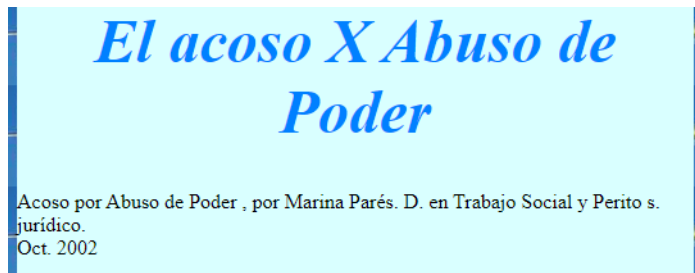


In the original Spanish. Translated by Marina Parés.

2002 HARASSMENT FOR ABUSE OF POWER



HARASSMENT FOR ABUSE OF POWER

By Marina Parés. D. Social Work and Social Legal Expert.

Oct. 2002

When the harassment is motivated by an abuse of power by the hierarchy, either because it has been planned consciously or without planning and due to the presence of a narcissistic boss, its consequences on the affected person are somewhat different from the consequences due to an abuse of trust.

Let's go by parts. If the harassment is the result of business planning to get rid of the worker at low cost, it will be very difficult to change things.

It is advisable to seek the maximum financial compensation. Hardly in these cases the conservation of the workplace has to be a priority, it is better to go to the letter of recommendation.

In these cases, the harassment damages the dignity of the victim and its economic "value".

The affected person feels a lot of anger and discomfort for the sticks received, for letting him know that he is expendable by the company, for disregarding all his years of dedication; but there is little personal question about its professional validity, which is generally not discussed.

What is debated is the economic cost of a worker who is left over and the unworthy thing is to want to rip him off in his labour and economic rights. You do not want (at first) to destroy the person himself.

When harassment for abuse of power is not planned by the policy of making layoffs cheaper, and comes from a narcissistic boss at the beginning, the entire organization is not necessarily involved. The harassed should use (at first) that that organization is not yet flawed by the harasser.

In this type of harassment is where we will find the most: fraud (cronyism.), Compromises (including sexual demands) and most certainly incompetence of that narcissistic boss (that is why it bothers him to have brilliant workers).

A company in which workers only adapt out of fear and stop expressing their ideas cannot expect good results.

As we all know, most of the time developing employee creativity, while beneficial, can make managers uneasy.

The Swedish investigation (Leymann) does not know of any case in which a superior (and if he harasses his superiors) could not have previously controlled the problem. Our managers are to blame for something similar being possible.

If a harasser does not stop his feet in due time, it can become rarefied in the company environment and bitter the humor of a few workers, so that they prefer to say goodbye rather than face it.

A boss who does not monitor such a person cannot perform his duties. In addition, he should always know that the best harasser, as a rule, will always be faithful in his presence to ensure the necessary support for his foul play.

But if the beloved boss does not follow the game, and there is still another person superior to him accessible, then he will not hesitate to discredit him before his superiors, with the mechanism known as "bridging", that is, skipping hierarchical levels.

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2002 – THE NARCISSIST BOSS



THE NARCISSIST BOSS

By Marina Parés. D. Social Work and Social Legal Expert.

October. 2002

Generally, a narcissistic boss came to the position where he is for fraud (imposture or cronyism). It wasn't because of his professional worth and he knows it. He knows himself incompetent. Probably, at the beginning of the relationship, that boss will try to seduce the worker in order to achieve his goals, either the involvement in fraud (if everyone has stained hands, no one will speak, either to obtain sexual favours (not always wants to get to the end, sometimes it is enough for them to create a certain obscene climate that enlarges their ego), but more often than not, seduction will be aimed at obtaining followers. That is why when bullying is triggered, in these In addition to abuse of power, there is also abuse of trust. The worker was made to believe that there was a "special" relationship with the boss, that he was valued by him as a worker and as a person. In these cases, the consequences of harassment on the affected person they are somewhat different from the abuse of power exclusively.

This abuse generates humiliating feelings and if the consequences of the abuse of confidence are added to it, the emotional picture of the person affected by mobbing can be serious. Often that happens in the Public Administration and they are harassments that last years and years,

with times of rapprochement and estrangement, depending on the need of the boss for the worker's fruit. They are bosses who take advantage of the work of others and who, instead of gratifying for it, punish. In the company they generate useless jobs and expenses.

The affected person sometimes feels angry, but ends up getting comfortable and losing interest in his work. The solutions for the affected will be different depending on the environment, from the witnesses. If they support the victim, solidarity between colleagues is likely to lead to a bad boss more easily.

But we are facing a narcissistic and perverse boss, who will love to confront his employees with each other, who will enjoy mediating the conflicts that he generated, which will sometimes favour some and other times to others ("Russian roulette" method of zaragoza2000), and in the end will manage to break the solidarity between co-workers. The reason is clear, only solidarity between colleagues could stop him, and make his machinations almost useless since it would be evident.

The typical perverse management is reached, where each employee can be a victim or an aggressor depending on the dictates of the boss. The emotional cost of each and every worker is high, but the cost of the organization is also very high. In the end nobody wins anything.

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Contributions to bosses

* By Sianoa (affected by mobbing). Excerpted from the forums of custommoral.org

Marina, you have portrayed my boss and my company with complete realism. (...) The only thing is that I don't know how to get into office. Although I think it has something to do with the masters and lords of Europe since they used to eat at the restaurant of my narcissist's father. If not, you cannot explain how an inexperienced recent graduate ends up in front of a newly established branch.

