


Assertive responses to bullying

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children's age and circumstances. Feel free to adapt and/or decorate scripts or add your own examples. 2. Explain that there are three ways to respond to a bully: by giving in (submissive), Hurting Back (aggressive), and standing (Argument). Define Standing by referring to the definition of assertiveness above. Explain and discuss why Standing Up is generally more effective at preventing or stopping bullying than the other two types of responses. Review Tips for Standing Up to Hooligans. 3. They are another adult to take on the role of Bully while you demonstrate the types of responses. Make sure to exaggerate the differences between the two. 4. Children watch, describe and simulate nonverbal connections (e.g. posture, eye contact, facial expression, tone of voice), as well as your words and actions. 5. Recruit a volunteer child for the role play of the victim. Encourage a volunteer to use their own words and practice the response several times - each time improving it based on feedback from the group. Using an assertive style of communication in a bullying situation can make a big difference, so you stand behind yourself by showing that you respect yourself and others equally. You can be assertive with your voice and your body. It's a superpower we can learn over time with a bit of support, even if we find communication difficult. There are three styles of communication: Passive: Behaving like someone else's rights matters more than yours. Aggressive: News as your rights matter more than others'. Assertive: Behavior like your rights is of equal importance. Bullying behavior can overshadow us all by surprise, and often we react by being passive and sometimes even aggressive. When people are bullied, people are almost always aggressive. Your pushy voice your pushy voice sounds strong, calm and confident. Take a deep breath before you speak, and don't let others rush you. Practice in front of the mirror. Start by practicing saying no. It's a short word and it's very helpful when someone puts pressure on you to do something you don't want to do, or do what you want to stop. Say it with force in your voice, clear and loud enough to be heard. Be a record. Once you get good at saying no, try other phrases to stop bullying behaviors in its tracks, such as that's mine, you can't have it, or stop now - I don't like it. Sometimes in a situation of bullying you may need to repeat. Keep saying the same thing again in your assertive voice until they get the message! Fog it. If someone says an offensive comment, picture a protective mist around you that absorbs the words before they get to you. Your fog can be anything: some people imagine an animal, others a blanket, and others a marshmallow fortress - choose something that makes you feel safe. As your fog catches bad words, recognize a comment with something like this is your opinion or you notice. The pushy body language of your body communicates more than your voice, so back time is your assertive voice with an assertive body language. Keep your body in a way that makes you feel strong and powerful. Practice a power pose at home to help you feel it. Keep your head high, relax your shoulders and try not to fidgets. Make and maintain eye contact. If eye contact is difficult for you, try looking at the tops of someone's ears or between their eyes! Fake it until you do it! You may not start to feel more confident right away, but you will watch it. It will soon start coming naturally to you. It can even help if you're going into a difficult situation - whether at work, at school or at home - listening to music that will help you feel strong and powerful and gets you into your assertive persona (share your examples with us!) The practice of assertiveness Using your assertive voice and body language will help you respond to bullying in a safe effective way. Communication skills are a life skill, taking away time and practice. To help him come easier, try somewhere you feel safe with someone you trust. Mirror practice. Get in front of the mirror and practice your body language and voice. A human mirror. Ask a trusted friend or family member to mirror your body body What do you think they look like? If they don't look assertive, try shifting your body language. Look at the characters on TV or in movies. Keep an eye on their body language and their voices. Are they passive, aggressive or assertive? Role-playing game. Ask a trusted friend or family member to play role-playing scenarios with you. Think about what the bully can tell you and try your pushy answers. Return the favor and help them be more assertive, too! Practice with Kidscape. Our customer service workshops will help you explore and unlock assertiveness in a safe environment with other young people who have experienced bullying. Be as persistent as you can, not just when you're bullied. Showing the world that you respect yourself and others is something you can do all the time - and the more you practice it, the easier it comes. For example, when was the last time you sent back a meal that wasn't cooked properly, or told a friend or family member that as much as you love them, what they said upset you? Stand up for yourself at all times, and in the end, it will be a part of your life! Perseverance in Workplace Make to work the best place to beAt Impact Factory we often talk about making the job better to be. It is part of the central foundation of our spirit. We are well aware that bullying in the workplace is one of the key things that make work a horrible place to be. Bullying HarsmentUnfair critics and blamebelling sarcasm Was shouted at the order of Ordered Outall these types of explicit bullying. The assertiveness of learning that will change your life! Hidden intimidation, on the other hand, is less obvious. It can take the form of overlooked for promotion, someone gossiping about you, lying or having information withheld. It can be as insidious as manipulating doing something you don't