

**change your
narrative**

**SOMEONE I CARE FOR
STRUGGLES BECAUSE OF BULLYING,
WHAT DO I DO?**

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www.ChangeYourNarrative.org

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PRESS

SHIFTING INCOMPLETE STORIES
OF BULLYING TOWARDS

TRUTH

How To Use This Book

Depending on what you are looking for, you can use this book in a variety of ways. Feel free to skim, read every line, or just check out our videos.

We believe important topics call for important conversations which is why some of our material is presented via videos. In order to access the videos, you will need to click the link if you are reading via a digital device such as Kindle. If you have a physical copy of the book, you can access the links via QR codes.

A QR Code looks like this and can be scanned using your device's camera:



On an iOS device, simply open the camera app and point your camera over the code. A notification will pop up, asking if you would like to head to YouTube.

On an Android device, you will need to download a QR code app. Our team recommends several options, all of which are free as of this printing:

- QR & Barcode Scanner
- QR Code Reader
- Free QR Scanner by Avira
- QR DROID PRIVATE
- Kaspersky QR Scanner

I Am Glad You Are Here...

The world needs individuals who care for one another. If you are reading this book because you want to provide encouragement and support to those who struggle, I want to say how proud of you I am.

I also want to acknowledge its hard to know *how* to help someone. We may want to be the one to provide a solution, but often, this is out of our control.

Even so, I believe learning about the issue can help us know how to be there for others. When we match our concern and empathy, along with insightful knowledge, it can help us to be prepared to point others in the right direction.

I Want To Be Clear In The Beginning...

Unless you are a professional who has been trained to know how to step in and offer solutions to those who struggle because of bullying, you may not be able to fix the root cause of why someone you care for struggles with any mental health issues which have followed.

This does not mean, however, that they do not need you. Having support from someone who has insight into the issues surrounding bullying and who knows what professional resources are available—is key. The best thing anyone who is struggling with mental health can do is seek out professional care. We can not take away the good or bad thoughts or feelings of another. But, we all can strive to be supportive friends and loved ones. The fact you are reading this tells me this is who you want to be.

The things which you and I *can* do, is seek to be the most prepared we can be in order to be individuals who can point others towards getting the best possible help they can.

My goal is to help you to learn how to understand the complex topic of bullying a little bit better, so you have insight into how to care for those who may struggle.

If you or someone you care for is in danger of harm, please contact one of the numbers below or turn to the resource section at the back of this book.

For Immediate Help:

Covenant House- 1800-999-9999

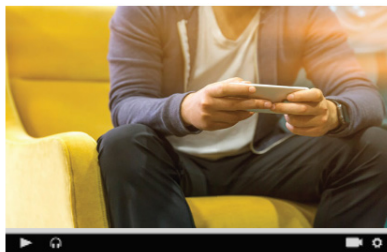
National Suicide Prevention Lifeline - 1-800-273-8255

Youth Crisis Line – 1800 Hit Home

Hopeline 1800-442-5673

<http://www.crisischat.org/chat>

Video: What Is Like To Call A Hotline?



<https://youtu.be/6IRGmusmp1M>

SHIFTING THE NARRATIVE
of lost hope

What Is Bullying?

[The American Psychological Association](#) defines bullying as, “a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort.”¹

Bullying can take several forms. Some are more pronounced, while others can be subtle. No matter the form of bullying, mistreatment of any kind can cause significant distress or harm to another.

[HelpGuide.org](#) shares three main categories of bullying, including²:

- Physical Bullying
- Verbal Bullying
- Relational Bullying
- Cyberbullying

Each form of bullying is stemmed from a bully’s desire for power. Yet, the platform or environment in which it occurs, as well as the form of torment varies.

Physical bullying is characterized by hitting, kicking, or causing any physical damage to another person’s body. It may or may not be paired with verbal, relational, or cyberbullying.