* By Chivo-Jam (affected by mobbing). Excerpted from the old forums of the Pam

I wanted to negotiate, of course, or to have someone mediate the matter, do a catharsis, put the data back together; talk - what do I know! - throwing dishes at each other, making peace and then all going to dinner together. As everyone does, as we did in the past. But when what is at stake is the authority of the (stalker) ..., one verifies what he already suspected, namely: that the (stalkers) do not resolve their differences at negotiating tables, forums for peace, or assemblies for consensus, which he considers "actions to wear down the enemy." When the time comes - which can only be the capitulation of the other - they will buy the discrepancies with money; but if the problem is you, they will also haggle the price assigned to your hide

* By Trude Ausfelder. Excerpted from her book "Mobbing, bullying at work".

A boss who trusts a worker who always agrees with him cannot be advantageous for long. Unlike! If you do not listen to the ideas and opinions of other workers, you demonstrate your poor ability to lead. Whoever trusts servile opportunists will never know what is really important.

The actions used to humiliate the victim will be different, depending on the level at which he is harassed.

If you want to change the scope of work to an employee, you must have the necessary skills for it or be the superior; therefore, this type of harassment can only be carried out from top to bottom.

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2004 RISK PREVENTION

EL MOBBING: UNA VISIÓN DESDE LA PREVENCIÓN DE RIESGOS

MOBBING: A VIEW FROM RISK PREVENTION

By Marina Parés Soliva

Foreword

The issue of psychological harassment at work, also referred to as "mobbing" anglicism, is a topic unknown at a conceptual level, but well known at a more colloquial level. In the world of work there have always been cases in which the life was impossible for some worker, we all know of a case, directly or because they have told us, and although most of the time the same victim was blamed of what was happening to him, no one was able to deny that violence was carried out against that worker.

Today there is more talk about mobbing in western societies, because we are building, among all of us, societies that question the exercise of violence as a method of interpersonal relationship. In countries where the exercise of human violence against man is not questioned, (even in some violence is mythologized), these societies, let's say it clearly, will never show concern about the issue of the exercise of violence in the world labour, since violence permeates all areas of life: intra-family violence (mistreatment of women, punitive education of minors ...), cultural and social violence (existence of the death penalty, public executions, labour over-exploitation of adults, child labour exploitation, child prostitution ...); For this reason, talking about the exercise of violence in the world of work is a step forward in what refers to the evolution of the human being towards the creation of a more just society.

What is new is the interest and concern to know more about the issue of workplace harassment, and that interest is manifested in the fact that more and more conferences and courses are held with the central theme of mobbing, experts in the field emerge who They help a conceptual clarification of the processes that take place, of the phases of evolution of bullying and of the protagonists who intervene, and most importantly, they help us to identify the contexts in which violence is allowed to develop within it.

When Sonia and Antonio proposed to me to preface their work, I liked it and confirmed, once again, the sensitivity that both have as human beings. I first met them when they needed to interview a group of people affected by workplace harassment in order to carry out this work that I am now extending.

Often, it is believed that people are known when they are interviewed, and I do not say that it is not true, but we forget, too many times, that people are also known when they are the interviewers, because through the questions what they do, how they chain them and how they react to the responses and make them flexible or not, qualify or not, their previous scheme; they are also disclosed. And that's what she wanted to talk about, about them and their first real dive in the face of the pain and suffering of a group of workers. Some victims of harassment were explaining their case, not in a dramatic way, but as examples of casuistry of the theoretical aspect of the subject.

I was seeing how the pain of others was not indifferent to them, how their eyes transmitted a light first of astonishment and surprise, but throughout the afternoon, these sensations changed and went from stupor to indignation. There was something that they had not quite grasped, I could see it, and I know that this impelled them to ask, and to ask, now if it was, of any previous scheme. They had an eagerness to know, to understand admirable. They wanted to decipher the human reason that forces to harm another human being. And this desire to know was accompanied by the enthusiastic belief that in the exercise of their profession they could help improve situations of workplace violence. After a few days they confirmed that they would also travel to Madrid, that they wanted to attend the "Madrid against Harassment" Conference. And there they again demonstrated their sensitivity, which would not be sensitive, because they questioned the questionable, namely, not to confuse a victim situation with victimhood. It is not the same thing, knowing that you are a victim of violence than establishing yourself in a victimizing position, something that happens to some affected by workplace harassment.

Knowing that you are the victim of a violent situation implies a desire to get out of there, to find out about the exits, to strive for it, to seek support and to go with the ultimate goal of surviving violence with the least possible physical and psychological cost.

Establishing yourself in victimhood involves not striving to improve the situation, to feel sorry for it, to take pity on yourself, but without advancing in the resolution of your own wounds; in these cases, the affected party does not assume his responsibility in the restoration itself.

From the company level is where prevention strategies can arise, those that will prevent conflicts, normal situations between human beings, from turning into harassment, which, without a doubt, is an abnormal situation in interpersonal relationships that demonstrate a personal failure and, also, and much more serious, a failure of the company in conflict resolution.

To Barcelona on March 16, 2004.

Marina Parés Soliva

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<http://www.acosomoral.org> - <http://www.forosdelmobbing.info>

Excerpted from the Mobbing Study by Sonia Carbellido and Antonio Oliver, both responsible for R.R.H.H and technicians for Occupational Risk Prevention specialists in ergonomics and psychosociology.