

Greetings from bullyland (and a Happy Canada Day for those affected!)

New on our website is a small selection of past newsletters. They are in PDF format. So if you lose or delete unintentionally a newsletter there it will be. But it won't be there immediately, and some details (some meeting places for example) will have been removed.

If you respond to our newsletter - news, updates, comments, that's just great. If possible can you not reply with a full copy of the newsletter added below? It clogs up our inbox and makes finding the 'meat' of each message (your comments) harder to do. Thanks!

BC Business magazine followed last months article on bullying with one on mobbing. (Thanks to Vicki O'Brien for her careful and well researched work.) We'll try and get it scanned for next time, and put in on the website. It was in the June issue - still available on newsstands until early July.

Just discovered it is available on line for free (just have to submit name and email) for a while longer too:

<http://www.bcbusinessmagazine.com/fullstory.php?story=Mob%20Mentality&id=2>

*** **

- 1./ Assorted news, resources and feedback
2. A victim's perspective on facing a workplace bully.
- 3./ Local groups.
- 4./ Stay Hungry. Stay Foolish. Inspirational piece from a perhaps unexpected source.....
- 5./ 'What the Left's Anti-Bully Movement Really Means' by Rush Limbaugh. Stimulation
- 6./ New resource for dealing with 'depression' in the workplace

*** **

- 1./ Assorted news, resources and feedback

Hi NBFM;

Just wanted to let you know about the conference I read about run by Lancaster House on Bullying and harassment: employer responsibilities, employee remedies. Their phone number in Toronto is 416-977-6618. I have found some of their conferences really useful.

Gillian Joseph
Research Associate
Centre for Families, Work & Well-Being
University of Guelph

*** **

Good website:

<http://www.livingwithbullies.com/>

Doctor in Barrie

Also, may I please add a doctor and lawyer to your list in case anyone calls looking for referrals? The wonderful doctor is Dr. Jonathan Douglas, psychologist and trauma specialist. Phone 705-735-4776 (Barrie, Ontario) email is drjdouglas@rogers.com. Wonderful man. I cannot say enough good things

about him.

Lawyer in Toronto

A fabulous lawyer is Rob Waddell. Phone 416-368-9550 (Toronto, Ontario) and email is rhw@waddellpc.com. Highly ethical man who will tell you directly what your chances are and strategies to take. He's also really aware of the collusion between employers and unions. I highly recommend him. so much so that my husband, who is union representative, suggests people call Rob Waddell before they report incidents to the union.

*** **

Some great feedback/ rant/ passion and poise from items in our last newsletter

Thanks for the newsletter.

The article (item 2) reminded me of something I've often thought about the workplace bullying literature: There is too much focus on the target's symptoms as evidence that bullying is occurring. Of course the symptoms are important and targets should get support for them, but what I'm saying is: the evidence is what the bully is saying and doing. Is the bully's behaviour antagonistic? Can the bully's behaviour be justified? The answers to these questions determine what behaviour qualifies as bullying, regardless of the target's symptoms. Some targets will have different symptoms or no symptoms at all, or their symptoms will not show up until later. Or they could have the symptoms for entirely different reasons. So symptoms are not a reliable guide.

Another concept that pops up too frequently: the idea that how targets react to bullying is for their feelings to be hurt. This is true some of the time, but I personally have never been hurt by workplace bullies. My reaction is to be TICKED OFF. Who are these pathetic losers bringing their personal psycho-dramas into the office and interfering with my work? Why can't they behave like professionals and get some therapy for their personal issues and leave me out of it? "Grow the &*%\$ up!" is what I'm thinking, not "Oh, I wish they would be nicer to me."

In all my experiences of workplace bullying, the perpetrators were not exactly "winners" at the game of life. There was always some combination of a distasteful marriage, financial worries, wayward offspring, mental and physical health problems, and an addiction or two for good measure. The fact that they volunteered all this personal information to their co-workers gives a clue right there about the kind of people they were - messed up with very poor boundaries. Given all that, it's not a surprise that they acted so unprofessionally.

Bullies are losers. That's why they need to bully - they desperately need to feel control over something, and since they've failed to keep control in their personal lives, they seek targets to control instead.