Verbal bullying is characterized by a verbal defamation of another person. This can be cruel statements about an individual’s looks, personality, affiliations, religion, orientation, or a host of any other personal features.

Relational bullying is characterized by exclusion or relational positioning in which someone's desire for belonging is used against them. Although physical contact is not generally paired with this form of bullying, the negative impact can be significant.

Cyberbullying is characterized by cruel online communication either in social media platforms, website comments, messaging forums, or a host of other digital spaces. Cyberbullying presents additional problems for the bullied in that online forums provide access for thousands to witness damaging statements.

If you, or someone you care for, are being bullied, I want you to know it is valid if you feel pain, whether or not that pain is physical.

While the goal of a bully is to diminish another in order to gain a sense of power, your identity comes from more than anything a person or group of people do or say.

I am here to let you know you are more, and your story— is far from over.

What Is Bullying? - Video Discussion



<https://youtu.be/qdWX1-N-iqA>

What Is Adult Bullying?

Though we may be tempted to believe bullying is an adolescent issue, up to 31% of adults in a recent survey reported being bullied, in which the bullying was defined as being subjected to repeated, negative behavior intended to harm or intimidate.³

[BullyingStatistics.org](https://www.bullyingstatistics.org) names several types of adult bullies, including⁴:

- Narcissistic Adult Bully
- Impulsive Adult Bully
- Physical Bully
- Verbal Assault Bully
- Secondary Adult Bully

These forms of mistreatment can commonly occur online in the home, or in the workplace.

Forbes released an article stating survey statistics showed up to 75% of workers reported some form of workplace bullying⁵ and has numerous tips for how to handle mistreatment within the workplace available here:

Forbes - [75% Of Workers Are Being Bullied](#)

Thier follow up article, [“How To Atop A Workplace Bully In Their Tracks”](#) also provides powerful tips.

How Many Individuals Struggle?

- Among high school students, 15.5% are cyberbullied and 20.2% are bullied on school property.⁶
- Only 40–50% of cyberbullying targets are aware of the identity of the perpetrator.⁷
- A meta-analysis found that students facing peer victimization are 2.2 times more likely to have suicide ideation and 2.6 times more likely to attempt suicide than students not facing victimization.⁸
- A slightly higher portion of female than of male students report being bullied at school (23% vs. 19%). In contrast, a higher percentage of male than of female students report being physically bullied (6% vs. 4%) and threatened with harm (5% vs. 3%).⁹
- Bullied students reported that bullying occurred in the following places: the hallway or stairwell at school (42%), inside the classroom (34%), in the cafeteria (22%), outside on school grounds (19%), on the school bus (10%), and in the bathroom or locker room (9%).⁹
- 31% of adults in a recent survey reported being bullied.³
- 75% of workers reported some form of workplace bullying⁵

Guilt Versus Shame

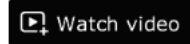
When it comes to bullying, individuals will often take a sense of shame into their identity and believe they are worth less than they are because of another's words or actions. I am here to tell you there is an important distinction between guilt and shame.

Guilt is the aftermath of an action. It can be healthy—as it lets us know *what we did* was wrong. But in the case of bullying, victims rarely do anything to trigger the mistreatment. Instead, a bully uses shame to try to take power over an individual by claiming they have a right to name another person's identity. But it is not true.

Guilt can be healthy. Our words, actions, and behaviors have consequences. Guilt helps us to take ownership, learn, and grow. Shame, however, doesn't offer a solution. It just grips our thoughts & emotions in a vice.

How do we escape the trap of shame? I want to continue this critical conversation in the video below.

Guilt Versus Shame - Video Discussion



<https://youtu.be/sRzXXuxH-XE>

YOU'RE BRAVER
THAN YOU BELIEVE,
AND STRONGER
THAN YOU SEEM,

AND
SMARTER THAN
YOU THINK.
A.A. MILNE

Engage
Vulnerably...

