

Members of a Harassment Gang (1)

by Marina Parés (2)

In the original Spanish. Translated by Marina Parés

On the issue of Moral Harassment, we have yet to determine a thorny issue, it is the detection of the main instigator. It is very common for the latter to remain in the shade, often the victim himself does not know who is behind it all, and we affirm that his detection will become more difficult as the level of perversion of the integrated psychopath becomes greater.

In previous studies, we have argued that an effective method of detecting the instigator of bullying is in the analysis of verbal and non-verbal communication. The organization must be the most interested in discovering who it is, and it must be able to distinguish it from the other harassers who make up the harassment gang. In the instigator of harassment, his own pathology will direct him to look for another victim where he can discharge his internal conflicts, if the first is being strongly protected by the institution.

The instigator of harassment is an integrated psychopath and as such will continue to emotionally harm his neighbours in a hidden way, Garrido has already pointed out "those who have developed the most malignant symptoms, such as a personal deified vision and a great desire to manipulate together with a deep absence of empathy, they will have more possibilities to harm emotionally and physically, but on certain occasions and in a hidden way, to their relatives "(3) (Garrido, 2004: 203).

Getting to know who the instigator is, will be achieved through the analysis of the type of communication that he uses, therefore, we will have to be vigilant when we meet people, within the organization that, in one way or another, are used to being unjust to their fellow men and who never take responsibility for their actions or grieve for the harm done.

Most of us human beings dislike having harmed another person led by sporadic situations of emotional lack of control, but in cases of harassment we are faced with repetitive and repeated acts of violence directed at a target, carried out by psychopathic, sociopathic personalities and paranoid, for that reason there is no compassion for the victim and this explains the fury in which she is persecuted.

In summary, we can say that the psychopath is that individual who is born with an innate tendency to manipulate and exploit others, they are people who act cruelly against others, they are the instigators of moral harassment at work, and they are difficult to detect.

Instead, their helpers in harassment are sociopaths, these are people who have acquired their brutality in the conflictive social environment in which they have grown up and manifest their aggressiveness with acts of overt, non-overlapping violence and are therefore easily detected. They act like thugs against the victim and are used to being manipulated by the main instigator. Sometimes it is they, the thugs, who will give us the clue of who is the instigator, since they will always be the instigator's best friends, companions or allies, and very often they will justify their violence against the victim, in a perverse turn, as a way to defend your "friend" from the victim or to give the victim a deserved punishment for "annoying" the instigator of the harassment.

An instigator about to be discovered will encourage any of his closest allies to take responsibility for the harassment so that he can continue to plot in the back room.

When a harassment process is long-lasting, the instigator will have to sacrifice various allies, like chess pawns, since he will have burned them in his long run, encircling the victim. The lack of empathy of the instigator of a harassment also manifests itself in these cases, since it allows all the blame to fall on its partner; again, his absolute lack of loyalty translates his difficulty in establishing full emotional relationships. When they are no longer useful to him, he abandons his allies to their fate. The sociopath, on the other hand, was not born brutal, it was a violent environment who did this to him, so he may possess some qualities of loyalty and sincere affection for his leader.

The third type of personality that makes up a bullying gang is formed by envious people with a strong paranoid element in their personalities. This fact, on the one hand, makes them want the destruction of the victim's exaltation and, on the other, impels them to attribute to the victim their own desires for destruction. This attribution "in the mirror", makes them see a persecutory tint in the defence, on the part of the victim, and it is that persecutory element attributed to the victim, which translates as "fear" to the victim, attributing a non-testable malignancy in the facts. The envious man manifests an absolute inability to see the reality of the situation, which is none other than the absolute isolation and helplessness of the true victim of harassment, while all sorts of malignancies are being attributed to him.

Therefore, we affirm that the ascription to a harassment gang indicates that this person has a certain degree of personality alteration, since without these traits he could not possibly endure the constant persistence of aggression against the victim. You have to have a certain internal moral rot to continue to belong to a bullying gang and repeatedly harm another human being.

