



The Bully at Work

Gary Namie , Ruth Namie

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A landmark book that blazed light on one of the business world's dirtiest secrets, **The Bully at Work** exposed the destructive, silent epidemic of workplace bullying that devastates the lives, careers, and families of millions. In this completely updated new edition based on an updated survey of workplace issues, the authors explore new grounds of bullying in the 21st century workplace.

Gary and Ruth Namie, pioneers of the Campaign Against Workplace Bullying, teach the reader personal strategies to identify allies, build their confidence, and stand up to the tormentor - or decide when to walk away with their sanity and dignity intact.

The Namies' expertise on workplace bullying has been featured in such media outlets as The Early Show, CBS Radio, The Howard Stern Show, CNN, PBS, NPR, USA Today, and the Washington Post.

"This is the best book on what workplace bullies do and how to stop them in their tracks. The Namie's remarkably useful and concrete advice has helped millions of people, and *The Bully at Work* will spread their tried-and-true wisdom to millions more."

Robert I. Sutton, Stanford Professor and author of *The No Asshole Rule*

"Sheds light on one of the business world's dirtiest secrets - corporate bullying."

Dayton Business Journal

"Filled with remedies for an ailment that is ravaging workplaces..."

Harvey A. Hornstein, PhD

The Bully at Work Details

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From Reader Review The Bully at Work for online ebook

Vicki Boyd says

Non-fiction. Interesting if you have ever had to deal with these people. They throw everyone and everything off. Bring a large element of stress into the environment but usually just covert enough to be hard to make issue of.

Kelley says

Bully at Work offers some amazing insight into the world of workplace bullying. Even though it isn't totally clear how many people face bullies on the job, some surveys show 37% of Americans have been bullied at work and almost 50% of employees are aware of it. Inexplicably despite this prevalence of workplace bullying, the bully themselves rarely face justice for their actions. Rather, 77% of their targets either are fired, transferred, or quit their jobs. That means less than one in four bullies are actually held accountable for their actions; instead many retain their jobs or are promoted. The authors, Drs. Namie and Namie, do a good job laying out the facts of bullying: what it is, how it happens, and why it happens. The authors offer clear explanations about how the victims of bullying don't ask to be targeted and are typically high performing, competent employees. Victims aren't responsible for what happens to them, but they must speak up as the authors suggest to their employers to try to force actions to end the bullying. Victims have to realize that they must present their case to employers who then should be the ones to stop bullying. The reality as authors point out though, is that only in one in four cases will result in something actually happening from employers to stop the bully. That means in three of four cases, some negative consequences will happen to the target instead. But if a target allows bullying to go unchecked, then bullying will claim the target 100% of the time. This book can help targets learn how to cope and handle the unwanted situation they face. My criticism of the book is that sometimes the authors resort to name calling of bullies. While this may seem minor, in my mind, it serves to detract from their credibility as experts on this subject. Additionally, I would like to have seen more concrete strategies presented earlier in the book on how to address bullying situations at work. Nevertheless, this is an eye-opening book that does offer strong insight into a little acknowledged work problem. It can help both the employee and the employer to understand the very negative situation and how to counter it.

Leigh says

After years of being bullied (I almost want to say tormented on a daily basis) I wanted to read this book and see if it would or could help me. While most of book is on their website it had some good exercises and questions to ask yourself as you go along. It was dry in places and statistics throughout which didn't help much, but I will say this book made me feel less alone in my ordeal. My only complaint was I thought they should have more real life stories and their outcomes including in the book including maybe a section of good news stories to give inspiration and hope to those of us who face the reality of workplace bullying on a daily basis.

Amy says

Very informative and realistic. But unfortunately, the reality is that people who are being bullied in the workplace don't have a lot of hope for true justice.

Leonard says

The Namies are leaders in the work to address and stop workplace bullying in the US. This is previously read (at least twice) another in a series on this topic that I'm skimming to gain specific documentation. However the copy I have is the first edition, not the second one pictured here.

Lori Simon says

This is an essential for individuals who are in the throgs of workplace bullying, interested individuals and workplace professionals. The Bully at Work offers a straightforward approach to understanding workplace bullying and its implications. This book should be a staple in all workplace libraries.

Kristen Barr says

This book helped me understand how and why I had been plowed under at my last job. The chapter on boundaries was especially helpful. I now realize how I had set myself up for eventual disaster by volunteering to do my boss's projects. I was proud that I could handle them and got a paper award and a bonus that amounted to \$18.75 after taxes. My boss met one of his employment goals for the year and got a raise on his already bloated salary. Because I was willing, it just kept happening. When I finally said no, it was too late. I will never volunteer to cut my own throat again.

Sue says

Workplace bullying is ubiquitous and is usually done (72%) by a boss. 13% of people say they are being bullied now and 24% say they have been bullied in the past. It can destroy lives and careers. The bully wants to control another person and it includes humiliation and withholding of resources that a Target requires to succeed in the workplace. The bully tries to wear down the Target's self confidence. 40% of Targets quit to stop the bullying. Human Resources and management usually side with the bully. Some bully tactics are: criticism of ability, insults and put-downs, exclusion (cuts Target out of communications loop). Targets tend to be competent and nice people.

Brian says

Informative. A gateway book for learning more about this "epidemic." I've always been surprised why people (Targets or witnesses) don't get involved. This book helps explain why. I'd recommend this to anyone

who has faced a workplace bully, as well as those who have loved ones who've experienced it, or even just been a witness to it. Knowledge is liberating.

Purple Osprey says

This book is both necessary and pointless. Having more understanding is good, but no book can make you stop being a victim.

Jayne Elizabeth says

I looked at the website for more current information. Anti- Bullying is discussed and enforced in schools. Anti -Bullying Laws should be on the books re: employment settings. Looked at ste's status in addressing the problem. Share information with others. The author tells an excellent story as an example of workplace bullying in one of the chapters. Press should always be attuned to what is happening in Human Rights Commissions in each state. It is not always about protected classes of citizens- bullying.

Becky says

Just finished this book. As a victim of workplace bullying I found this very interesting and it confirmed what I went through. Although much of this book was way over my head, the basics and learning was right there. Too bad this happens too often in the US and there is little you can do about it, there are great suggestions on why bullies are what they are, how to confront them and how to deal with the emotional turmoil it leaves you with. Wish I would have known about this before, I might have been able to keep my job.

Andy Johnson says

Very comprehensive treatment of the problem of workplace bullying in the U.S. Very helpful to those who have been or may be currently being bullied on the job.

Jackie says

The Bully at Work: What You Can Do to Stop the Hurt and Reclaim Your Dignity on the Job is a self-help book that gives distinct and clear examples of the modus operandi of bullies and how it affects the Target. What was especially insightful were the common reactions and the psychological results for the Target.

The authors give the reader some useful tools to combat the affects through case studies and familiar examples. It is an eye-opening and cathartic read for all who go off each day to their chosen place of employment and are bombarded with bullying tactics...and we begin to realize that this an epidemic that has beleaguered the workplace in America for far too many years, with minimal relief for Targets.

Mary says

As I am dealing with bullies at a work place. I found it really helpful to push the bullies out in front of everyone of their horrible actions.

I found this very informative.
