

Mobbing Circles

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Recognize the members of the stalking group

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On the issue of moral harassment, the determinant is power, specifically the power of the leader, which is basically aimed at maintaining privileges in his intra and extra group relationships. Power is something that is exercised in interactions between humans and has a double effect: oppressive and configurator. On the subject of bullying, it is oppressive conception that takes shape as the ability and the possibility of control and mastery over the life or facts of others, basically to achieve obedience. Abuse of power obliges non-reciprocal interactions, where the controller has the means to sanction and also to reward those who obey. I defend the concept of moral harassment or mobbing as the punishment that the main instigator exerts on the victim for not having submitted to his designs. This situation of disobedience. the leader will very often be camouflaged and therefore, in these cases, this information can only be provided to us by the victim. The person affected by a

situation of moral harassment, through an introspection process, will be able to find the reason that is nothing more than an unspeakable fraud of the main harasser. This hidden motivation of the harassment instigator is related, in one way or another, to the victim's denial of undergoing a situation of domination of the group leader. The situation that gave rise to, in the instigator, the desire to destroy the other is almost always hidden. These situations are different in each individual case, sometimes it is the victim's denial of accepting a dismissal with loss of labour rights; in others to refuse to engage in fraudulent acts, I include here refusing to cooperate in harassing another partner, or not accepting the dominance of an informal leader; other situations triggering moral harassment include the future victim's denial of unwanted intimate contacts; and very often, more than one thinks, the origin is in the envy that the instigator feels for the victim. An envious person will compulsively need to dominate those who generate this feeling with the intention of mitigating his inner evil, when he fails to dominate this person, this same impulse will lead him to destroy it. The primary stalker manages to wield power through his ability and ability to guide the kind of interactions with others in terms of his own interests, beliefs and perceptions, "amoral situations can only be developed if allowed or tolerated" to achieve that power "pollutes the victim's environment in order to find

the social support that allows him to assault him with impunity" (Leymann,1996: 180). The mobbing, therefore, consists of a group dynamic that, once launched, continues automatically, in addition "any action or attempted justification or defence [by the victim [increases the sense of questioning and institutional danger, with the consequent increase of harassment activities" (González de Rivera, 2002: 63). Often the instigator's allies, those who become harassers and form the hellish circle of harassment have some characteristics of MIA syndrome, described later, with those characteristics common to the harassing leader that make it possible and facilitate their adherence to the bullying gang, because they are already doing well to work in mediocre and few competitive environments.

. For Leymann the essential sources of mobbing within the company, are located at three levels, the first in the organization of work, "we can assume that any stressful work situation contains a significant potential of conflicts and, therefore, risk of mobbing" (Leymann,1996 :168), second in the definition of tasks, "monotony and repetition of tasks [... [, [may cause [the aggressors to choose a colleague as a goat only to distract themselves" (Leymann, 1996 :169); and third in the type of direction together with the social dynamics of the working group, "in working groups under pressure, conflicts are born more easily, and the risk of mobbing increases" (Leymann, 1996: 173).

The more one knows and analyses about the phenomenon of moral

harassment, the more certainty is consolidated that it is not the personality of the victim that is the determinant of a situation of moral harassment and whether instead has much to do with the personality of the principal instigator and his allies, "in the business sphere, violence and harassment arise from the encounter between the longing of power and perversity" (Hirigoyen ,1999: 47).

We start from the concept, which defines the bullying gang as the group made up of the stalker and the people around him and participate in the harassment. Mobbing involves harassment of a person by a group, "it is very common for mobbing instigators to organize everything so that other workers participate in harassment actions. The modalities for manipulating other workers and inciting the victim to lynch are very varied and are part of the natural capacities of certain workers with psychopathic disorders" (Piñuel,2003:123-124).

In moral harassment we must not think that this is a disagreement between two people, what it is about being harassed group. If it were a disagreement between two people it could be solved, which makes it difficult to resolve harassment is the imbalance of forces. We are of the opinion that if there was no group to support the instigator, there would be no harassment or mobbing situation; perhaps we would be facing relationships of antipathy, but balanced, what defines harassment is precisely the existence of the imbalance of forces, because to consent and not to help the

victim is to be complicit in the harassment.

