

Greetings from bullyland,

Happy New Year to all our subscribers - here's to a respectful 2008.

Thanks so very much to all those who responded to our request and sent in suggestions as to what support would be ideal for the injured target - we had over 40 responses with some excellent ideas for the best help.

Sorry we couldn't thank everyone personally, but we do appreciate everyone's efforts.

We will compile a selection, or summary, of the responses and include it on our site soon.

Stephen and Karen

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Items this month:

1./ Local No Bully For Me meetings

2./ Canadian Psychiatric Research Foundation "When Something's Wrong... Strategies for the Workplace"

3./ Some press items of note

4./ Mental Health Commission of Canada Knowledge Exchange Centre initiative

5./ A recommended book raises some cautionary notes.....

6./ Quebec Conference

7./ Newly formatted flowchart of 'How it can Happen'

8./ Vancouver area grouping continues progress

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1./ Local meetings coming up

(edit) Please join our newsletter mailing list to get notice of our local group meetings

2./ Canadian Psychiatric Research Foundation

'When Something's Wrong... Strategies for the Workplace'

Handbook Available

November 19, 2007

Dear Colleagues,

At the CIHR conference in May 2007, Sandra Moll presented on the development of a handbook resource for employers, and the model used for involving stakeholders in this

knowledge exchange process.

The handbook, titled "When Something's Wrong ... Strategies for the Workplace" is now available through the Canadian Psychiatric Research Foundation at www.cprf.ca. The cost is \$35 and the proceeds support psychiatric research in Canada.

When Something's Wrong: Strategies for the Workplace is a handbook for employers, managers, supervisors and human resources professionals. It is also a useful tool for occupational health and disability management providers, union representatives and employees. Our goal is to provide practical information and outline ways to address mental health problems in the workplace. There is information, strategies and resources designed to deal with a range of issues from early identification to managing return to work and creating healthy workplace environments.

The handbook was developed with input from a range of stakeholders including managers, service providers, union representatives and employees who have experienced mental health problems at work. A focus group of more than 70 participants identified the issues most important to employers and how best to present the information. At least one representative from each stakeholder group provided feedback on the drafts of each chapter of the handbook. The handbook is based on the best available research combined with best practice information from experts in the field.

The handbook chapters include:

- Making the Business Case
- Recognizing and Addressing Mental Health Problems
- Accessing Services
- Managing Disability Leave and Return to Work
- Providing Workplace Accommodations
- Creating Healthy Workplaces
- Signs, Symptoms and Interventions
- References

Since the study of mental health in the workplace is still in its infancy, CPRF has developed an on-line evaluation that readers are asked to complete to assist us in strengthening future versions of the handbook.

for the CPRF Workplace Project

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CPRF is a national charitable organization founded in 1980 to raise and distribute funds for psychiatric research and awareness in Canada. CPRF also produces the best-selling "When Something's Wrong" series of handbooks that translates this research into information that can be used in our communities at the grassroots level.

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3./ Some press items of note:

Nicely done short piece on what 'Human Resources' responsibilities are - modelling best practice being one of them.

<http://www.hreonline.com/HRE/story.jsp?storyId=55021701>

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Work Cover in Australia, who have produced some great anti workplace bullying material, are themselves finding bullying in their workplace. (Just like WCB/ Worksafe here....!)

<http://www.smh.com.au/news/national/workcover-rocked-by-bullying-claims/2008/01/06/1199554485307.html>

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Nova Scotia hospital workers awarded damages - was this bullying though or plain harassment?

<http://www.cbc.ca/canada/nova-scotia/story/2007/12/20/hospital-bullying.html>

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This from Scotland: 'The bullies have had it their way for too long.'

<http://edinburghnews.scotsman.com/ViewArticle.aspx?articleid=3589863>

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Discussion of whether laws will work, and what else might be needed.