want by putting your desk in an awkward place, never inviting you to join a gang for lunch or after-work drinks in a pub not included in team activities. All things are guaranteed to undermine trust and self-esteem. Bullying doesn't just happen to an employee boss. This can happen between colleagues, it can be up or down, it can be between customers and suppliers. Bullying can take the form of excluding one group from another, one department, or another. Intimidation smack of superiority, arrogance, prejudice, ignorance and, most importantly, immaturity and uncertainty. Become more assertive in just two days! What drives bullies? So what's going on here? What drives bullies to behave so badly? Well, bullies like to be in control, they like the power they have over how someone feels and behaves; they like to frighten other people and maintain their dominance. They don't remember other people's feelings; they act, not negotiate; they let their Prejudice and knee-jerk reactions rule rather than change your own behavior. And they're always right. They can always justify defending their behavior, doing other people wrong, never apologizing and never ever acknowledging that maybe what they did was out of line. Learn to be more assertive quickly and easily! Insecurity Directing how someone else, battling someone they know, won't fight back, throwing snide aside and commenting, comparing their superiority to someone else's inferiority, they remain puffed and distanced from their own insecurities. It's like a school bully who feels inadequate and therefore has to humiliate someone else to feel better. Make a note of everything to use in the future - knowing the source of bullying behavior will come in handy when we get to what you can do about the part. The end result of all this is, of course, that a person being bullied is afraid to go to work. The associated precipitation is less performance, lack of motivation, isolation, stress and feeling under pressure most of the time. We now know that many companies have trade unions, complaints procedures, tribunals or other forms of legal protection. EU directives are designed to protect employees from workplace bullying, harassment, unfair dismissal and discrimination. The assertiveness of learning that will change your life! Call Out BullyingBut You know sometimes it's not that easy or easy for some people to take advantage of their legal rights and options. It may feel utterly impossible to take this important first step. There's no one for any number of reasons for this: I don't want to rock the boat But one will believe me This is my word against theirs! will be treated like grass I just want to get on with everything I can't risk losing my jobWhat happens when I don't need a promotion. If I keep my head down they will stopThe list is endless. But whatever the reasoning, as a result people remain paralyzed and unable to help themselves, or get help from other countries. Become more assertive in just two days! Types of bullying there are two types of bullying in the workplace we are going to consider here. It deals with being an innocent victim of someone else's inappropriate, intimidating and pursuing behavior. You didn't really do anything: You are in the line of fire. You have been singled out by someone who, for whatever reason, finds this form of communication (sic) acceptable. This may be your problem because you have been a victim of it; but it's really their behavior that is out of line and just wrong. Another type of bullying may, at first glance, feel like the first type. No. This is the type of bullying that occurs when the problem is you, not theirs. It could be When you allow yourself to take advantage or singled out to do a job you don't like. You will find yourself conniving other people by putting other people's needs above your own, making other people more important than Be more assertive quickly and easily! To take Advantage ofHat can happen then that other people experience your over-accommodating behavior and unconsciously take advantage of it. This is called the path of least resistance. Curiously, these people are starting to look like bullies because there is a big discrepancy between their requirements and your compliance. It feels to you (and can even look like it from the outside) if they intimidate you. It's not that. They just don't know there's something particularly wrong with their behavior. They are not controlled by internal demons like a real bully; they just want to get the job done and you seem to be the person to give them the least hard time about it. Why this type of bullying is so hard to handle is that when you are on the receiving end of it, it's hard to believe that they don't do it intentionally. We expect other people to work with the same set of rules and expectations that we do and bewilderment when they don't. The assertiveness of learning that will change your life! Unexpected BehaviourHere is an example: One company in which we operate has a very polite culture, or at least before. There was a bit of a sweeping broom and they got a new MD and a new marketing director on one go. The marketing director uses a very colorful language that has shocked quite a few people in the organization. One man in his department told me he was a bully because he didn't respect people's sensitivities. He wasn't a bully. He just communicated so differently than people used to, that his behavior looked aggressive and could be interpreted as bullying. Again, with this type of bullying (or alleged bullying), part of the problem is that they haven't said there's something wrong. Become more assertive in just two days! It's all in your head you just kind of expect that because it's a problem for you they need to know that. Inside your head, you are very clear what you want to say. You can quite say that to a lot of other people. It's easy, then, to somehow think you told them when you don't. This type of bullying feels intentional when it is not. It's hard to agree that maybe sometimes it's your own behavior