Once confirmed the existence of a case of mobbing in the organization it is necessary to detect the group that harasses in order to prevent it from continuing to exercise violence against the victim. Most of the time it will be easy to determine the members who make up a gang of harassment given their constant manifestations of hostility towards the victim. To get the mobbing tied up, it will take a major commitment from the organization to allocate the appropriate means to protect the worker affected by harassment, on the one hand and on the other to prevent bullies from continuing to engage in harassment; in these cases the intervention of organizational psychologists is highly recommended for the design of the strategies to follow and for the monitoring of the plans implemented.

The mobbing circles

It is important to see how the gang is structured within the company, and it is for this reason that we will analyse the different circles of violence in mobbing, that the way the stalking group is structured within the organization. Regardless of the origin or type of harassment in question, in all cases, the protagonists of the phenomenon of harassment are distributed in a certain way, which I call mobbing circles. In order to be able to make a good diagnosis of the mobbing situation in order to be able to have an effective intervention with those affected by AMT (Moral Harassment at Work) it is important to see how each person

of the organization is placed in this harassment; to do this we will rely on the theoretical construct of mobbing circles. The mobbing circles distribute to each individual according to their involvement in the process of labour harassment, so we have in the first place the instigator of bullying, surrounded by their allies who act as harassers, nearby are the tacit collaborators of the harassment, they are followed by the accomplices who act as silent witnesses and to finish there are the unconditional friends of the victim. To describe the mobbing circles, we will use the figure of a target as an explanatory model.

The Main Instigator or Stalker.

At the center of the target is the victim, near it is the instigator who acts as a stalker who carries the initiative and surrounds himself with allies. It is this stalker I call the main instigator since it is the person who initiates the harassment, who plans the destruction of the victim and acts as an abusive leader and is also the one who will get some benefit from the annihilation of the victim. This character corresponds to MIA syndrome that of the mediocre active inoperative described by González de Rivera. So we have that the characteristics of every person who instigates harassment are defined by the "active inoperative mediocre" syndrome or MIA as "The individual affected by MIA is persistent, easily develops a great activity (inoperative, of course) and has a great desire for notoriety and influence on others, which sometimes reaches messianic dyes. Mia tends to infiltrate complex organizations, particularly those that are already affected by minor forms of mediocrity. It easily comes to master small encapsulated groups that produce nothing, but that assign "tracking and control" functions that allow them to hinder or annihilate the advancement of brilliant individuals." (González de Rivera, 2002: 89). This instigator surrounds himself with allies to act as stalkers

and help him destroy the victim, very often they are the ones who face, while the main instigator is left in the rear getting unnoticed.

The instigator of harassment is an integrated psychopath and as such will continue to emotionally harm his neighbours in a hidden way, we will have to be vigilant when we meet people, within the organization who, in one way or another, are accustomed to being unfair to their fellowmen and who never take responsibility for their actions or grit for the harm inflicted. Most human beings are displeased to have harmed another person carried out by sporadic situations of emotional uncontrollability but in cases of harassment we are faced with repetitive and repeated acts of violence directed towards a target, carried out by psychopathic, sociopathic and paranoid personalities, and that is why there is no compassion towards the victim and this explains, too, the fury with which she is persecuted.

The Allies or Stalker Group

We cannot forget that the main stalker is a cowardly person, working in the shadows. In moral harassment there is a very intimate ally to the instigator who is the one who carries the singing voice in harassment, usually to be a very violent person in every and every one of his manifestations, both towards the victim and towards others, and precisely because of this element of brutality is why he was chosen by the instigator to turn it into his right hand.

The rest of the main instigator's allies form a small group, of 2-3 people, are the elite, and are the ones who act together with the stalker. They are able to do a lot of damage as they act as a hellish circle, they are called bullying gang or stalking group. All gang members have an individual motivation to be part of this type of group and these motivations are linked to certain personal

deficiencies, which look very interesting but that exceeds the claims of this study, so I only mention it.

Tacit Collaborators

In a circle a little further away, from the victim, is a group of gang collaborators, who are not so violently active but who help harassment by spreading rumours and denial to help the harassed. They are the so-called tacit collaborators of mobbing, because with their actions they enhance the isolation of the victim and their discredit, they act as facilitators and cover-ups of harassment. The group of collaborators expands as bullying progresses over time, sometimes, especially in long-term bullying, becomes up to 30 people, and all of them collaborate in the stigmatization process. These people without having received any harm from the victim, even if they have received some benefit from the victim in previous times, contribute to the destruction of the same by imitation, by following "the fashion", emulating the gang of harassment, sometimes by fear or pressure. This large group of collaborators are made up of other workers, clients, heads of other departments, as well as managers and owners of the company.