My two cents :)

Keep up the good work

"name withheld on request"

*** **

Hi,

I just wanted to share this link with No Bully For Me.

www.adelaide.edu.au/hr/ohs/occstress/psychabuse/

It is one of the most progressive definitions and solutions for workplace abuse that I've found on the web. It is nice to see an HR department make a strong statement against something that is seriously debilitating to their employees. I'd like to see Canadian HR departments and Canadian Law take a serious stand on this issue. I believe that any employer operating in Canada which does not take workplace abuse seriously is in breach of the implied contract of employment in Canada which expects the employer to care about its employees health and well being by Law. Workplace abusers need to be removed from the employees they can abuse in the same way a child abuser would be expected to stay away from children. So far the abused are expected to put up with the abuse or leave their job which is very much a human rights abuse as far as I'm concerned.

I hope for quicker enlightenment about workplace abuse to take hold in Canada since we appear to be behind the UK, Australia and the US in understanding and dealing with this issue. Child abuse, domestic abuse and elder abuse is not acceptable in our society so why is workplace abuse? Canadian employers are making their employees sick through accepted forms of psychological abuse. Many employees live in fear at their jobs because of workplace abusers. I hope for a quick and consolidated effort to be made to help the victims of workplace abuse in our society in a more humane way than what I experienced.

As a Canadian I am disappointed and stunned by the lack of awareness and humane support that exists in Canada for victims of workplace abuse. I have worked with many new Canadians who said my last work environment reminded them of the oppressive governments they left. The abusers were managers and HR. If many employers operate the same way as my last employer then I recommend that employees working in abusive workplaces consolidate and force their employer to take workplace abuse seriously through legal action. It appears that work teams predominantly made up of new Canadians are the most vulnerable since their is serious reluctance on their part to seek help in getting support for their rights as employees. I hope that all Canadians will develop the courage to take action against workplace abuse. Workplace abuse is not acceptable in Canadian society and currently Canadian employers are harming their employees.

*** **

2./ A victim's perspective on facing a workplace bully.

Nicely done piece (though quoting Lyndon B Johnson as an anti-bullying inspiration goes a little too far - anyone remember Vietnam?)

Original here:

<http://www.wellandtribune.ca/webapp/sitepages/content.aspcontentid=560256&catname=Editorial&classif=>

A victim's perspective on facing a workplace bully

lesley rickard

Thursday, June 07, 2007 - 09:00

Editorial

'Those who can, do. Those who can't, bully. Tim Field.'

There has been much written lately about bullying.

Just recently an article was in the May 25 edition of The Tribune regarding bullying in the workplace. Having been a victim of a bullying boss I would like to express my feelings and share some details with you in the hopes it will help if you are caught in such a vicious trap.

Although my episode occurred several years ago I can still vividly recollect every humiliating event. Many of you may be experiencing bullying and think it's just a personality conflict, or in the case of the bullying boss, you feel it's just a strong management style or a quick temper.

Let me help you sort it out.

First of all workplace bullying comes in many forms and while it is usually exhibited by acts of

aggression it can also be subtle behaviours.

Most bullies have a common goal: to climb that "ladder of success" at anyone's expense. The target therefore is the person who through their competence makes the bully feel threatened.

Remember, "Those who can, do; those who can't, bully."

Bullying is usually seen as comments or behaviours that mentally hurt or isolate a person, purposely excluding them from becoming a part of the team. From a boss it could include withholding pertinent information, changing rules or guidelines from day to day, assigning an unreasonable workload, constantly criticizing the victim's work, refusing a leave or blocking a promotion or taking work away making the victim feel useless.

The man who bullied me was my boss, the same man who hired me and within a few short months a man I didn't recognize.

His attitude and behaviour towards me changed dramatically. I was well-liked and accepted by the other managers and they often came to me for advice and counsel, which by the way was part of my job description.

I can only surmise he was threatened by this.

He had no cause to terminate my services so the next best thing was to bully me out the door.

He started by giving me the wrong time for meetings and when I had to hold a meeting of my own he would call two or three of the members out on some trumped-up excuse, all in his efforts to humiliate me.

He also proceeded to delegate some of my major responsibilities to one of his 'yes' girls who had no experience or credibility on the subjects.

Bullies seem to target those that are competent and popular since they themselves are basically inadequate and insecure.

The mind games continued for some time causing an extreme amount of stress. His plan had begun to wear on my nerves but I was just as stubborn and needed a job so I persevered, hoping he would tire of the game.

