

Breaking the Bullying Cycle

by John Crawley

Bullying can be a difficult habit to break

Here are 5 ways to help:



1. **Be fair** – don't overpower. If you're a manager needing to put pressure on someone at work and they are being a pain be fair, be straight but don't let it get personal. Personal power is there to be used, but don't abuse it. 'Toxic bosses' might get things done but they turn people off. You need people switched on in difficult times.

'The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly' Jim Rohn (America's self proclaimed 'Foremost Business Philosopher').

2. **Be firm and problem-solve** – if your boss is hassling you again for something you know you can't do don't just say 'yes' without condition. If you're going to say 'yes' also negotiate what you need from your manager to be able to produce on time and on target next time.

3. **Get a dose of listening** – don't suffer alone. If you're being bullied and don't know what to do, talk to someone, get support and then make a plan. No-one should be left to resist a bully alone.

4. **Challenge bullying behaviour** – don't stand by. If you're looking in and see some bullying behaviour, and have the authority, take time to challenge don't just let it go. Challenge elegantly saying what you've noticed and what you need. Do it in private if you can.

5. **Be colleagues and bullying ceases to work** – remember you are "explicitly united in a common [purpose](#) and respecting each other's abilities to work toward that purpose" (Wikipedia)



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CMP Resolutions work to Close, Manage and Prevent disputes at work through skills development, mediation and investigation services.

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