In any case, we must not forget that the instigator of the harassment, too, is going to surround himself with people without alteration of the personality, who, although they do not directly violate the victim, are the necessary collaborators of the harassment, they have been manipulated, either with the promise of perks or with the fear of punishment. They are the ones who stop speaking to the victim, the ones who spread rumours and gossip, the ones who provide the organizational means that contribute to the victim's helplessness from bullying at work.

Among these, very often, the figure of the exploited emerges, from what is commonly called "climbing", it is an ambitious person who lets himself be envied by the victim and who wants to appropriate, without effort, the assets of the victim. The climber gets the victim's assets, as perks, from the harassment group. This assumption takes place when the harassment group has

to maintain appearances and directly appropriate the charges of the victim, or their computer, or keep their portfolio of clients, or their job, would bring them discredit within the institution; it is then that they allow the ascension of the "climber" who will be deeply grateful to them at first, but who later when they want to get rid of the manipulative pressure will understand that they have sold their freedom of decision, and will find themselves part of the network of debtors that surround them to the main instigator.

(1) Extract based on the Magisterial Conference "Mobbing: knowing the harassing group from anthropology" given in the XIII Juan Comas Colloquium on Physical Anthropology. Campeche (Mexico). November 2005 and in chapter 7 of the book "When work punishes us. Debates on mobbing in Mexico". Peña, Ravelo and Sánchez (coordinators). Eón and UAM-Azcapotzalco editions, Mexico, and the European Mobbing Information Service, Barcelona, 2007. ISBN 978-968-5353-96-0.

(2) Marina Parés Soliva. Diploma in Social Work. Legal social expert. Expert in Moral Harassment. President of the European Mobbing Information Service- SEDISEM, honorary member of the Association No to Moral Harassment in the Balearic Islands- ANAMIB, and member of the Mexican Association of Physical Anthropology- AMAB

(3) Vicente Garrido Genovés. Book: "Face to face with the psychopath" - 2nd edition-Ariel -2004

2006- HARASSMENT GANG. PSYCHO-SOCIAL INTERVENTION



Harassment gang. Psychosocial intervention (1)

By Marina Parés (2)

We must stop a little to understand what kind of people are going to be prone to integrate a gang of bullying, we have already seen that the profile of the main instigator of any bullying corresponds to a perverse manipulator (or integrated psychopath), instead I consider that The personality characteristics of its most faithful allies correspond to three specific types:

- the bully (or sociopath),
- the envious (or paranoid),
- and, more rarely, to another pervert (or integrated psychopath).

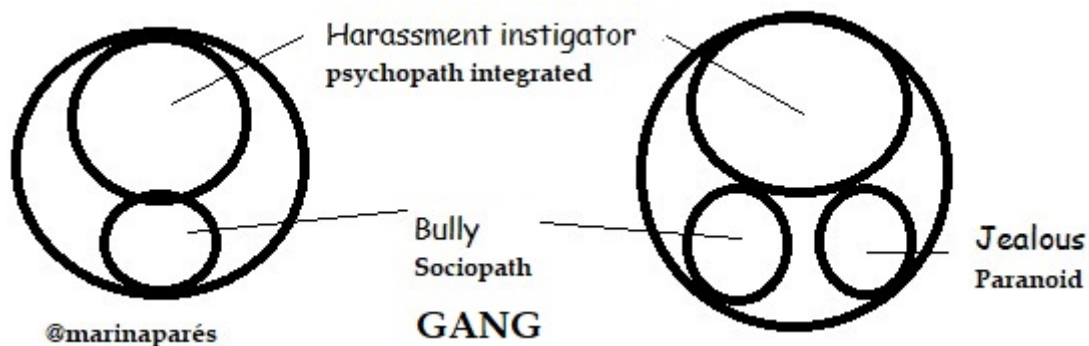
GANG OF TWO PEOPLE

When the infernal circle or gang of harassment is formed by only two people, one of them can be expected to be a pervert (the instigator) and the other a sociopath (the bully); And this is motivated because every pervert is a coward and needs the strength and aggressiveness of the bully who, in addition to acting as his whip, allows the main instigator, as a good manipulator as he is, to stay in the shade and not stain his hands.

