



# Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying

By Maureen Duffy Ph.D., Len Sperry Ph.D.

Download now

Read Online 

## **Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying** By Maureen Duffy Ph.D., Len Sperry Ph.D.

Research shows that as many as 37% of American workers have experienced workplace abuse at some time in their working lives. Mobbing, a form of abuse in which individuals, groups, or organizations target a single person for ridicule, humiliation, and removal from the workplace, can lead to deteriorating physical and mental health, violence, and even suicide.

*Overcoming Mobbing* is an informative, comprehensive guidebook written for the victims of mobbing and their families. In an engaging and reader-friendly style, mobbing experts Maureen Duffy and Len Sperry help readers to make sense of the experience and mobilize resources for recovery. The authors distinguish mobbing from bullying-in that it takes place within organizational or institutional settings-and demonstrate how mobbing is not about the occasional negative experience at work; rather, mobbing involves ongoing negative acts, both overt and covert, that over time erode workers' confidence in themselves and in their workplaces. Demystifying the experience of mobbing through the use of examples and case studies, *Overcoming Mobbing* provides effective strategies for recovery from mobbing as well as for prevention. More than a simple self-help book, this guide offers a detailed presentation of the causes and consequences of mobbing, helps readers avoid falling into the trap of misplacing blame, and holds organizations at the center of responsibility for preventing this devastating type of abuse. In addition to those who have experienced mobbing, this book is an invaluable resource for workplace managers and human resources personnel who wish to prevent or reverse mobbing within their own professional settings.

 [Download Overcoming Mobbing: A Recovery Guide for Workplace ...pdf](#)

 [Read Online Overcoming Mobbing: A Recovery Guide for Workpla ...pdf](#)



# Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying

By Maureen Duffy Ph.D., Len Sperry Ph.D.

**Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying** By Maureen Duffy Ph.D., Len Sperry Ph.D.

Research shows that as many as 37% of American workers have experienced workplace abuse at some time in their working lives. Mobbing, a form of abuse in which individuals, groups, or organizations target a single person for ridicule, humiliation, and removal from the workplace, can lead to deteriorating physical and mental health, violence, and even suicide.

*Overcoming Mobbing* is an informative, comprehensive guidebook written for the victims of mobbing and their families. In an engaging and reader-friendly style, mobbing experts Maureen Duffy and Len Sperry help readers to make sense of the experience and mobilize resources for recovery. The authors distinguish mobbing from bullying-in that it takes place within organizational or institutional settings-and demonstrate how mobbing is not about the occasional negative experience at work; rather, mobbing involves ongoing negative acts, both overt and covert, that over time erode workers' confidence in themselves and in their workplaces. Demystifying the experience of mobbing through the use of examples and case studies, *Overcoming Mobbing* provides effective strategies for recovery from mobbing as well as for prevention. More than a simple self-help book, this guide offers a detailed presentation of the causes and consequences of mobbing, helps readers avoid falling into the trap of misplacing blame, and holds organizations at the center of responsibility for preventing this devastating type of abuse. In addition to those who have experienced mobbing, this book is an invaluable resource for workplace managers and human resources personnel who wish to prevent or reverse mobbing within their own professional settings.

**Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying** By Maureen Duffy Ph.D., Len Sperry Ph.D. **Bibliography**

- Sales Rank: #458779 in eBooks
- Published on: 2013-12-02
- Released on: 2013-12-02
- Format: Kindle eBook

 [Download Overcoming Mobbing: A Recovery Guide for Workplace ...pdf](#)

 [Read Online Overcoming Mobbing: A Recovery Guide for Workpla ...pdf](#)

## Download and Read Free Online Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D.

---

### Editorial Review

#### Review

"This is a very important and useful contribution to the literature on mobbing, bullying, and emotional abuse at work. Employee relations and mental health practitioners, mobbing targets and their families, scholars, and advocates alike will benefit from its command of the relevant research, on-the-ground understanding of the workplace, and practical application. I will be adding it with enthusiasm to my short list of recommended books on this topic." -- *David C. Yamada, Professor of Law and Director, New Workplace Institute, Suffolk University Law School*

"Duffy and Sperry demonstrate that mobbing is one dark side of organizational life. Interpersonal dynamics make it all too easy for an individual to become the object of in-group harassment, and if the organization's leadership is blind to the reality of mobbing, the stage is set for destructive results. This book provides a useful map of the territory and offers a practical view for assessing and managing mobbing as it occurs." -- *Dr. Joseph Yeager, SommerYeager, LLC, and Developer of the Sommer Survey (SommerYeager.com)*