I couldn't report him because not only was he the "boss" but the owner of the business. You can imagine my frustration.

I did, however, keep a very detailed incident log.

The last straw was a lulu. One morning I entered his office and before I could speak he took his phone, slammed it on the desk sending parts of Ma Bell all over the office, and asked "what the #@#@@# do you want this time?"

Leaving the office on wobbly legs, I told one of the other managers I wasn't well and went home to think.

Is this job worth the stress and aggravation? I truly believe he had absolutely no control once he lost his temper and certainly was a candidate for anger management counselling.

After making an appointment with my lawyer I returned to work the next day. Having learned how much it would cost to pursue the case and finding that most of my witnesses were terrified of losing their jobs, I decided to take another approach.

I caught him off guard and said I had something important to tell him. His face lit up, I guess he thought I was going to quit.

What I did offer him was a mutual way out and although I won't go into details we did come up with a solution that satisfied us both. I must tell you the toughest part of this entire debacle was the fact that two capable and well meaning managers put themselves in jeopardy on my behalf.

One was terminated without cause immediately after I left and the other quit under the same circumstances that plagued me.

So how do you beat a bully?

First of all you should be logging every incident in the event you need to report it, including any witnesses. Keep anything that has been sent to you like e-mails or memos that clearly show a pattern of behaviour.

Do some research on the topic; find out what you can so that you have a better perspective on what's happening.

Know your enemy.

You should emphatically state to the bully that his/her behaviour is not acceptable and ask for it to stop.

It may be good to have a witness during this confrontation.

If this fails, gather your facts and report to your human resources manager or a similar representative regardless of whom the perpetrator is. Do not accept undignified and cruel treatment, there is recourse.

'If you let a bully come in your front yard he'll be on your porch the next day.' Lyndon B. Johnson

Lesley Rickard is a member of The Tribune's Community Editorial Board.

*** **

3./ Local Groups:

on our website are here:

<http://www.nobullyforme.org/local.shtml>

We try to keep the information current but please contact the organizers directly to confirm upcoming meetings.

*** **

We will NOT be holding a Vancouver area meeting in July. Details of our upcoming meetings will be in the next newsletter.

*** **

Anyone in Washington State or around about?

Our Gig Harbor area support group is having Dr. Gary Namie come to speak to us about workplace bullying on July 7th from 12-3 in Gig Harbor Washington. Anybody interested in coming can give me a call, and if they cannot afford a hotel, I will try and work with them to find another place for them to stay. No charge for the workshop but you must RSVP.

Poster available here:

<http://www.bullyinginstitute.org/gigharbor.pdf>

Martha Woods

253-649-0117
stopthebullies@comcast.net

*** **

Vancouver Island

WorkLink Employment Society is pleased to announce a Support Group for Targets of Workplace Bullying

When? Meetings will take place on the first Wednesday of every month 5:30 –to 7:00 p.m.

Where? At Worklink on Vancouver Island, 2234 Sooke Road, in Colwood.

Meetings will be held in a safe and supportive environment. All those who have been targetted are welcome to attend, whether still in the bullying situation or not. Confidentiality is assured.

For information about Support Group Meetings, please call (250) 478-9525, or e-mail us

[e-mail WorkLink for more information](#)

We look forward to hearing from you. This local service will only continue if it is used, so please consider coming out and meeting with other targets. Your experiences can help others move forward.

*** **

Also, could you please keep advertising the BullyBusters Group in Barrie.

1st Monday of the Month, St. Mary's Church (65 Amelia Street), 7-8:30 pm.

Contact 705-549-0010 or endbullyingnow@gmail.com. Thanks.

Angela

*** **

4./ Stay Hungry. Stay Foolish.

B*gger all about bullying, this is an address Steve Jobs gave to Stanford University. B*gger all about bullying except it highlights survival, and past, present and future. It is humble and revealing from a successful man, gentle and paced. It also reminds us that what seems a bad turn of events may open other doors.

'You've got to find what you love,' Jobs says

From the Stanford Report

This is the text of the Commencement address by Steve Jobs, CEO of Apple Computer and of Pixar Animation Studios, delivered on June 12, 2005.