When there is no sociopath (thug) in the company, the main instigator will try to get a mild (envious) paranoid to act as a thug, and if this is not possible, it will be himself who acts aggressively, Hirigoyen already said (3): "the wicked (...) can also resort to force, but only when seduction ceases to be effective" (Hirigoyen, 1999: 119).

GANG OF MORE THAN TWO PEOPLE

On the other hand, when the gang of bullying is made up of more than two people, it can be expected that they are envious (paranoid) people who in this way can give free access to their destructive desires, we quote Hirigoyen again "the paranoid take power for strength, while the wicked take it through seduction "(Hirigoyen, 1999: 119). It is true that in the event that the gang is extended to more people, there may be more than one thug in the group, although it will always be one who is the most violent of them. It is necessary to mention the special case of secondment of two perverts in the same group of harassment, which happens, only, in the case that they must join forces against a common objective, because normally, the perverse ones recognize each other and avoid each other.



In summary, we can say that the psychopath is that individual who is born with an innate tendency to manipulate and exploit others, they are people who act cruelly against others, they are the instigators of moral harassment at school, at work, and in the family. They are difficult to detect because they use subtle violence. Sociopaths, on the other hand, are people who have acquired their brutality in a conflictive social environment and manifest their aggressiveness with acts of explicit violence, are easily detected as they act as thugs against the victim and are usually used to being manipulated by the main instigator. Sometimes it is they, the thugs, who will give us the clue of who is the main instigator of a harassment case, since they will always be the instigator's best friends, companions or allies, and very often justify their violence against the victim, in a perverse twist, as a way of defending his "friend" from the victim or of giving him a deserved punishment for having "bothered" the instigator of the harassment. An instigator about to be discovered will encourage any of his closest allies to take responsibility for the harassment so that he can continue to plot in the back room. For Parés (2) when a harassment process is long-lasting, the instigator will have to sacrifice various allies, like chess pawns, since he will have burned them in his, long, siege on the victim. His lack of empathy is also manifested in these cases, where he consents that all the blame falls on his partner; again, his absolute lack of loyalty translates his difficulty in establishing full emotional relationships. When they are no longer useful to him, he abandons his allies to their fate, the sociopath, on the other hand, was not born brutal, it was a violent environment who made him so that he may possess some qualities of loyalty and sincere affection for his leader.

The third type of personality that makes up a bullying gang is formed by envious people with a strong paranoid element in their personalities, which, on the one hand, makes them want the destruction of the victim's exaltation and, on the other, impels them attribute to the victim his own desires for destruction. This "mirror" attribution makes them see a persecutory tint in the defence, real or imagined, on the part of the victim, and it is that persecutory element attributed

to the victim, which translates as "fear" of the victim, designating her with a malignancy not verifiable in the facts or, fear of his alleged damages; It is because of their paranoid features that they manifest an absolute inability to see the reality of the situation, which is none other than the absolute isolation and helplessness of the true victim of bullying while all sorts of malignancies are being attributed to him. Therefore, we affirm that any person who has an affiliation to a bullying gang, will indicate that that person has a certain degree of personality alteration, and that without these traits he could not in any way endure the constant persistence of aggression against the victim, since it is necessary to have a certain internal moral rot to continue belonging to a bullying gang over time. In any case, we must not forget that the instigator of the harassment, too, is going to surround himself with people without alteration of the personality, who, although they do not directly attack the victim, are the necessary collaborators of the harassment, they have been manipulated, either with the promise of perks or with the fear of punishment. They are the ones who stop speaking to the victim, the ones who spread rumours and gossip, the ones who provide the means for aggression and thereby contribute to the defencelessness of the victim of moral harassment at work. Among these, very often, there is the figure of the exploited, of what is commonly called climbing. We understand by climbing the ambitious and calculating subject who sacrifices everything with his obsession to climb the ladder, we quote Rolsma (4) "in the company the following cases of the phenomenon occur: either a subordinate who climbs above his superior or a colleague who climbs over another colleague or a boss who climbs at the expense of the work of a subordinate. " For Rolsma, the main factors that influence the generation of "trepismo" are the existence of a climber, a host and a culture in the organization that allows it. This psychologist considers that: "the main difference between bullying and" trepismo "is that the first is abuse and the second is not." He claims that like climbing plants, the climber simply uses the other as a support without hurting him in most cases, and only in extreme cases, ends up drowning, strangling and finally killing the other who helped him, as happens with some species of climbing plants.

