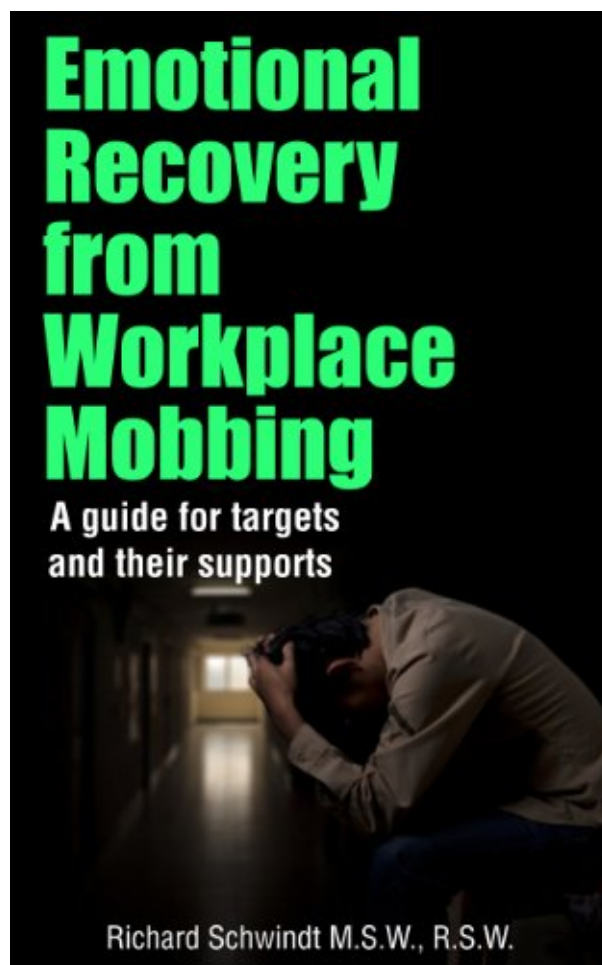


**EMOTIONAL RECOVERY FROM
WORKPLACE MOBBING: A GUIDE FOR
TARGETS AND THEIR SUPPORTS BY
RICHARD SCHWINDT**



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Emotional Recovery from Workplace Mobbing

A guide for targets
and their supports



Richard Schwindt M.S.W., R.S.W.

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EMOTIONAL RECOVERY FROM WORKPLACE MOBBING: A GUIDE FOR TARGETS AND THEIR SUPPORTS BY RICHARD SCHWINDT PDF

Workplace mobbing exacts a terrible emotional and physical toll on targets and those who love them. While most books on workplace bullying and mobbing focus on the dynamics of the abuse and advocacy, this book is dedicated to emotional healing. The author has been a working therapist for more than thirty years, experienced the harrowing effects of a workplace mobbing and, most importantly, has reached thousands of people in his articles, videos, website and practice to help them heal. Richard shows how to manage the out of control emotions; the anxiety, loss and trauma of a mobbing experience. He offers advice about on rebuilding relationships with family and loved ones. In addition he examines the pitfalls of seeking help for this misunderstood phenomenon. This is a must read for someone recovering from the nightmare that is workplace mobbing and for anyone watching their loved one struggle.

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Most helpful customer reviews

7 of 7 people found the following review helpful.

A Comprehensive Guide - How to Deal With Mobbing at the Workplace

By Rohi Shetty

This book is a great help for anyone who has faced mobbing during work.

What is mobbing?

According to Kenneth Westhues, “No two cases are alike, but mobbing typically proceeds from subtle, informal techniques of humiliation and exclusion to overt and formal measures.”

Five stages are commonly distinguished:

1. Avoidance and ostracization of the target.
2. Petty harassment: making the target’s life difficult.
3. A critical incident that triggers formal sanctions: “something has to be done”.
4. Aftermath of the incident: hearings, appeals, mediation.
5. Elimination: target quits, retires, is fired, becomes disabled, dies of stress related illness, or commits suicide.”

Richard describes the problem of mobbing and its solutions in easy-to-understand language and practical terms.

I liked this quotation: "Culture eats policy for lunch every day of the week." Peter Drucker
It applies not only to the workplace but to the world at large.
Many of the other quotations are apt.

I wish Richard would recommend one or more action steps at the end of each chapter.
That would enhance the utility of this book.

