



# Working for the Joker from Gotham City.

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**Workplace safety is a joke when bullies run wild**

Presented by Kevin Kennemer, The People Group



thepeoplegroup.com

# kevin kennemer

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- **Professional Positions:** Founder, The People Group (2000-Present) | Chief HR Officer, SemGroup (2005-2007) | HR Director at Dollar Thrifty (1987-1999)
- **Volunteer Board Positions:** Tulsa Casa, Inc. | Oklahoma Business Ethics Consortium

# today's agenda

- Characteristics of...
- The definition
- Prevalence of bullying
- Domestic abuse?
- Dirty dozen
- Synonyms
- Health impairments
- Top 10 workplace accidents





“Some men aren’t looking for anything logical, like money. They can’t be bought, bullied, reasoned, or negotiated with. Some men just want to watch the world burn.”

**-Alfred talking to Bruce Wayne about how the Joker is different from most criminals**

# characteristics of the joker & a bully

“not a perfect fit but very close”



- ✓ Zero empathy
- ✓ Skill of self-preservation
- ✓ Convinces others to side with bully (voluntary or coercion)
- ✓ Brutal infighting within his organization
- ✓ Agent of chaos
- ✓ Need to control targeted individual
- ✓ Undermines legitimate business interests

# the definition



Workplace Bullying is repeated, health-harming mistreatment of one or more persons (**targets**) by one or more perpetrators.

-Workplace Bullying Institute

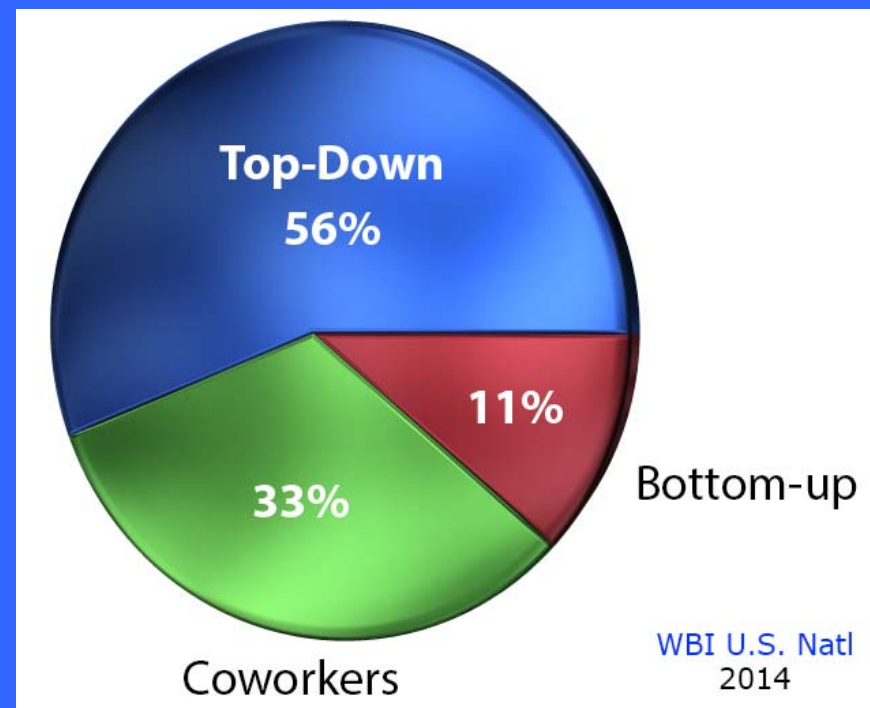
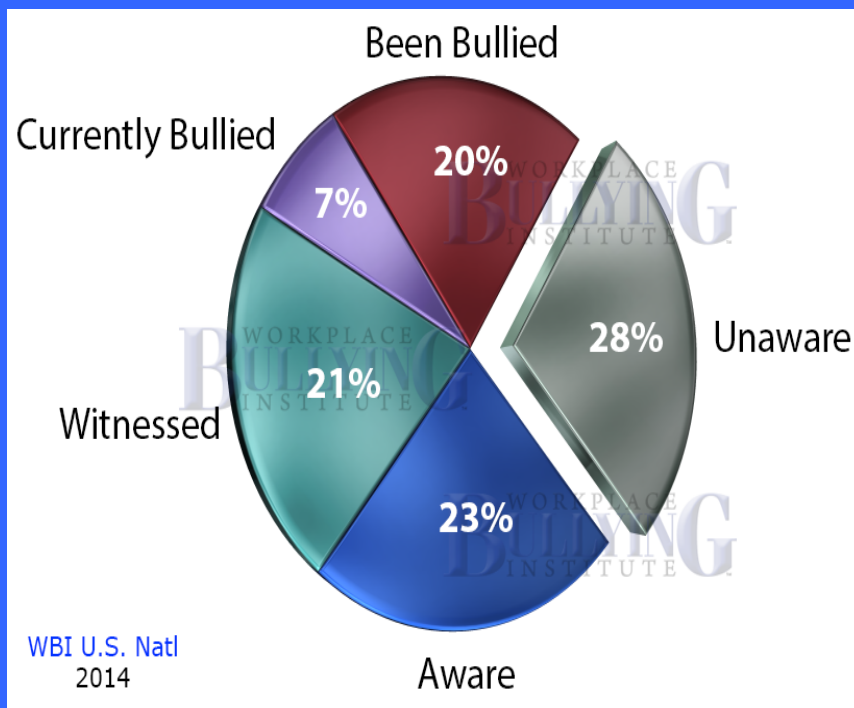


# abusive conduct that is...

1. Threatening, humiliating, intimidating, or
2. Work interference — sabotage — which prevents work from getting done, or
3. Verbal abuse

-Workplace Bullying Institute

# prevalence of bullying







# say what?

“Workplace bullying is like domestic violence where the abuser is living off the company payroll.”