What To Do If Someone Shares About Bullying

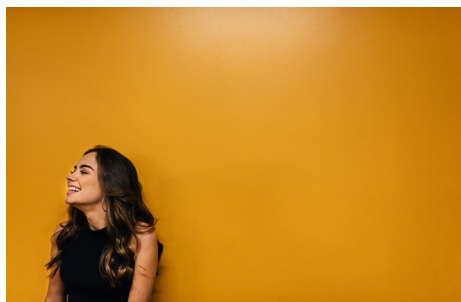
Learning that someone you care for is being bullied can be painful. No one wants a friend or loved one to feel internal or external pain.

The reasons, cause and effect behaviors, and thoughts and emotions which cause bullying vary greatly. As you lean in and learn more, you can enter into conversations with a healthy perspective. In order to do so, we suggest to:

- Build Them Up
- Point To Help
- Educate Yourself

For a more in-depth discussion about these points, check out the video below.

What To Do When Someone Shares? - Discussion



<https://youtu.be/oWVOAA3WEhw>

CREATE A

TRAINING PLACE

AND STRATEGY SPACE

What Kind Of Help Exists?

Due to the fact bullying is demeaning to an individual's identity, those who have been victimized may struggle with depression, anxiety, or other mental health battles.

Anything which is locked inside of your thoughts and feelings deserves a place to be processed in a safe environment which can give you actionable guidance and tools.

Additionally, there are a host of tools which can help you find steps to taking action. These include:

- Apps Which Offer Mental Health Support
- Communities With Offer Support
- Finding A Professional

What Kind Of Help Exists? - Video Discussion



<https://youtu.be/A7CNzHsrg0M>



Apps Which Offer Support

TalkLife offers online support similar to group therapy. Share anonymously or with your name.

Moodpath offers 14 days of check ins, providing an overview of your emotional well-being. Plus 100+ exercises.

Happify includes games and activities which elevate mood and build resilience through CBT, mindfulness and positivity.

What's Up aids individuals in discovering the cause of feelings and thoughts through guided questioning.



Self-Help For Anxiety Management (SAM) offers an anxiety toolkit which tracks thoughts and behaviors, while also offering tools to combat negativity.

Panic Relief provides coping strategies, exercise, and breathing techniques to help move through a moment of panic.

PTSD Coach provides ways to understand PTSD along with how to find additional help.

BeyondBlue App provides tools to build and implement a safety plan.



Communities Which Offer Support

Stomp Our Bullying

<https://stompoutbullying.org/#get-help>

Offers a HelpChat line, parent and educator resources, and a host of educational insight for students and adults.

Stop Bullying

<https://www.stopbullying.gov>

Tips for identifying, standing up to, and planning safety amidst bullying.

Kids Against Bullying

<http://www.kidsagainstbullying.org>

Provides a kid-friendly site, with information on what to do if you are a bully or target.. Advocates for inclusion..

Cyberbully Hotline

<http://cyberbullyhotline.com>

Offers anonymous bully reporting

Dove

<https://www.dove.com/us/en/dove-self-esteem-project.html>

Provides articles and resources in order to create a community of wholeness.

To Write Love On Her Arms -

<https://twloha.com/find-help/>

Offers a search for free or low cost therapy options to connect with a therapist.

Remedy Live -

<https://www.remedylive.com/depression>

Offers a faith-based videos on mental health issues plus trained advocates ready to connect.

Heads Up Guys -

<https://headsupguys.org/take-action/>

Provides action points and support specifically for men from men.

OK2 Talk -

<https://ok2talk.org>

Offers online support, for teens and young adults who battle mental health.

A thousand disappointments
IN THE PAST CANNOT

equal the power of

ONE POSITIVE

action right

NOW. GO AHEAD

& go for it.

UNKNOWN AUTHOR

A Conversation On Mental Health Medications And Natural Remedy

When thinking about sharing a story with a support professional, young people may believe the first thing they will do is prescribe talk therapy or medication.


