



RESPONDING TO UPWARD BULLYING?

What is “upward bullying”?

Upward bullying is a term that refers to subordinates who treat bosses with disrespect. Behaviors of “upward bullies” may include; inappropriately correcting the boss, nagging the boss to obtain what they desire, or intimidating the boss in some form. Bullies desire power and control in relationships – In this case, it is the supervisor-supervisee relationship.

Often upward bullying employees establish relationships with next-level managers allowing bullies to feel empowered and more confident in controlling others. A bully, will take more risks believing consequences are unlikely, especially with given favor by the upper chain of command. Gaining appropriate levels of control in a supervisory relationship

with an upward bullying employee is necessary and requires effort. You will want to:

1. Establish authority; This includes listening carefully, having firm boundaries regarding courtesy and respect, and defusing bullying.
2. Use solid assertiveness skills, such as an emotionally neutral position, using open-ended questions (what, when, where, how)?
 - What solution do you have in mind?
 - When will measurable positive results be seen with your plan?
 - Your emotions are rising, and it restricts a thoughtful rational analysis at this moment.

Tomorrow, if you have cooled down, I am willing to hear your ideas in my office at 10 am - if you have ideas that will enhance our work environment and productivity.

3. Convene a support team from HR staff, peer supervisors, next-level managers, or leadership persons you respect for their team-building skills. Use this team as a sounding board to deal with your upward bullying employee.

If you believe you have lost control of the supervisory relationship with your subordinate employee, contact the EAP to work on a plan for reestablishing an appropriate balance of the power in the relationship.

Leadership Orientation Session B

Friday, Dec. 10th, 2021
9:00 am - 11:30 am

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:
www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor. Copyright 1998, FHG.