-Gary Namie, PhD

Co-Founder, Workplace Bullying Institute

# serious health issue



Being bullied at work most closely resembles the experience of being a battered spouse. The abuser inflicts pain when and where she or he chooses, keeping the target (victim) off balance knowing that violence can happen on a whim, but dangling the hope that safety is possible during a period of peace of unknown duration. The target is kept close to the abuser by the nature of the relationship between them -- husband to wife or boss to subordinate or co-worker to co-worker.

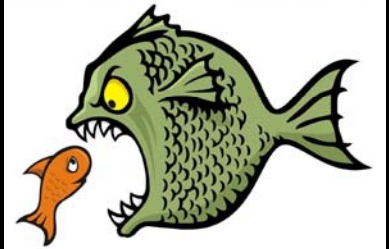
–Workplace Bullying Institute

# 1,816 books listed with search term, "workplace bullying," on amazon.com

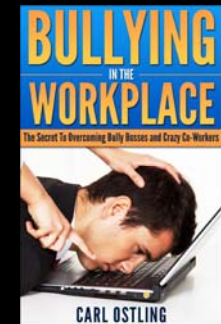
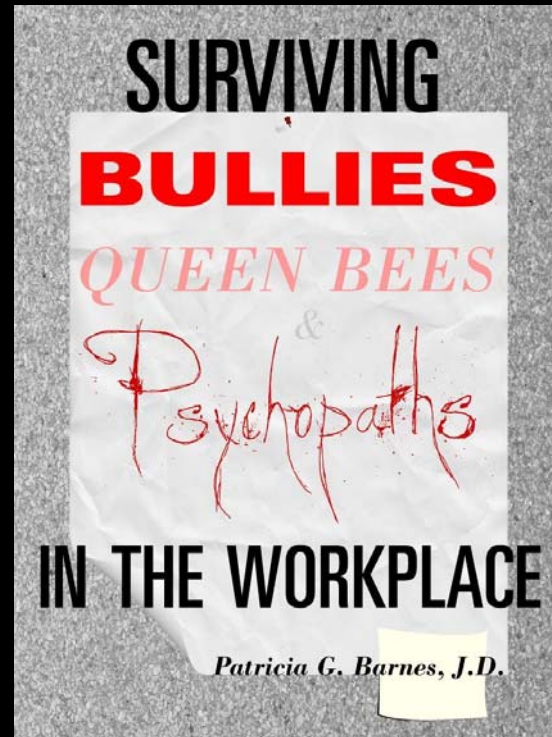
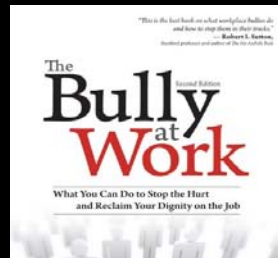
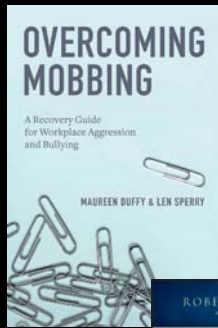
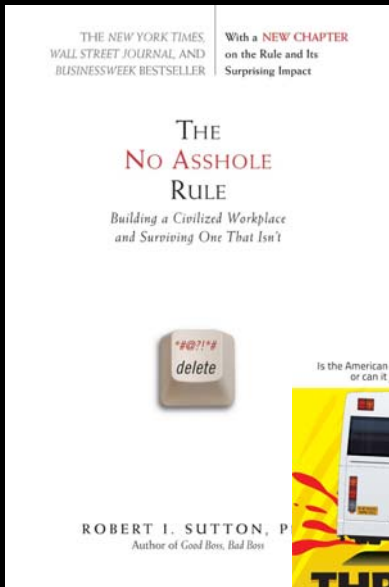


## The Bully Exposed

THE SECRETS OF DEALING WITH BULLIES AT WORK



JONAS WARSTAD



# it's legit

It is perfectly  
legal\* to be a  
bully in the USA.

\*yet unethical





# the dirty dozen (bully behavior)

1. Personal insults
2. Invading a coworker's personal territory – **bubble trouble**
3. Uninvited physical contact
4. Threats and intimidation – verbal and nonverbal
5. Sarcastic jokes and teasing – **insult delivery systems**
6. Withering emails – **“cc” and “bcc” as weapons**

Source: Robert Sutton, PhD, Stanford University, author of New York Times Bestsellers, “The No-Asshole Rule” and “Good Boss, Bad Boss”



# the dirty dozen (bully behavior)

7. Status slaps to humiliate victims (targets)
8. Public shaming or status degradation rituals
9. Rude interruptions
10. Two-faced attacks
11. Dirty looks
12. Treating people as invisible

Source: Robert Sutton, PhD, Stanford University, author of New York Times Bestsellers, "The No-Asshole Rule" and "Good Boss, Bad Boss"



# synonyms of bullying

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- Psychological violence
- Psychological harassment
- Personal harassment
- Status-blind harassment
- Mobbing
- Emotional abuse at work



# health impairments

- Nausea
- Tremors of the lips, hands, etc.
- Feeling uncoordinated
- Chills
- Profuse Sweating
- Diarrhea
- Rapid heartbeat
- Rapid breathing
- Elevated blood pressure
- Chest pain
- Uncontrollable crying
- Headaches



# bullying impact to workplace safety?



## Top 10 Causes of Workplace Injuries

- ✓ Fatigue
- ✓ Stress
- ✓ Workplace Violence
- ✓ Slips
- ✓ Trips
- ✓ Toppling objects
- ✓ Hazardous materials
- ✓ Repetitive motion
- ✓ Lifting
- ✓ Collisions

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# Wrap-up & Questions



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