(I downloaded a free copy of this book in return for an honest review.)

5 of 5 people found the following review helpful.

Healing After the Mob Has Gone Home

By Vision Quest

I am self-employed, work on my own and am not a victim of workplace mobbing. In fact, I had never heard of workplace mobbing until I read this book.

A friend has been deteriorating before my eyes as she becomes more and more stressed out on a daily basis. I have been trying to support her but have not really understood what she is going through. She is a teacher and upon listening to her stories, I have told her to transfer to a new school. To me it is simple. I have not understood why she hasn't.

When I saw the description for this book, I instantly recognized what my friend has been describing to me. WOW what an eye opener. I had NO idea about the prevalence of this phenomena and NO idea of how dangerous it is.

The author, Richard Schwindt is a social worker, and at one time was himself a target of workplace mobbing. He now specializes in aiding targets of mobbing in their recovery process. I think the fact that Schwindt was a target makes his observations and advice all the more meaningful.

One of the things Schwindt repeats several times in different ways is that "people can die of mobbing and many more are disabled physically and emotionally." It is THAT serious!

The book is filled with steps a mobbing target can take, both to get out of the situation and to recover from the mental, physical and emotional injuries sustained. One of the points I found to be very helpful was the difference between mobbing and bullying. If you follow much of today's bullying advice, it will probably make mobbing even worse. Just that bit of information, makes this book worth reading.

I could go on and on about the useful steps, advice, information and resources found in this book ... but instead will encourage you to read the chapter headings to get an idea of the help you will find inside. Just knowing you are not alone and that there is a way out is incredibly valuable.

Though the book is written for TARGETS of workplace mobbing, I found it to be immensely helpful. Now that I understand more about what my friend is going through, I can be a better friend. I can be more patient, I can help her find more support and I can stop offering bad advice. Most of all I can BE there for her ... help to create moments of joy, help her with "fuzzy" thinking and understand when and why she gets stuck.

What a fabulous book. If you think or know you are a target of workplace mobbing, or if you are a family member or friend not knowing what to do, I highly recommend getting this book. It could save a life ... it could be YOUR life!

4 of 4 people found the following review helpful.

Useful introduction

By JH

Few therapists understand the unique psycho-social impacts (or dynamics) of mobbing; at best, they lump it in with bullying, which is a very different beast. Richard Schwindt is a maverick in this regard: he's been there himself, and he counsels mobbing targets. This ebook is a summary of the tools and insights he's gained along the way, and given the paucity of resources for mobbing targets, it provides a much-needed contribution to the literature.

Although there are many areas where I would like to see Schwindt go into more depth and provide specific exercises and strategies, this introductory overview should be helpful if not empowering to any mobbing target. It goes beyond the "I was bullied because I'm so good and the bully is evil and should be publicly vilified" approach that is so prevalent in much of the anti-bullying literature. Instead, he recognizes that mobbing is a form of group aggression that sweeps good people into its maelstrom, and once launched will continue until the target is eliminated. One of the tactics that will often be used on the target is to brand them as a bully, an irony that Schwindt addresses. The devastating damage brought on by group aggression, shunning, betrayal and ultimate job loss are central to his discussion. He further understands that recovery and healing are essential, and possible, for any mobbing target. It is a good start which, while ripe for further revisions, may well help targets--and therapists--understand that mobbing is unique, devastating, and important.

Among the areas where I would like to see the author revise the book in future editions: He introduces a number of concepts or therapeutic techniques, such as self-hypnosis, cognitive therapy, and the role of rage and grief. Unfortunately, in covering such an array of concepts, he doesn't delve into them or give many exercises or strategies. I would love to see him build on these chapters and sub-topics.

I would also like to see him address strategies for professional or economic recovery, which is essential for psychological recovery. Mobbing targets often lose their jobs late in life and/or have their reputations smeared if not destroyed. Providing suggestions on how to regain control of one's reputation and career would be very helpful.

These critiques aside, here are some of the strengths of the book: Schwindt has a good grasp of the unique psychological and social impacts mobbing has on targets, and provides a source of comfort and hope to them. He introduces important therapeutic tools for coping, such as hypnosis and cognitive therapy. He recognizes the role grieving plays in recovery, and provides case studies of clients he has worked with and helped. And importantly, he understands that rage, although understandable, proves deadly and debilitating to recovery.

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