This is likely to be true. If that concerns them or your family, it might help to do a little bit of research in order to understand what it means to take medication, the side effects, and what one can expect when considering options.

In the video below, we have links to articles and voices which are more qualified to share.

Please note: In the instance of bullying or any past abuse, it is likely individuals will need more guidance and tools than depression or anxiety medication alone. This conversation is only offered as a means of alleviating the unknowns about medication and alternative options. Please consult with a medical doctor for all decisions regarding health and mental well-being.

What Is The Right Type Of Help? - Video Discussion



 Watch video

<https://youtu.be/Vnch5AvmWAM>

Reiterating Why You Offer Support

When an individual struggles because of bullying, they often are caught in a mental battle of wondering why they are worth your time, effort, or love.

The question in their mind constantly is, “Why someone would want to help me?”

They may also believe help will be temporary until someone sees them as a burden or as a person who is just “too much.”

Because of these factors, it is important for those offering support to be a continual source of reassurance in why you want to support them—why you want to see them reach a place of wholeness.

This does not mean they dictate our lives or we cater to every whim. That is not what I am talking about. Healthy boundaries are important in every relationship, even ones which have serious complications in the midst.

Yet, I believe one of the best things we can do for someone who is struggling with mental health is to continuously and consistently reiterate *the why* behind our actions.

So, “Why would anyone want to help someone who is fighting to shift the story of bullying?”

I wholeheartedly believe it is because our care for that person gives us compassion and insight into three things: their future, their pathway, and their value.

Their Future

You have an intrinsic belief that as someone you care for walks a path of wholeness and healing—they have a future.

Their Pathway

You may not have the professional skill to offer the treatment or healing needed, yet you want to be with them on their pathway as they seek it out. You want to offer tangible guidance and see them win in the journey.

Their Value

You have a foundational belief—that the person you care for has value. When you speak with them—it is directly tied into a personal reason why you believe they matter, have importance, and that the outcome of their life is important to you.

Reiterating Why You Offer Support - Video Discussion



<https://youtu.be/fP4Xpr9jDz0>

THERE IS NO SHAME IN

PAUSING

TAKE THE TIME

TO REMEMBER WHY YOU ARE FIGHTING
IT WILL GIVE YOU STRENGTH TO CONTINUE

The Obstacles In Offering Help

It is fair to talk about the obstacles someone you care for may meet along their journey. It is incredibly tough to watch them face one or all of the following. I acknowledge the fact these moments can create tremendous setback or make it difficult for them, or maybe even you, to want to continue to fight for wholeness. I encourage you to continue to seek support and encouragement for yourself as you journey alongside of them. May you have the strength to continue to fight on.

- Help Seems Hopeless
- A Question Of Worth
- Lack Of Energy
- Disappointing Attempts

For a more in-depth discussion about these points, including guidance on how to overcome them, check out the video below.

The Obstacles In Offering Help - Video Discussion



<https://youtu.be/P3DTsdnz8hA>

**FAILURE IS AN EVENT, NEVER
XXX a person. XXX**

◀◀◀ *dale carnegie* ▶▶▶

What To Do When A Loved One Pushes Back

Getting pushback when you try to help, is frustrating. As you engage with them, remember it is important to:

1. Go at their pace.
2. Own what is yours.
3. And yet, know this may not be about you.

Recognize pushback is often overcome by:

- Being consistent.
- Stating why you are for them.
- Reaffirming them.
- Apologizing for previous disappointments.

Lastly, be honest. It might be good to share how their behavior made you feel.

For a more in-depth discussion about these points, and how to overcome them, check out the video below.

When A Loved One Pushes Back - Video Discussion



<https://youtu.be/RZvb4ZRt6rA>

Building A Mental Health Safety Plan

If you are taking a stand against mental health struggles, you know it often fights back. Taking action each time is a battle which is not easy. Yet, we hope having a pathway helps you continue to seek wholeness.