that can be responsible for creating what feels like a bully from someone else, and you can go a long way to helping yourself if you can distinguish between two types of bullying. We have two interesting examples from two different companies. Learn to be more assertive quickly and easily! Type one bullying: In one company we launched effective communication skills courses for groups of employees of a production company. During the first year, several people complained about this one manager how tough he was, how he raged at his staff, how demanding he was and how he mocked his team. Next course the same and the next and next. Then we finally got to meet this guy and they were all right! We think if he could get with the slugging of his people he would have, he was that aggressive. He was also exceptionally good at his job, just a terrible person. But since it wasn't that long ago that this type of management style was considered acceptable (screaming at people while being tough and intimidating), it never made the transition as a manager to a more people-oriented approach. In turn, the management allowed his behavior because he got the results. We found this attitude very hard to work with and actually took our problems into MD. Bye-bye client. And we imagine that it's still there making life difficult for its employees. The assertiveness of learning that will change your life! Type two bullying: In another company, we ran a change management program, and we kept hearing about this horrible marketing director. He didn't listen to his staff, he overworked their decisions, he was intimidating, was inattentive and put too much workload. In our courses, it constantly appeared as a problem when we were working on a project management strategy. About a third of the way through all these courses, we met this ogre marketing director and he was great! Passionate, ambitious, professional, but very demanding to his people. Early on in our meeting, we realized that he was a reasonable person who was not a deliberate bully. He was so focused on his end results that he swept people together without realizing the impact he had and that sometimes they weren't able to keep up with him. We also realized that his people just don't know how to handle him. Become more assertive in just two days! What can I do? How did we feel that it was not yet our job to tell him the impact he was having, we started asking people on the courses: Well, what could you do to help move forward with this guy? How could you do something differently? What happened was that people came up with some really creative solutions that were non-competitive and at the same time very effective. To our delight, when they changed the way they approached him, he changed the way he worked with them. Where he used to be seen as difficult, he is now seen as a champion. Having said all this, the reality is that it is not fun for you depending on the form of bullying you are subjected to. The feelings on the receiving end are the same: horribly disenfranchised. Learn to be more assertive quickly and easily! Standing up to BullyingOne out things that are easy to say, and yet very difficult, if not impossible to do, is actually resist bullying behavior. If you don't stand up to them, they'll just pick up on you more. However, although experts (including us) say that one of the best ways to deal with bullies is to confront them by asking that someone whose confidence myself is at the bottom of the cliff and whose respect has disappeared, like asking for a couch potato to run a marathon. It's like saying to a restless man: Just say no! If I could just say no, no, already said it. If I could stand up and confront the bully, I'd have already done it. So let's get down to nitty-gritty some of the things you can do. The assertiveness of learning that will change your life! Bringing OthersOne out of the first things to do is not keep it to yourself. However, what you don't want to do is start a chain of gossip that does nothing to solve the problem, but does everything to feed it. Gossip can make you feel better, but what usually happens in such situations is that most people gossip with others who don't have the authority or skills to stop the bully's behavior. It feels safe to do so, you can talk about it without having to do anything risky, and it's especially comforting when someone agrees with you and recognizes what you're going through. It just doesn't change the situation. Become more assertive in just two days! Talk to SomeoneSo, no matter how tempting it may be to do otherwise, choose someone to talk to who can help you make a difference. The next bit can feel somewhat tricky to do. You have to present your case in a reasoned, clear, objective way. Why it can feel very difficult that you will almost certainly be full of emotions about what is happening to you and what can make it very easy to slip into blame, finger pointing and accusations. This will help if you also go prepared with specific examples of when and how you scoffed and impact each situation on you. It's really important that you don't paint a bully as the devil is embodied! Not a good idea: Ed was so awful to me. Just ask Phil. He criticized me every time I opened my mouth. I can't believe anyone could be so insensitive. My life is hell because of him. I know he has it for me. He bullmonsets me every chance he gets. Better: I have a real complaint about Ed. When we met with Phil's team yesterday, he criticized me in front of everyone, not giving me a chance to explain. If it was the first time, I would be willing to give it the benefit of the doubt, but unfortunately it happened in the last two team meetings as well as in our one-to-one. When you are in the midst of strong feelings, it can be very difficult to present yourself in a neutral way. If you can manage it, however, you will not find someone with an axe grind, but as a responsible and professional employee. Learn to be more assertive quickly and easily! Having Go YourselfThe things we will be saying here are