I am honored to be with you today at your commencement from one of the finest universities in the world. I never graduated from college. Truth be told, this is the closest I've ever gotten to a college graduation. Today I want to tell you three stories from my life. That's it. No big deal. Just three stories.

The first story is about connecting the dots.

I dropped out of Reed College after the first 6 months, but then stayed around as a drop-in for another 18 months or so before I really quit. So why did I drop out?

It started before I was born. My biological mother was a young, unwed college graduate student, and

she decided to put me up for adoption. She felt very strongly that I should be adopted by college graduates, so everything was all set for me to be adopted at birth by a lawyer and his wife. Except that when I popped out they decided at the last minute that they really wanted a girl. So my parents, who were on a waiting list, got a call in the middle of the night asking: "We have an unexpected baby boy; do you want him?" They said: "Of course." My biological mother later found out that my mother had never graduated from college and that my father had never graduated from high school. She refused to sign the final adoption papers. She only relented a few months later when my parents promised that I would someday go to college.

And 17 years later I did go to college. But I naively chose a college that was almost as expensive as Stanford, and all of my working-class parents' savings were being spent on my college tuition. After six months, I couldn't see the value in it. I had no idea what I wanted to do with my life and no idea how college was going to help me figure it out. And here I was spending all of the money my parents had saved their entire life. So I decided to drop out and trust that it would all work out OK. It was pretty scary at the time, but looking back it was one of the best decisions I ever made. The minute I dropped out I could stop taking the required classes that didn't interest me, and begin dropping in on the ones that looked interesting.

It wasn't all romantic. I didn't have a dorm room, so I slept on the floor in friends' rooms, I returned coke bottles for the 5¢ deposits to buy food with, and I would walk the 7 miles across town every Sunday night to get one good meal a week at the Hare Krishna temple. I loved it. And much of what I stumbled into by following my curiosity and intuition turned out to be priceless later on. Let me give you one example:

Reed College at that time offered perhaps the best calligraphy instruction in the country. Throughout the campus every poster, every label on every drawer, was beautifully hand calligraphed. Because I had dropped out and didn't have to take the normal classes, I decided to take a calligraphy class to learn how to do this. I learned about serif and san serif typefaces, about varying the amount of space between different letter combinations, about what makes great typography great. It was beautiful, historical, artistically subtle in a way that science can't capture, and I found it fascinating.

None of this had even a hope of any practical application in my life. But ten years later, when we were designing the first Macintosh computer, it all came back to me. And we designed it all into the Mac. It was the first computer with beautiful typography. If I had never dropped in on that single course in college, the Mac would have never had multiple typefaces or proportionally spaced fonts. And since Windows just copied the Mac, it's likely that no personal computer would have them. If I had never dropped out, I would have never dropped in on this calligraphy class, and personal computers might not have the wonderful typography that they do. Of course it was impossible to connect the dots looking forward when I was in college. But it was very, very clear looking backwards ten years later.

Again, you can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something — your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.

My second story is about love and loss.

I was lucky — I found what I loved to do early in life. Woz and I started Apple in my parents garage when I was 20. We worked hard, and in 10 years Apple had grown from just the two of us in a garage into a \$2 billion company with over 4000 employees. We had just released our finest creation — the Macintosh — a year earlier, and I had just turned 30. And then I got fired. How can you get fired from a company you started? Well, as Apple grew we hired someone who I thought was very talented to run the company with me, and for the first year or so things went well. But then our visions of the future began to diverge and eventually we had a falling out. When we did, our Board of Directors sided with him. So at 30 I was out. And very publicly out. What had been the focus of my entire adult life was gone, and it was devastating.

I really didn't know what to do for a few months. I felt that I had let the previous generation of entrepreneurs down - that I had dropped the baton as it was being passed to me. I met with David Packard and Bob Noyce and tried to apologize for screwing up so badly. I was a very public failure, and

I even thought about running away from the valley. But something slowly began to dawn on me — I still loved what I did. The turn of events at Apple had not changed that one bit. I had been rejected, but I was still in love. And so I decided to start over.

I didn't see it then, but it turned out that getting fired from Apple was the best thing that could have ever happened to me. The heaviness of being successful was replaced by the lightness of being a beginner again, less sure about everything. It freed me to enter one of the most creative periods of my life.