<http://www.hreonline.com/HRE/story.jsp?storyId=59865573>

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4./ Mental Health Commission of Canada Knowledge Exchange Centre initiative

From an email we received:

Dear Mental Health Stakeholder,

The Mental Health Commission of Canada Knowledge Exchange Centre initiative is interested in your advice and support. We are conducting a survey to advise us with respect to the creation of the Knowledge Exchange Centre. The survey will assist us in identifying good, promising and best practices in mental health knowledge exchange.

Our definition of knowledge exchange is "the engagement of people living with mental illness and their families, as well as the public, service providers, decision makers, and researchers in obtaining, sharing and utilizing information, knowledge and skills to improve health outcomes based on evidence, experience, promising practices or policies".

We have to date collected information about more than 600 mental health focused websites in Canada and internationally. We have also reviewed all available published literature from key research journals.

We want to ensure that we do not miss other sources of knowledge exchange initiatives that you may be aware of. If you know of a good practice that you would like to share, please fill in the survey referenced at:

<http://www.mentalhealthcommission.ca/survey>.

If you believe that someone else would have a good or promising practice to share with the Mental Health Commission of Canada please do not hesitate to forward this package on to them with encouragement to complete the survey.

Thank you, your support and assistance is appreciated.

Sincerely,

Glenn Thompson

Acting CEO,

MHCC

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5./ A recommended book raises some cautionary notes.....

A recommended book from one of our subscribers:

'The Sociopath Next Door' by Martha Stout

- # Hardcover: 256 pages
- # Publisher: Broadway (February 8, 2005)
- # Language: English
- # ISBN-10: 076791581X
- # ISBN-13: 978-0767915816

(quote)

From Publishers Weekly

[Dr.] Stout says that as many as 4% of the population are conscienceless sociopaths who have no empathy or affectionate feelings for humans or animals. As Stout (*The Myth of Sanity*) explains, a sociopath is defined as someone who displays at least three of seven distinguishing characteristics, such as deceitfulness, impulsivity and a lack of remorse. Such people often have a superficial charm, which they exercise ruthlessly in order to get what they want. Stout argues that the development of sociopathy is due half to genetics and half to nongenetic influences that have not been clearly identified. The author offers three examples of such people, including Skip, the handsome, brilliant, superrich boy who enjoyed stabbing bullfrogs near his family's summer home, and Doreen, who lied about her credentials to get work at a psychiatric institute, manipulated her colleagues and, most cruelly, a patient. Dramatic as these tales are, they are composites, and while Stout is a good writer and her exploration of sociopaths can be arresting, this book occasionally appeals to readers' paranoia, as the book's title and its guidelines for dealing with sociopaths indicate.

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(endquote)

Editorial:

By all means explore the range of human disorders, but if you use their existence to confirm that 'evil' exists then you really playing into the hands of those who wish to do other people harm.

Putting all the responsibility on the 'evil' doer to change their behaviour, or to use the fact that 'bad' people do exist to be submissive and helpless is a human first reaction, but not a course for longer term healing.

If others are 'conscienceless' then it informs us that we have to remember our consciences, beliefs and souls and resurrect them proudly.

It does us targets no good to focus on, and even become over fascinated by, confirmations of bad behaviour.

scjh

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6./ Quebec Conference in 2008

http://www.bullying2008.uqam.ca/en/mot_du_president.asp

Between the 4th and 6th of June, 2008, noted researchers and speakers will come together at the School of Sciences at UQAM in Montreal in sharing knowledge on workplace bullying. Consequently, our aim is to provide rich programming which will foster numerous exchanges, debates and reflection by all conference participants.

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7./ Newly formatted flowchart of 'How it can Happen'

This flowchart of the bullying experience has been on our site for some time but some people report that it has some formatting errors when viewed as a PDF

So here it is as a jpeg.

<http://www.nobullyforme.org/images/howitcanhappen.jpg>

Depending on the browser you use you may need to adjust 'View' settings to see it as full size.

Useful for presentations....

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8./ Vancouver area grouping continues progress

We can't give great detail at present but Karen and Stephen and one of our members are contributing to an initiative in Vancouver which hopes to begin the public debate on workplace bullying. We will pass on more information as soon as it's appropriate.

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Take care!

Stephen and Karen

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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