Accomplices or Silent Witnesses

In the next circle we find the accomplices who are the so-called silent witnesses, they are called this way because they see and know what is happening. They are people aware of the situation of abuse, of the unfair treatment of the victim, but they do nothing and look elsewhere, that is, they silence and consent to the abuses. The consensual and cowardly attitude of these people does much damage to the victim, since with his attitude increases his vulnerability, "the mediocre active inoperative harasses with the

collaboration and permissiveness of the rest of the staff of the organization. Psychological persecution unfolds amid a surprising silence and inhibition of observers who, although fully aware of the abuse and injustice of the situation, refrain from intervening, or by implicit complicity with the plan to eliminate the harassed, or to avoid becoming themselves the object of retaliation" (González de Rivera, 2002:11-112). The latter definition clearly distinguishes between the tacit collaborators and silent witnesses, the first ones defined as participants in the plan of destruction of the victim and the silent witnesses, such as those workers who do not intervene for fear of reprisals or, we add another motivation of the silent witnesses, it is not to lose the *special* bond with the harasser. Unlike some accomplices who are not aware of their servile attitude, silent witnesses make a good analysis of the situation, they know perfectly well that the victim is unfairly assaulted and innocent; but they decide not to intervene,

Unconditional Friends or Non-Mute Witnesses

Sometimes, there is someone who acts as a non-silent witness, is characterized by the fact that he makes evident the occult, that is, reveals that the victim is being treated unfairly and announces that he is facing a situation of moral harassment at work. These people are the victim's unconditional friends. Sometimes, even, it can be a small group, very small, that is in favour of the victim. Their support for the victim can be of vital importance because it allows the affected to interrupt the self-inculcation process, "psychoterrorism experts point out that solidarity, especially initial, stops the behaviour of harassment" (Piñuel, 2001:136).

We have to stop a little to understand what kind of people are going to be prone to integrate a gang of harassment, we have already seen that the profile of the main instigator of any harassment corresponds to a manipulative perverse (or integrated psychopath), instead I consider that the personality characteristics of his most loyal allies correspond to three specific types: the bully (sociopath) , the envious (paranoid), and, more rarely, another perverse. When the infernal circle or gang of harassment is made up of only two people, one of them can be expected to be a perverse (the instigator) and the other a sociopath (the thug); and this is because every perverse is cowardly and needs the strength and aggression of the bully who, in addition to being his whip, allows the main instigator, as a good manipulator he is, to stay in the shade and not to stain his hands. If there is no sociopath (thug) in the organization, the main instigator will try to get a paranoid (envious) to act as a bully, and if that is not possible it will be himself who acts aggressively, "the perverse [... [they can also resort to force, but only when seduction ceases to be effective" (Hirigoyen,1999:119). When the gang of harassment is formed by more than two people, it can be expected that they are envious (paranoid) people who can thus give free passage to their destructive desires, "paranoiacs take power by force, while the wicked take it through seduction"

(Hirigoyen,1999:119). It is true that in the event that the gang expands to more people, there may be more than one thug in the group, although it will always be one that is the most violent of them all. It is necessary to mention the special case of adscription of two perverts in the same group, which occurs, only in the case that they must join forces against a common objective, because normally the wicked, they recognize each other and avoid each other.

By way of summary we can say that the psychopath is the 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 difficult to detect because they use subtle violence. Sociopaths, on the other hand, are people who have acquired their brutality in a conflicted social environment and manifest their aggression with acts of explicit violence, are easily detected as they act as thugs against the victim and usually are accustomed to being manipulated by the main instigator. Sometimes it is them, the thugs, who will give us the clue to who is the main instigator of a harassment case, since they will always be the best friends, companions or allies of the instigator, and very often will justify their violence against the victim, in a perverse turn, as a way to defend their "friend" from the victim or to give it a deserved punishment for having "disturbed" the instigator. An instigator about to be discovered will encourage any of his closest allies to take responsibility for harassment so that he can continue to machine in the backroom. When a

process of harassment is long-running, the instigator must sacrifice various allies, as chess pawns, because he will have burned them in his, long, close to the victim. His lack of empathy also manifests itself in these cases, where he consents to all the faults being placed 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 his fate, the sociopath, instead, was not born brutal, it was a violent environment that made him so that he can possess some qualities of loyalty and sincere affection for his leader.

