditioning

CHAPTER TWO: VICTIM PORTRAIT

- f* appearing discouraged or depressed; not showing joy or gladness at a happy occasion;
- f* remaining alone or isolated; withdrawal from or avoidance of social contacts;
- f* becoming easily upset;

- f* having difficulty sleeping;
- f* showing a strong fear of rejection;
- f* showing

- f* Proactive rather than a reactive or passive approach to problem solving.
- f* Construct their experiences in positive and constructive ways.
- f* Are good-natured and easy to deal with; as a result, they gain other people's positive attention.
- f* Coherence a belief that life makes sense and that one has some control over what happens.

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- f* Communication behavior creates conflict.
 - f* Communication behavior reflects conflict.
 - f* Communication is the vehicle for the productive or destructive management of conflict.

personal antagonism toward the partner as well as disagreement.

f Hostile Questioning - Directive or leading question that faults

pushing, hitting, teasing, taunting, mocking and threatening and intimidating (Farrington, 1993; Always, 1991). Indirect bullying refers to social isolation or social ostracism,

Emotional Abuse can include verbal and physical expressions.

Pattern of repeated behaviors.

Emotional Abuse behaviors are unwelcome, unwanted, undesired.

Emotional abuse violates standards of human treatment, moral obligation, ethics.

Emotional abuse behaviors cause harm.

There is intent or an ability to control.

Power differences.

of mobbing, the typologies of mobbing behaviors, the five phases of mobbing
 mobbing

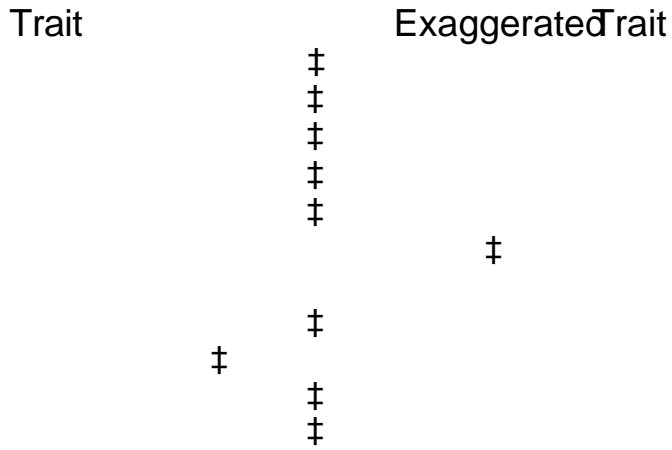
The factors
 the degrees of

Factors of Mobbing

- f* Assault on the dignity, integrity, credibility, and professional competence of employees.
- f* Negative, humiliating, intimidating, abusive, malevolent, and controlling communication.
- f* Perpetrated by one or more staff members - "Vulturing"
- f* Portraying the victimized person as being at fault.
- f* Engineered to discredit, confuse, intimidate, isolate, and force the person into submission.
- f* Not recognized, misinterpreted, ignored, tolerated, encouraged, or, even, instigated by the management of the organization.

Third Degree

f UnethicalActivities
f Downsizing, Restructuring, Mergers



Victim's Maladaptation

f Put the past in its proper perspective

Bully-Victim Conflict Algorithms

From the Schoolyard to the Boardroom

xxxvii	Adult Bullying: Perpetrators and Victims,
xxxviii	Lost Boys: Why Our Sons Turn Violent and How We Can Save Them,
xxxix	For Now and Forever: Guide for Families on Promoting Social and Emotional Development,
xl	Emotional Intelligence,
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xliv	Emotional Intelligence,
xlvi	Waging Peace in Our School,
xlv	Emotional Intelligence,
xlvi	Children in a Violent Society,
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cxv	Adult Bullying: Perpetrators and Victims,
cxvi	Observations of Bullying in the Classroom,
cxvii	Adult Bullying: Perpetrators and Victims,
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cxix	Salarzar takes on bullying: Official leads school forums,
cxx	Bullyproof Yourself at Work,
cxxi	Observations of Bullying in the Classroom,
cxxii	Adult Bullying: Perpetrators and Victims,
cxxiii	The Incredible Fascination of Violence: Dealing with Aggression and Brutality Among Children,
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