Please note: Even with the best of plans, there are times in which a crisis is stronger than our plan. In those moments, seek immediate, professional help. The following ideas are not intended to take the place of professional help.

One such resource which has a fantastic list of tools and resources for creating a safety plan is *Challenge The Storm*. You can check out their advice here: <http://challengethestorm.org/safety-plans-mental-health/>

They even have a sample plan that any of us are able to use to help us learn how to build our own plan. You can check that out here: <http://www.knowresolve.org/docs/safety-plan-web.pdf>

Building A Safety Plan - Video Discussion



https://youtu.be/L8y7_wCzuVI

4 Check Ins To Gauge If Its Time To Move Towards A Safety Plan

Deciding if its an off moment or a battle of depression or anxiety.

1. Check In With Yourself

Give yourself the space to see how you are *really* doing.

2. Check In With Rest And Play

Do something you love—just because you love it.

3. Check In With Support

If you have begun to notice signals that depression wants to claim your story—it's probably time to check in with individuals who care for you.

4. Check In With Resources

If depression is fighting hard, it might be time to fight back by adding additional resources to your tool kit.

For a more in-depth discussion, check out the video below.

Deeper Into A Safety Plan - Video Discussion



<https://youtu.be/7nxBCu8NXVs>

The Goal Is Wholeness

Wholeness is about a state of contentment and peace in a life. It doesn't eliminate the past or any previous pain, instead it acknowledges how that pain has affected us—all while striving to form a new narrative.

Wholeness is about freedom—and I believe it is possible for each individual to discover for themselves.

Is it easy? Not at all. The pathway can be long and come with obstacles which may make us feel as if we may not make it.

But with the right support and tools—I intrinsically believe we can.

I welcome you, and those you care for, to find it.

The Goal Is Wholeness - Video Discussion



<https://youtu.be/tG18UzeL26w>

Identity Goes Beyond The Struggle

In the core of who I am—I am convinced none of us are defined by our struggles. Our identity goes far beyond what anyone stole from us, did to us, or how they disappointed us.

While it may be true you or someone you love has faced a deep struggle or have been treated in ways they did not deserve, I believe it does not have to be the key identifier of what makes an individual—them.

Wholeness is still available. Though it requires a journey, it's a pathway to be free of pain's influences—as if it was the only thing to define a life. I believe each of us still have life in front of us and it is filled with the ability for hope, the ability to make a difference in other's lives, and the ability to go out there and have positive and meaningful impact.

Identity Goes Beyond The Struggle- Video



<https://youtu.be/CnMJlc8PIRE>

Your Invitation To Shift The Story

If you, or someone you care for, are looking for a way to walk a journey to shift an incomplete story towards truth, you are invited to change your narrative.

Come on a journey through twenty video-based pathway markers which offer guidance on how you or someone you care for can seek wholeness. Change Your Narrative believes everyone has the right to be able to take back the pen of your story.

Come On A Journey To Find Wholeness...



<https://www.youtube.com/watch?v=ThTdleKhcCY&t=6s>

Please Note:

All statements and views within this book, the **change your narrative** website, and the videos on our YouTube channel are strictly opinion based. They are not intended to be utilized as professional treatment or care. If you or someone you care for struggles with mental illness, depression, suicidal thought or destructive life choices, I highly recommend seeking out professional help.

If you are in immediate harm or danger call 911.

Additional Resources:

24/7/365 Crisis Call Center Hotline:
1 (1800) 273-8255

National Suicide Prevention Lifeline
1 (1800) 273-8255

Text "Answer" to 839863

Chat with a Soul Medic:

<http://remedylive.com/soulmedics/>



Resource Guide:

Apps Which Offer Support
Communities Which Offer Support

Resources For:

Parents

Families

Ministry Leaders

Teachers

Men

Teenagers Who Struggle

Teenagers Whose Friends Struggle



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TalkLife offers online support similar to group therapy. Share anonymously or with your name.