The third type of personality that makes up a gang of harassment is that formed by envious people with a strong paranoid element in their personalities, which, on the one hand, makes them desire the destruction of the exaltedness of the victim and on the other hand impels them to attribute to the victim their own desires for destruction. This "mirror" attribution, makes them see a persecutory tint in the defence, real or imaginary, on the part of the victim, and is that persecutory element attributed to the victim, is the one that translates as "fear" to the victim, designating him with a malignancy not contrasting in the facts or fear of his purported harms; with 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 being attributed all sorts of malignancies. Therefore we state that anyone who has an adscription to a gang of harassment, will indicate that that person has a certain degree of personality alteration, and that without

these traits could not in any way withstand the constant persistence of aggression of the victim, it must have a certain internal moral rot to continue to belong to a gang of harassment. In any case, we must not forget, that the instigator of harassment, too, is going to surround himself with people without personality alteration, who, although not directly violent to the victim, are the necessary collaborators of harassment, they have been manipulated, either with the promise of prebends or with the fear of punishment. It is the ones who stop speaking to the victim, those who spread rumours and gossip, that provide the organizational means that contribute to the helplessness of the victim of moral harassment at work. Among these, very often, arises the figure of the exploited, of the commonly called climb, is an ambitious person who is allowed to be carried away by envy towards the victim and who wishes to take ownership, without effort, of the assets of the same, and who ends up getting them as prebends by the bullying group. This assumption occurs when the harassment group must maintain appearances and directly appropriate the victim's charges, or his computer, or keep his client portfolio, or with his job would report discredit within the institution; it is then that they allow the ascension of the climb that will be deeply grateful to them at first but that later when he wants to get rid of the manipulative pressure he will understand that he sold his freedom of decision, and will find himself being part of the network of debtors surrounding the main instigator.

The Detection of the Stalking Group

There have been some contributions since anthropology that tend to define the "gang of harassment" and its collaborators as a clique or clientele. In mobbing there is, of course, a clique that follows the directions of the abusive leader; but it is also true that we cannot confuse clientelar network with clientelism and much less assimilate client network with stalker group. This is for two reasons, the first and most obvious is that not all people in the organization who have reciprocal relations with the main stalker will engage in violence against the victim and second that there can be clientelism without there being someone to object to and subject to moral harassment. This leads us to have to differentiate between client network and clientelism, which is not the same, as we do not mean the same thing when we talk about social networks and socialism. The existence of client networks is common and consubstantial to the human being as a social subject. These types of networks make up the usual human interrelationships, whether they are relationships of neighbourhood, friendship, familiarity, professionalism. It is a concept that is closely related to the relationships of reciprocity and collaboration, nothing in the concept suggests hidden or fraudulent aspects that, on the other hand, if they are part of the definition of clientelism. Clientelism is the degradation of healthy reciprocity relationships to submission relationships

through the debt and favours procedure. In clientelism social relations are perverted, there is concealment of both the procedures used and the purposes pursued and this concealment is intended to cover up the fraud that encloses any relationship of clientelism. To confuse client network with clientelism is not to distinguish between mutual aid relationships, such as that which can take place on a neighbouring ladder, or between co-workers, with the mafia relationships that occur within closed groups within an organization in order to maintain their privileges fraudulently.

I do not want to conclude without stressing that the consent of the organizational environment to the serious phenomenon of moral harassment, even in those cases where the victim is frankly injured, are explained by the existence of a business culture dominated by myths. We are of the opinion that it is the social system itself with its myths and beliefs about power that empowers people not to question the actions of a gang of harassment; and therefore, to reject violent behaviours it will be necessary to undo the stereotypes of power that surround us. The existence of social myths about hierarchical privileges also influences the submission to the dictates of an abusive leader. These privileges encourage the submission of another person, with such submission being made in the social acceptance to be seized, by the hierarchy, of rights, criteria and identity of the worker; and this makes it easier for the work environment to consent to

harassment of another partner and even to "justify" it because it comes from a hierarchical position or figure with power. We understand as a figure with power that has the highest level of power, either by charge (hierarchy) or by number (group).

We conclude that, in the fight against any exercise of psychological violence, so that it has a minimum of guarantees, it must include a critical analysis of the actions of the person as being social and therefore in his acting within a group. Let us not forget that facing what kind of violence, on the part of a person, is very often going to consist of learning to resist the social void.

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The circles of Mobbing