effective in dealing with any type of bully. Remember, we told you to make a note of that stuff about why bully bullies. That's where, knowing what might come in handy. One of the things a bully expects is silence - your silence. If you are frightened or intimidated it can feel as if the only option is to accept it. However, something else the bully really likes when you decide that you finally had enough, and a huge accumulation of rage and humiliation spills in a verbal flurry. Meat and potatoes to the bully. You are now struggling on site, they are very familiar with and with little effort, they will squash you flat. If you are really confident in your skills, never, ever fight with bullies by their own rules. They've been doing it a lot longer than you, and you're going to lose. They may be primed to fight, but softer forms of confrontation tend to be beyond their borders. The assertiveness of learning that will change your life! Soft confrontation And a softer form of confrontation is to let another person know how their behavior affects you innocent without blaming the way. Much like the earlier example of when you tell a third party what's going on, the idea is to dispense with finger pointing, because again, the bully will crush you if you make the blame game. Example one (not recommended): Bully: Your reports are crap; I don't know why I'm worried even asking you to produce them. You're useless. You: (The accusation and finger pointing): How dare you talk to me like that. You just walk around thinking you can lord him over all, and I've had enough. No one loves you and you just walk around to make everyone's life miserable. You're all set now for a rip-roaring fight. Example two (recommended):Bully: Your reports are crap; I don't know why I'm worried even asking you to produce them. You're useless. You (Behavior Effect): I believe that when you yell at me, I feel frustrated you can't just sit down and tell me what you want me to change. (Consequences): This means that we will never be able to discuss how my work can be improved. OrYou: (Influence of behavior): I believe that when you yell at me, I feel frustrated that we can't communicate better. (Consequences): It feels impossible to come to you with potential difficulties. OrYou: (The impact and consequences are all on one go): I find that when you yell at me, I feel less inclined to want to help you. Become more assertive in just two days! Letting them know the impact of their behavior Letting people know how their behavior has on you is called boundary tuning. With the establishment of the border, little and often works. We recommend you not to try to solve all the problems you have with the bully at one turn. However, every time he/she has a go at you, you have a feedback effect and potential consequences. If you don't set clear boundaries for another person, you are, in fact, giving a tacit endorsement that what they are doing is all right (or at least they can convince themselves that it is). The border is for the other person, not for you. You know when someone has crossed the line of acceptable behavior; setting a firm boundary is what you do so the other person knows that what they are doing is not OK. Learn to be more assertive quickly and easily! Invisible Stuff We want to tell you our cop story because it's a good example of how one person was able to defeat some manipulative bullying. At least two or three times a week, by the end of the working day, our The PC would get cornered by his sergeant by telling him to drive the governor somewhere or pick up something that was needed for the next shift. Despite the fact that he sat at tables with two other people, he was selected for each time. This meant that his working day was extended by at least two to three hours, and he also had to deal with his increasingly well-fed wife to boot. The assertiveness of learning that will change your life! What to do? He couldn't say no, but he couldn't not do it in the police. He could not complain; he was not asked to do anything beyond the purview of his work. And whether it was deliberate or unconscious bullying, the result was the same: he felt in his own interests, coercion and disenfranchisement. That's what we asked him to do. As soon as he saw his sergeant, he got up so as not to feel so little. He then wandered to the desks of two of his colleagues to stand between them by the time the sergeant arrived. Suddenly, he was no longer an obvious choice, he made himself part of the threesome. Of course, the sergeant still told him who he should pick up, so instead of saying immediately, of course, he turned to his two colleagues and said, Any of you can go tonight? Become more assertive in just two days! Another impression He asked is knowing well none of them is going voluntarily. What he achieved, though, was to make himself a less isolated, less obvious goal, more part of the team. He did not put his neck on the line, did not fuss; but he made a different impression. The next time after that, when his sergeant came hunting, he made a general request to all three of them, instead of giving over our hero. This is a great example of some invisible things you can do. You know you're doing something else, but no one else is doing it. These small changes in behavior can actually feel more empowering sometimes than having to cope and (hopefully) survive big confrontations. Learn to be more assertive quickly and easily! Don't be a victim. You don't have to be a victim of this. There are active things you can do to get some power back. If you look at the few suggestions that we've suggested, the intention of all of them is to surprise and misbehave the bully's feet - they won't expect that. Then you can start negotiating another way of communicating. By the way, we know the management bully takes loads of practice, so make sure you have someone who will support your efforts and give you a lot of pat on the back. The assertiveness of learning that will change your life! 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