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OK2 Talk -

<https://ok2talk.org>

Offers online support, for teens and young adults who battle mental health.



Resources for Parents

Stomp Our Bullying

<https://stompoutbullying.org/get-help/parents-page/>

Offers a wide range of educational insight into the topics of bullying and what you can do to support your child.

Raising Children – Bullying And School Problems

<https://raisingchildren.net.au/for-professionals/mental-health-resources/bullying-school-problems>

Offers a catalog of parenting articles aimed at addressing the concerns of bullying and cyberbullying.

10 Indications Your Child Is Being Bullied

<https://www.activebeat.com/your-health/children/10-indications-that-your-child-is-being-bullied/>

Offers key indicators to look for to determine if your child is being bullied.

Bullying Action Plan

<https://www.pacer.org/publications/bullypdf/BP-25.pdf>

Teens Against Bullying offers a downloadable PDF worksheet which helps students know how to form an action plan of things they can do.

The Bullying Workbook for Teens: Activities to Help You Deal with Social Aggression and Cyberbullying

by Raychelle Cassada Lohmann PhD LPC, Julia V. Taylor PhD

<https://www.amazon.com/dp/1608824500>

Provides insight combined with short, actionable prompts to build a circle of support, tools, and healing resources.

My Child Is Being Bullied—What Should I Do?

<https://www.empoweringparents.com/article/my-child-is-being-bullied-what-should-i-do/>

Provides several questions which concerned parents may be asking themselves, along with insight in what to do.

My Child Was Bullied—Here's What I Did

<https://www.washingtonpost.com/lifestyle/2019/05/17/my-child-was-being-bullied-school-heres-what-i-did-what-you-can-do-too/>

One parents story and advice to other parents.



Resources For Ministry Leaders

5 Facts On Bullying Youth Leaders Need To Know

<https://theyouthcartel.com/5-facts-on-bullying-youth-leaders-need-to-know/>

Specific tips on youth workers can use to relationally lead their groups.

How To Identify Adolescent Bullying

<http://www.nea.org/home/53359.htm>

Provides tips for understanding and identifying bullying amongst children and adolescents.

5 Vital Things Youth Workers Should Keep In Mind

<https://orangeblogs.org/xp3students/5-vital-things-youth-workers-keep-mind-talking-bullying/>

Tips on how to stay connected to what is happening in your group.

How To Talk About Bullying – Student Action Plan

<https://pacerteensagainstbullying.org/advocacy-for-self/student-action-plan/>

Teens Against Bullying offers a downloadable PDF worksheet which helps students know how to share their experience of being bullied.

Facing Bullies – A Student Ministry Approach

<https://www.youthworker.com/articles/facing-bullies/>

Takes a non-confrontational approach. Offers Scriptural insight to how to manage emotions and fight back against bullying by not allowing a response—thus yielding power. Provides questions youth workers can ask their students in a group discussion.

Youth Worker Video Round Up – What Do I Do If I Am Being Bullied?

<https://www.youtube.com/watch?v=9BIMZ66X9ZI&feature=youtu.be>

5 youth workers collaborate on a video, targeting students, answering the question, “What do I do when I am bullied?”

10 Free Ways Your Church Can Stop Mental Health Stigma

<https://churchandmentalhealth.com/10-free-ways-your-church-can-stop-mental-health-stigma/>

Offers actionable steps to create a haven of support within your community.



Resources For Teachers

Stomp Out Bullying

<https://stompoutbullying.org/get-help/educators-page/>

Provides a vast library of resources for educators.

Anti-Harassment, Intimidation and Bullying Academic Resources

https://saferschools.ohio.gov/content/anti_harassment_intimidation_and_bullying_resources

Ohio State's model of anti-bullying tools used within their education system. Complete with numerous resources for educators.