During the next five years, I started a company named NeXT, another company named Pixar, and fell in love with an amazing woman who would become my wife. Pixar went on to create the world's first computer animated feature film, *Toy Story*, and is now the most successful animation studio in the world. In a remarkable turn of events, Apple bought NeXT, I returned to Apple, and the technology we developed at NeXT is at the heart of Apple's current renaissance. And Laurene and I have a wonderful family together.

I'm pretty sure none of this would have happened if I hadn't been fired from Apple. It was awful tasting medicine, but I guess the patient needed it. Sometimes life hits you in the head with a brick. Don't lose faith. I'm convinced that the only thing that kept me going was that I loved what I did. You've got to find what you love. And that is as true for your work as it is for your lovers. Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle.

My third story is about death.

When I was 17, I read a quote that went something like: "If you live each day as if it was your last, someday you'll most certainly be right." It made an impression on me, and since then, for the past 33 years, I have looked in the mirror every morning and asked myself: "If today were the last day of my life, would I want to do what I am about to do today?" And whenever the answer has been "No" for too many days in a row, I know I need to change something.

Remembering that I'll be dead soon is the most important tool I've ever encountered to help me make the big choices in life. Because almost everything — all external expectations, all pride, all fear of embarrassment or failure - these things just fall away in the face of death, leaving only what is truly important. Remembering that you are going to die is the best way I know to avoid the trap of thinking you have something to lose. You are already naked. There is no reason not to follow your heart.

About a year ago I was diagnosed with cancer. I had a scan at 7:30 in the morning, and it clearly showed a tumor on my pancreas. I didn't even know what a pancreas was. The doctors told me this was almost certainly a type of cancer that is incurable, and that I should expect to live no longer than three to six months. My doctor advised me to go home and get my affairs in order, which is doctor's code for prepare to die. It means to try to tell your kids everything you thought you'd have the next 10 years to tell them in just a few months. It means to make sure everything is buttoned up so that it will be as easy as possible for your family. It means to say your goodbyes.

I lived with that diagnosis all day. Later that evening I had a biopsy, where they stuck an endoscope down my throat, through my stomach and into my intestines, put a needle into my pancreas and got a few cells from the tumor. I was sedated, but my wife, who was there, told me that when they viewed the cells under a microscope the doctors started crying because it turned out to be a very rare form of pancreatic cancer that is curable with surgery. I had the surgery and I'm fine now.

This was the closest I've been to facing death, and I hope it's the closest I get for a few more decades. Having lived through it, I can now say this to you with a bit more certainty than when death was a useful but purely intellectual concept:

No one wants to die. Even people who want to go to heaven don't want to die to get there. And yet death is the destination we all share. No one has ever escaped it. And that is as it should be, because Death is very likely the single best invention of Life. It is Life's change agent. It clears out the old to

make way for the new. Right now the new is you, but someday not too long from now, you will gradually become the old and be cleared away. Sorry to be so dramatic, but it is quite true.

Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma — which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary.

When I was young, there was an amazing publication called The Whole Earth Catalog, which was one of the bibles of my generation. It was created by a fellow named Stewart Brand not far from here in Menlo Park, and he brought it to life with his poetic touch. This was in the late 1960's, before personal computers and desktop publishing, so it was all made with typewriters, scissors, and polaroid cameras. It was sort of like Google in paperback form, 35 years before Google came along: it was idealistic, and overflowing with neat tools and great notions.

Stewart and his team put out several issues of The Whole Earth Catalog, and then when it had run its course, they put out a final issue. It was the mid-1970s, and I was your age. On the back cover of their final issue was a photograph of an early morning country road, the kind you might find yourself hitchhiking on if you were so adventurous. Beneath it were the words: "Stay Hungry. Stay Foolish." It was their farewell message as they signed off. Stay Hungry. Stay Foolish. And I have always wished that for myself. And now, as you graduate to begin anew, I wish that for you.

Stay Hungry. Stay Foolish.

Thank you all very much.

*** **

5./ 'What the Left's Anti-Bully Movement Really Means'

Rush Limbaugh - bless him, every culture needs some of him.

Before you get too furious with the tone, do read the piece through to the end. It's a fascinating view of what could be creating both bullied and bullies.

Rush Limbaugh April 2, 2007 radio edit.

