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An Introduction to the Psychodynamics of Workplace Bullying

Sheila White

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Workplace bullying is costly. Increasingly petty conflicts are being registered as formal complaints and, in no time, legalities take over and costs spiral out of control.

Preventive actions and interventions need to be based on a sound knowledge of the deeper issues which foster bullying scenarios.

This book gets to the roots of why and how bullying occurs. Four main chapters are devoted to individuals, interpersonal relationships, group dynamics and organizational contexts. The fifth chapter is a case study of the “turn round” of a workplace in which bullying was rife. There are three recurring themes?recognition, loss and space.

New ways of conceptualizing bullying are presented from drawing on both the literature on bullying and a range of psychodynamics theories. Bullying is described as a perverse and pernicious form of projective identification, occurring around organizational vacuums and structural fractures. Individuals, seeking recognition, get trapped in “a dance of death”. The group dynamics fragment on the surface but collusions, at unconscious/subconscious levels, create deep impasses.

A question and answer section at the end of the chapters brings together theory and practice.

The book is very structured and designed to be used as a text or handbook for academics, HR managers, organizational consultants, psychotherapists, counselors and life coaches.

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Bullying can to be your brand-new friend when you're really feel alone and confuse in what must you're doing of these time.

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