"Whatever the subject, the people most worth looking to for practical advice are those with the deepest, soundest, most thorough understanding of it. Duffy and Sperry demonstrated such understanding of workplace mobbing in their earlier, more theoretical book, *Mobbing* (OUP, 2012). The advice they offer here will be invaluable to mobbing targets, their family members and friends, indeed to anyone interested in fostering decency and fairness at work." -- *Kenneth Westhues, PhD, Professor Emeritus, Sociology & Legal Studies, University of Waterloo, Canada*

"Mobbing is prevalent, abusive, and preventable. Duffy and Sperry explain clearly what mobbing is-and how employees, managers, and boards can challenge a widespread scourge that destroys lives and damages successful corporate cultures. If you care about the future of humanity and our economy, you should read this book." -- *Eleanor Bloxham, CEO of The Value Alliance and Corporate Governance Alliance*

"This book concentrates on mobbing in the workplace, but also discusses bullying since they are related aggressions. Of particular interest are chapters on mobbing recovery tools and suggestions for creating a healthy civil workplace. There are thorough notes for each chapter and an appendix lists useful websites. This is an impressive and insightful book. Highly recommended." --R. Davis, *CHOICE*

"Of particular interest are chapters on mobbing recovery tools and suggestions for creating a healthy civil workplace. There are thorough notes for each chapter and an appendix lists useful websites. This is an impressive and insightful book. Highly recommended." --R. Davis, *CHOICE Magazine*

## About the Author

**Maureen Duffy, PhD**, is a practicing family therapist and consultant specializing in workplace and school mobbing and bullying issues and an Affiliate with the Qualitative Research Graduate Program at Nova Southeastern University. She provides trauma-informed psychotherapy to targets of mobbing and bullying and their families and consultation and training on workplace abuse to stakeholders including human resource managers and attorneys. She is the coauthor of *Mobbing: Causes, Consequences, and Solutions*.

**Len Sperry, MD, PhD**, is Professor of Mental Health Counseling at Florida Atlantic University and Clinical Professor of Psychiatry at the Medical College of Wisconsin. He has provided psychotherapy to mobbing victims and consulted with corporations on mobbing and bullying. He is the coauthor of *Mobbing: Causes, Consequences, and Solutions*.

## Users Review

### From reader reviews:

#### **Lizzie Chandler:**

The book *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying* can give more knowledge and also the precise product information about everything you want. So why must we leave the great thing like a book *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying*? Some of you have a different opinion about e-book. But one aim this book can give many details for us. It is absolutely suitable. Right now, try to closer with your book. Knowledge or facts that you take for that, you may give for each other; it is possible to share all of these. Book *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying* has simple shape but you know: it has great and big function for you. You can appear the enormous world by available and read a publication. So it is very wonderful.

#### **Bruce Jones:**

Many people spending their moment by playing outside having friends, fun activity along with family or just watching TV 24 hours a day. You can have new activity to pay your whole day by looking at a book. Ugh, ya think reading a book will surely hard because you have to take the book everywhere? It all right you can have the e-book, having everywhere you want in your Cell phone. Like *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying* which is having the e-book version. So , try out this book? Let's observe.

#### **Catherine Stoltenberg:**

In this era which is the greater particular person or who has ability in doing something more are more valuable than other. Do you want to become certainly one of it? It is just simple way to have that. What you are related is just spending your time not very much but quite enough to enjoy a look at some books. One of the books in the top listing in your reading list will be *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying*. This book which is qualified as *The Hungry Slopes* can get you closer in becoming precious person. By looking right up and review this book you can get many advantages.

**David Reed:**

Guide is one of source of understanding. We can add our know-how from it. Not only for students but in addition native or citizen want book to know the change information of year for you to year. As we know those textbooks have many advantages. Beside we all add our knowledge, could also bring us to around the world. From the book *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying* we can get more advantage. Don't you to definitely be creative people? To get creative person must want to read a book. Only choose the best book that suitable with your aim. Don't possibly be doubt to change your life at this time book *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying*. You can more inviting than now.

**Download and Read Online *Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying* By Maureen Duffy Ph.D., Len Sperry Ph.D. #LI0S87VEW6R**

# **Read Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. for online ebook**

Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. books to read online.

## **Online Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. ebook PDF download**

**Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. Doc**

**Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. Mobipocket**

**Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D. EPub**

**LI0S87VEW6R: Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying By Maureen Duffy Ph.D., Len Sperry Ph.D.**