What the Left's Anti-Bully Movement Really Means

RUSH: This is from, of all places, LiveScience.com: "Study Reveals Widespread Office Bully Problem:

"The office bully has an array of weapons at his disposal, ranging from the subtle silent treatment to not-so-subtle verbal ridicule, the effects of which can ripple through the workplace. A new study..." (panting) as we breathlessly await the results. "A new study finds that while nearly 30 percent of U.S. workers have endured a punishing boss or co-worker, many individuals would not label themselves as bully targets. For those who do, it's not just the bully victim who feels the heat. Witnesses in nearby cubicles are affected and show an increase in stress and overall dissatisfaction with their jobs. The prevalence of bullying in the American workplace tops the rates found in Scandinavian countries and is on par with those in Great Britain, the scientists found." Here's the survey. "[T]he 400 U.S. workers who participated, including 266 women and 134 men, ranked how often they had experienced a list of 22 negative acts in the past six months, on a scale ranging from never to daily. Participants then read a definition of workplace bullying,"

Well, who wrote that? We don't know, "and were asked whether they considered themselves targets of bullies. Those who answered 'no' were asked if they had witnessed bullying based on the given definition over the past six months." So there's a "widespread bullying problem in the office." We have the discrimination problem fixed, the glass ceiling problem fixed, now we still got a have chaos and tumult in the office. It's still gotta be just tough as hell to get up and go to work -- and how novel is this? "People don't like their boss." How novel is this that people think their boss is autocratic, overbearing, mean, or what have you? That's just human nature. How many of you employees think

your boss is a blithering idiot and you could do three times the job your boss is doing? That's human nature as well. "Are you saying there aren't bullies in the office, Mr. Limbaugh?" No. I'm just saying it's nothing new. Of course, the story goes on to say it's an outgrowth of bullying on the playground. That's where it starts. Bullying on the playground has consequences, leads to bullying in the office. (interruption)

What? What? No. I'm not saying that. Snerdley's question is, "When you're saying it's human nature, are you saying that there's some validity to it?" My experience, combined with intelligence, intelligence guided by experience, tells me that some bosses are overbearing. We've all had them. I've been fired seven times because I confronted bosses like that. I had one boss who was a pathological liar. He just made things up. I couldn't handle it anymore, could not handle it. I said, "You know, Jay, I'm not buying any of this. I'm not buying who you know. I'm not buying where you've worked. I'm not buying what you've done. It's all a bunch of smoke because I talked to one of your supposed best friends who says he never met you." Two hours later, I got a phone call from the owner of the radio station. "We think that you're having some psychological problems and we need to let you go." So I got canned for it. These things are out there. I'm just saying that the word "bully" is a new attachment to this, and it has a political context because of all this anti-bullying legislation in schools and in playground. It's like everything else with the left.

There's an endgame to this, and it's always oriented toward people of achievement, people of success, people who have reached the highest rung of the ladder at whatever they're choosing to do. There's something wrong with them, and it's just not fair. It's not fair that anybody should have a boss. Everybody should be equal. That's where all this is leading to, but the idea that there are bosses -- how many people don't like their boss? How many people think they could do it better? There's nothing new here. My only point with all this is that all these new-found social problems that seemed to never exist before, have existed since the first human being walked around in the Garden of Eden. There is nothing new in any of this. Yet all these idiots in this country, these people, sponges that soak it all up think that something's happening that's never happened in human history before -- and it's a problem, and it's bad, and it's going to get worse, and they end up being in angst all the time and chaos and tumult, and furthermore, what does it do? Ultimately, it makes everybody feel like they're a victim. It makes everybody feel like they're victimized by somebody or something, and it creates all of these excuses for not doing well. "I can't get anywhere. My boss is a bully. Well, I can't do that. I can't achieve. My boss is jealous." There's nothing new in any of this and all of these are obstacles that countless gazillions of people have overcome throughout life in the history of human civilization. Study Reveals Widespread Office Bullying! I know exactly what this is. I know exactly. It's a bunch of liberals behind this, a bunch of pantywaist, limp-wristed, linguini-spined liberals who are out there trying to work their magic and reorder the basic tenets of human nature, which is largely what a lot of liberalism attempts to do.