How To Identify Adolescent Bullying

<http://www.nea.org/home/53359.htm>

Provides tips for understanding and identifying bullying amongst children and adolescents.

Tips For Talking About Your Mental Health

<https://www.mhanational.org/time-talk-tips-talking-about-your-mental-health>

Includes several prompts which help students get started with beginning an important conversation, including a letter template. Can be utilized as a means for helping young people frame the discussion.

When Bullying Becomes Sexual Harassment

<https://stompoutbullying.org/get-help/teens-what-do-about-sexual-harassment/>

Provides insights for students to understand the gravity of potential sexual harassment. Site page can be used as a discussion piece.

10 Indications A Child Is Being Bullied

<https://www.activebeat.com/your-health/children/10-indications-that-your-child-is-being-bullied/>

Offers key indicators to look for to determine if a child is being bullied.

Resources For Men Battling Depression

Heads Up Guys

<https://headsuguy.org/mens-depression/suicide/>

Site offers male-specific action steps.

Man Therapy

<https://mantherapy.org>

Site uses humor to discuss difficult topics.

Suicide Prevention Resource Center

<https://www.sprc.org/populations/men>

Male-centered mental health resources.

Face It Foundation

<https://www.faceitfoundation.org>

Provides guidance to overcome depression

Your Head: An Owner's Manual PDF Resource

<https://up2sd.org/wp-content/uploads/2016/04/ownersmanual-1.pdf>

Printable PDF filled with resources and tools for those wanting to learn more about male mental health issues.

Resources For Teenagers

How To Tell Someone You Are Being Bullied – Student Action Plan

<https://pacerteensagainstbullying.org/advocacy-for-self/student-action-plan/>

Teens Against Bullying offers a downloadable PDF worksheet which helps students know how to share their experience of being bullied.

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<https://www.amazon.com/dp/1608824500>

Provides insight combined with short, actionable prompts to build a circle of support, tools, and healing resources.

When Bullying Becomes Sexual Harassment

<https://stompoutbullying.org/get-help/teens-what-do-about-sexual-harassment/>

Provides insights for students to understand the gravity of potential sexual harassment. Site page can be used as a discussion piece.

Resources For Adults Who Struggle

Adult Bullying: The Epidemic No One Talks About

https://www.youtube.com/watch?v=O_4uB-j-zgQ

Kevin discusses his firsthand account and shares research on workplace, family, and adult bullies—and what you can do about it.

How Adult Bullying Impacts Mental And Physical Health

<https://health.usnews.com/wellness/mind/articles/2017-12-15/how-adult-bullying-impacts-your-mental-and-physical-health>

How To Handle An Adult Bully In Your Life

<https://www.cnn.com/2019/09/20/health/adult-bully-survivor-tips-wellness/index.html>

Discusses types of bullies and ways to protect yourself.

Keys To Deal With The Family Bully

<https://www.verywellfamily.com/dealing-with-the-family-bully-460696>

Tips For Handling Adult Bullying In The Workplace

<https://lifehacker.com/how-to-handle-being-bullied-as-an-adult-1726099137>

Provides insight into what this can forms of workplace bullying happen and what you can do about it.

Bullying Adults In The Workplace

<https://www.pinnaclehealth.org/wellness-library/blog-and-healthwise/blog-home/post/bullying-adults-in-the-workplace>

Addresses the question, “What is workplace bullying?” And what you can do to promote your own mental and emotional health.

75% Of Workers Are Being Bullied - Here's What To Do About It

<https://www.forbes.com/sites/christinecomaford/2016/08/27/the-enormous-toll-workplace-bullying-takes-on-your-bottom-line/#2857e4af5595>

How To Stop A Workplace Bully In Their Tracks

<https://www.forbes.com/sites/christinecomaford/2014/03/12/bust-workplace-bullies-and-clear-conflict-in-3-essential-steps/#6bf92d207912>

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