

Is It Happening To You?

Workplace Bullying, Mobbing,
and other Forms of Workplace
Psychological Abuse are More
Prevalent Than You Think!



The Back Story

When I was the target of mobbing (many lifetimes ago), I had no idea that workplace psychological abuse was even a thing. I didn't know the behaviors, the tactics, where to turn, what to do. I didn't know why it was happening. I didn't know how to stop letting it control every single aspect of my life. I didn't know its lasting damage.

And I certainly had no idea that it could happen to other people.

Prevalence

In fact, the prevalence in the U.S. for adult workers across professions is notable.
It is estimated that:

- 30% have experienced workplace psychological abuse

- 19% witness such abuse

- 66% are aware that such abuse exists

- 34% are unaware that it exists, or have no opinion about it

(Workplace Bullying Institute, 2021)



Variation in Prevalence

There is a wide variation among professions. For instance, workplace psychological abuse tends to be more pervasive in academia, and academic libraries in particular, and has been found to affect between 40% to 57% of librarians.

(Henry et al., 2018; Kim et al., 2018)



Fast Forward

When a call was put out for book chapter proposals on academic librarian burnout last October, something clicked in my mind. The connection between workplace psychological abuse and burnout seems so obvious, and my two future co-authors agreed. Three months later, our proposal was accepted.

I wanted to do whatever was possible to enlighten others.

An Abundance of Research

The literature review process revealed an abundance of research on this topic. How did I not know about this before? How could it be shared? Even after the chapter was withdrawn, I knew there had to be a way to share it.



Photo by Tianya Ma on Unsplash

Knowledge is Power

Finding no similar resource guide on campus, I decided to create one.






KNOWLEDGE IS POWER.

Learning from the abundance of available research is enlightening, validating, and empowering. Anyone who has ever been a target will understand this.

The Library Guide

So far the guide has reached more people than I expected. Since its launch on September 27, 2021, it has had 213 views, and is the 13th most popular library guide of the 214 guides viewed since the beginning of the semester.

7 pages, 213 views, 48 days

ID	↕	Name	↓	Views
8644529		Articles and Research	25	
8644528		Books	21	
8644522		Home	125	
8750207		Policies and Resources from other Institutions	0	
8645005		Printable Guide	16	
8750556		SUNY Oneonta Policies and Resources	0	
8644530		Websites and Other Guides	26	

Future Plans for the Guide: Part 1



A new section on SUNY Oneonta Policies and Resources, has been recently added, and I am looking to incorporate campus resources in this section.

Where can employees go for information, support, or guidance?

Please email me at heather.stalter@oneonta.edu if you would like your office or services added to this section of the guide.



Future Plans: Part 2

I would like to create a similar guide for students and am looking for a team of collaborators to work on this.

Please email me at heather.stalter@oneonta.edu if you are interested.



Final Thoughts

Workplace psychological abuse is most definitely a thing. There is an endless array of tactics and behaviors that bullies employ, both overt and subtle. Periods of niceness are part of the pattern.

The destructive consequences to targets, witnesses, and organizations is well documented.

There are many silencing forces that allow the abuse to thrive.

Understanding, acknowledging and identifying such abuse is the crucial first step in eradicating it and preventing it in the first place.

References

- Henry, J., Eshleman, J., Croxton, R., & Moniz, R. (2018). Incivility and Dysfunction in the Library Workplace: Perceptions and Feedback from the Field. *Journal of Library Administration*, 58(2), 128–152. <https://doi.org/10.1080/01930826.2017.1412708>
- Kim, H. J., Geary, C. A., & Bielefield, A. (2018). Bullying in the Library Workplace. *Library Leadership & Management*, 32(2), 1–13. Library, Information Science & Technology Abstracts.
- Workplace Bullying Institute. (2021). *2021-Full-Report.pdf*. <https://workplacebullying.org/wp-content/uploads/2021/04/2021-Full-Report.pdf>