On the other hand, for Parés, the individual climbs to take advantage of a situation of harassment of a partner, it is an ambitious person who lets himself be envied by the victim and who wants to appropriate, without effort, the assets of the same , and that ends up getting them as perks by the harassment group.

An interesting element to highlight is knowing why a harassment gang allows the victim's properties to be "shared" with the climber. This assumption occurs when the harassment group is to maintain appearances and directly appropriate the victim's assets; understand your computer, your office, your client portfolio, or your friends and social relations; I would report discredit within the institution; it is then that they allow the climb of the climber who will be deeply grateful to them at the beginning but who later when they want to get rid of the manipulative pressure will understand that they have sold their freedom of decision, and will find themselves part of the network of debtors that surround the instigator. For the company, re-educating the alleged harassers and intervening at the group level is vital. We point out that intervening within an organization in a department in which a situation of moral harassment has arisen and getting it back will require a thorough understanding of the personality types that make up a harassment gang. We cannot finish this section without exposing some data as significant as that bullying at work has a 70% higher incidence in women compared to men, therefore, it is necessary to talk about occupational health from a gender perspective.

CONCLUSIONS

Moral harassment in any area where it arises is a social problem in which there is only one winner, everyone else from peers, organization, and society are losers. Victims of bullying are the ones who lose the most, due to all the disorders they suffer and that affect their health. The collaborators of the organizational psychopaths and their accomplices lose moral qualities, because they have been contaminated by violence and have proven to be people who cannot be trusted; since they are responsible that in an organization the panic environment dominates. The fellow spectators, the so-called silent witnesses, those who have consented for fear of becoming the next victims, become suspicious and lose their enthusiasm for the job. The managers lose because they have to compensate for the loss of productivity caused by the lack of cooperation, the entrepreneurs also lose, because they have to bear the costs of all this at the internal level of the company. And society in general also loses in two key aspects, first because it has to assume the assistance costs of the victims and second because it has ceded social control to the manipulator, who is the one who is going to dictate what is allowed or what is prohibited in the relationships between people in the various fields: work, school, university, etc. In such a way that, consenting to the practices of harassment, society becomes a collaborating accomplice of the psychopath integrated in the process of destruction of a human being. There is no case where bullying is favourable. We know that the harasser's techniques are aimed at convincing us to consent to the harassment of another human being. If the environment is allowed to manipulate, if it does not intervene, then mobbing is installed. All conflicts that degenerate into harassment occur because they are tolerated, because nobody intervenes. All mobbing can be stopped, it just takes someone with a certain power to be really interested, and to face the problem. The victim alone will not be able to cope with the harassing group and their balance will gradually deteriorate, with symptoms of stress and anguish appearing. The responsibility to end violent practices belongs to all human beings, it is not fair to delegate our own actions to others.

Notes:

(1) Extract based on the Presentation "Rites of Initiation and continuity in the gang of harassment" given at the X Congress of Anthropology. Spanish Federation. Seville (Spain) 2006 and in chapter 7 "Studying the harassing group from anthropology" of the book "When work punishes us. Debates on mobbing in Mexico". Peña, Ravelo and Sánchez (coordinators). Eón and UAM-Azcapotzalco editions, Mexico, and the European Mobbing Information Service, Barcelona, 2007. ISBN 978-968-5353-96-0.

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(3) Hirigoyen. French therapist, expert in bullying. Book: Moral harassment (published in Spain by Editorial Paidós-1999)

(4) (4) Daya Rolsma Tehusjarana Clinical and organizational psychologist. "Trepismo en la Empresa" <http://www.acosomoral.org/emp12.htm>

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