

Industry Partners Association

Looking in the Mirror

Is there a bully looking back at you?

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 Working Well
Together

A man with short brown hair, wearing black-rimmed glasses and a blue and white checkered button-down shirt, is smiling broadly and waving his right hand towards the camera. The background is a plain, light-colored wall.

Welcome and Congratulations!

How do you know if
you are a workplace
bully?

If you are a bully,
you probably don't
know!



Not every bully is a narcissist or psychopath

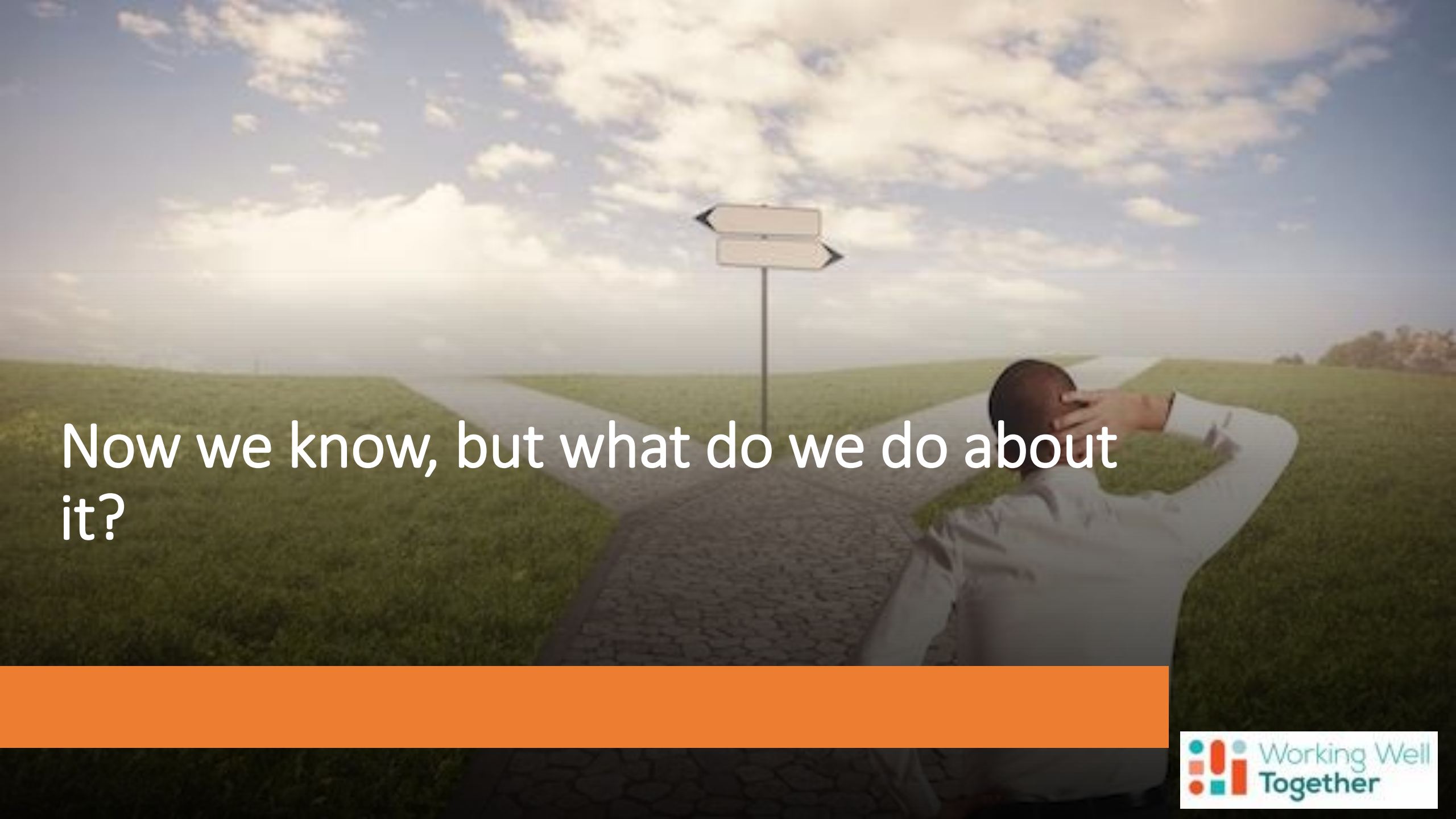
The Life Time
of Learned
Behaviours

The Good
Colleague
Turned Bad

The Mob and
Negative
Advocates

How do we recognise bullying type behaviours?

- Rudeness and Abruptness
- Condescending, patronising and belittling
- Publicly humiliates
- Lacks emotional control
- Biased
- Inflexible
- Negative body language
- Unapproachable
- Controlling and micromanaging
- Impatient



Now we know, but what do we do about it?



Identify what are
you trying to
achieve?

A close-up photograph of several brown eggs in a clear plastic carton. Each egg has a simple face drawn on it with black marker. The faces have various expressions: some are smiling, some have wide eyes, and one has a surprised or shocked expression with a large open mouth. The background is slightly blurred, showing more eggs and some greenery.

Bullying is kryptonite to
psychological safety...

but psychological safety can
be kryptonite to bullying



Individual Approach

If I say or do something I will either do harm or be harmed...

EDUCATE

How can they change?

- See the blind spot
- Care enough to change that behaviour
- Learn how to change that behaviour



See the blind spot (the abrasive behaviour)

“I’ve seen her do it a few times to different people and she would do it publicly, I mean no one wants a public dressing down any day of the week.”

“I feel like he wants to be in charge of everything and almost feels a bit angry when he isn’t.”

“He has a very patronising and condescending tone. When you ask him a question, no matter how legitimate and genuine the question is, he’ll come back with an answer that will make you feel like an idiot for asking.”

“She literally sighs or it could be that she’s stomping around the office, literally stomping like a toddler.”



Care enough to change the behaviour

“I know that people come to me before they go to her because they don’t want to feel stupid because of the sigh or ‘I’ve told you before’.”

“His resistance just slows work down and costs us money at the end of the day. It becomes very hard to approach him, he’s just going to say no.”

“When I asked that question, I was made to feel I was stupid, so I stopped asking her questions. I’d rather ask it of someone else than be told off or get that rude tone.”

“Some of us will roll our eyes at each other, and sometimes we won’t listen to what he has to say as he is just telling us what to do. It creates this negativity in the team.”

Learn How to Change the Behaviour



IF YOU'RE
READING THIS
IT'S TIME FOR
CHANGE.

For change to happen:

- Set Limits
- Set Consequences
- Offer Help



Approach to Supporting Perpetrators

- Be genuine
- Create safety
- Be empathetic
- Maintain privacy
- Listen



Thank You

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 **THE MANDARIN**

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