



# BULLY SIGNS AND SOME SOLUTIONS

**DOMINANCE** • Marked by often forceful domination or control, self-important, dictatorial, overbearing, autocratic, oppressive, tyrannical, antisocial, isolated, alone.

**BLAMING** • Fault finding, loud argumentiveness, reactive and angry - not thinking.

**MICROMANAGEMENT** • constantly undermining the decisions of others, often about small stuff not worthy of the bosses attention - "wrong color paper for reports, wrong paper clips." Making mountains out of molehills because the boss can directly and emotionally confront small issues over which they can exercise direct control and therefore "feel better", but it is only temporary and will start again.

**THRASHING** • Reactive emotional responses, no personal control, no attention to the feelings and emotional needs of others, aimless direction, flailing about, no problem solving, attack and withdraw and attack again.

**TRASHING** • Undignified words, behaviors, set-up people by asking for opinions and then criticize in front of others.

## SOME FIXES

1. Confront privately with your clear limits about what you will and wont accept about their behavior and words. Do not righteously confront them in public, they will start Thrashing and Trashing! Be careful -- always leave them with their dignity intact.
2. **BRING IT UP - TALK IT UP - WRAP IT UP.** Don't use jargon or psycho-babble. Don't talk about their "low self-esteem" or their motivation. Stick to the behavior that you will not accept and want changed. They need the information calmly and rationally.
3. Remember the "3 second manager" - "**STOP-START-CONTINUE**" - Stop doing (specify the behavior that is destructive) - Start doing (specify a new behavior) - Continue doing (specify a compliment or stroke for some legitimate good thing that they do.) Remember - this is not about a fight or revenge or "Turning-The-Tables."
4. Don't work without a net. Develop support with peers. Have an exit plan. Prepare.



OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING  
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.