RUSH: Now, this is fascinating. This is Ralph Reiland, a columnist at the Pittsburgh Tribune, and get this. "Only 6 percent of Korean eighth-graders expressed confidence in their math skills, compared with 39 percent of eighth-graders in the United States, according to the latest annual study on education by the Brown Center at the Brookings Institution in Washington," but there's a problem with this. "The problem is that the surveyed Korean students are better at math than the American students," yet only 6% of Korean eighth graders expressed confidence in their skills yet 39% of American kids said, "Oh, yeah. Hell, yes, better than anybody else in math. I'm cool. I'm great!" The Korean kids are uncertain. "Their kids are unsure and good, in short, while ours are cocky and dumb -- not exactly a good position for the U.S. to occupy in an increasingly competitive global economy."

Now, Mr. Reiland says, "[W]e're in that position of unskilled self-satisfaction by design. For those in American education with an aversion to competition..." Remember the 26-year-old teacher I was telling you about last week who said, "We're pushing these kids too hard, Mr. Limbaugh. We're pushing them too hard, too fast. We need to slow down." Remember all that? "For those in American education with an aversion to competition, an aversion to the little of winners and losers..." We can't have that! We can't have winners and losers. Why, that's too humiliating to the losers. So what do we do instead? We promoted the idea of self-esteem. "We want our students to feel good about themselves, Mr. Limbaugh! That's right. We want them to love themselves. We want them to look in the mirror and say, 'I'm good. I'm the best,'" whether they are or not. We want them to have self-esteem, especially, so we put self-esteem ahead of academic performance -- and of course when you do that, you just obliterate the

concept of winners and losers.

Now, personally, folks, I think this leads to the creation of bullies, a bunch of people overconfident about incompetence, people that don't know diddly-squat who think they're the greatest thing walking the planet. It's one of the root causes of "bully-ism," which I predict will soon be a word in the dictionary. "Rather than seeing self-esteem as something that flows from good performance, [American educators] made self-esteem the first priority, assuming that good performance would flow from an inflated level of self-satisfaction. It's like those no-score ball games. The goal is good feelings. Everyone plays, no one loses, every kid gets a trophy. It's like the teachers' contracts -- no scorecard, no linking of pay hikes to performance, everyone's a winner. It's a mind-set that sees score-keeping as too judgmental, too oppressive, too capitalist," and if you doubt this, don't forget this story. Snerdley came to me. He must have been busy screening calls the day we did this story, but this story is three or four weeks old.

Some Seattle grade school has told kids they can't play with LEGOs anymore because LEGOs teaches capitalism and ownership and that's not fair and right. Kids are building little buildings and cities with their LEGOs, and the teachers came and concept them aside, kicked the LEGOs out of the class. "You can't use that! Why, this is teaching capitalism and it's teaching ownership, and that's oppression, and we can't have that." So that's the root of this. Why, "score-keeping [is] too judgmental, too oppressive, too capitalist, too likely to deliver inequality and injured self-images, whether it's with pay or on the ball field." I'll tell you something else about this. You see, in liberal worldview, what is the opposite of equality? The opposite of equality is discrimination! So if you have a competitive situation, the losers, in liberal-speak, and in their worldview, are automatically discriminated against, and liberals will not discriminate. They just will not. That's the one thing that a liberal will spend the rest of his or her life making sure that nobody ever thinks he or she discriminates against anybody for any reason, and that's where this tolerance comes from. They are the most intolerant people on the face of the earth while telling themselves... It's like sort of like these kids that can't do one math problem, telling themselves that they're really good at it. Liberals by the same token tell themselves they are the most tolerant among us, and they are as intolerant as they can be of anything that makes them uncomfortable. Any word or sentence or thought that they don't want to hear, they try to squelch it, all in the name of equality.

*** **

6./ Depression in the workplace

A resource from SFU (Stephen chokes into his coffee/gin as that's where he was bullied....!)

But still looks a valuable new resource.

<http://www.carmha.ca/publications/index.cfm?fuseaction=publications.showOnePublication&contentID=6>

--

No Bully For Me

On the web:

<http://www.nobullyforme.ca>

or

<http://www.nobullyforme.org>

Email: nobullyforme@gmail.com

Privacy: You have received this message as you have contacted No Bully For Me and/or are on our e-mailing list.

If you want to be removed from our mailing list please send us an email with 'unsubscribe' in the subject line. Thank you.

Karen and Stephen

No Bully For Me