



The Unspoken Stress in the Workplace

You pitch a brilliant idea to your boss; they reject it. Weeks later they present your idea—the one that previously shot it down—to upper management. They love it, and your boss takes all the credit....

Employees deserve to be acknowledged for their efforts. When your boss steals your glory, it's stressful and a disincentive for you to put forth any extra effort. Recognition for great performance is equally important as is monetary reward for most employees. Just be sure you weigh the severity of the situation and pick your battles.

Workplace Bullying | Workplace bullying has become a hot-button topic over the past few years, with statistics suggesting that up to 35% of the work force have fallen victim to this alarming trend. Some suggest that bullying victims simply are people who "can't take the pressure" at work. – That is NOT the fact!! Bullying has become an unpleasant fact of life in too many workplace environments. What makes it especially insidious is that it often continues even after someone has left a job, with the bully continuing to make their life difficult by them a poor reference to a prospective employer. Here are some reported "Tactics" by workplace "Targets":

- Falsely accused someone of "errors" not actually made;
- Discounted the person's thoughts or feelings ("oh, that's silly") in meetings;
- Used the "silent treatment" to "ice out" & separate from others;
- Made up own rules on the fly that even she/he did not follow
- Harshly and constantly criticized having a different 'standard' for the "Target Employee";
- Stole credit for work done by others;
- Abused the evaluation process by lying about the person's performance;
- Used confidential information about a person to humiliate privately or publicly;
- Made verbal put-downs/insults based on gender, race, accent or language, disability;
- Made undoable demands– workload, deadlines, duties — for person singled out;
- Sabotaged the person's contribution to a team goal and reward;
- Ensured failure of person's project by not performing required tasks: signoffs, taking calls, working with collaborators

Since many bullies are operating in accordance with a company's "standard practices," victims often speculate that they may deserve the criticisms, or they are simply too embarrassed, reluctant or fearful to confront the harasser!!

Effects of Workplace (...and beyond) Bullying:

- Absenteeism
- Anxiety
- Digestive problems
- Depression
- High blood pressure
- Insomnia
- Irritableness
- Nervous Break Down
- Low Productivity
- Lack of Self-Esteem
- Panic Attacks
- Paranoia
- PTSD (Post Traumatic Disorder)
- Stress
- Trouble with working and personal relationships
- Suicide



We cannot deny the fact that the job is as important to us as the foods served on our table. Hence, we should do everything within our means to stop the bullying in the workplace.

1. Resolve Conflict Immediately
2. Set Reasonable Standards
3. Seek Support

The Workplace may be a war zone when bullying is present – but there are still ways for you to make your workplace a safe haven! Be Kind & Aware!!