

# N.Y.B.L. Podcast Ep 229 (10 Empowering Strategies to Crush Workplace Bullying) Mix 1 V1

[00:00:00] **Rebecca Zung:** Are you dealing with a bully at work? It can be soul crushing to deal with bullies at work all day long. I know I dealt with a narcissistic business partner and it was. Awful. In this video, I'm going to tell you 10 empowering strategies to crush those bullies in your workplace. Hey there, I'm Rebecca Zung, and I am a narcissist negotiation expert.

[00:00:31] I've also been recognized by US News as one of the best lawyers in America, and I have a best selling new book, Slay the Bully, How to Negotiate with a Narcissist and Win. And if you're new here, Welcome, and if you are just coming back, then welcome back. And if you are new here and you haven't subscribed to this channel, don't forget to hit that subscribe button [00:01:00] and hit that notification bell.

[00:01:03] So you won't miss any of our empowering content. We are all about empowering you with strategies so that you can break free from the chains of dealing with toxic individuals in any type of situation, whether it's professional, personal. No matter where you are, it is time for you to live the life that you deserve to live free from bullies, free from toxic individuals, free from narcissists.

[00:01:33] I know I've been exactly where you are. And by the way, I have a whole deal for you right now. If you pre order my book, Slay the Bully, How to Negotiate with a Narcissist and Win at [slaythebully.com](http://slaythebully.com), you get early access to my manuscript, you get a free masterclass, you get a free workbook, and you get behind the scenes access to all kinds of really cool things, [00:02:00] including my launch team and extra content.

[00:02:03] So go to [slaythebully.com](http://slaythebully.com) and grab that right now. All right. So in today's video, we are going to dive in, dive into how to bully proof your, your career by giving you 10 empowering strategies to crush workplace bullying. And in the end, What you're going to end up doing is freeing your soul. I've been exactly where you are.

[00:02:28] It is Draining. I didn't even have the language to deal with to know what it was like. I just knew it was like a leech It was like an energy vampire

when I was dealing with a narcissistic Business partner myself just a few short years ago. This was after I'd had my career already as an attorney. And yes, they don't attach themselves to you because you have so little value.

[00:02:53] They attach themselves to you because you have so much value. By the way, it is a, it, it's the [00:03:00] scam that they're running that they degrade you and devalue you and make you think that you have no value. All right. So I want you to have all kinds of strategies so that you know how to break yourself free so that you know how to.

[00:03:16] feel empowered so that you can turn this around and actually course correct and write this ship and feel like you are the one in control instead of them being the ones in control. All right, it's time to rise above this negativity and take control of yourself and feel like you are the one. not being, you know, at the effect of this bully, right?

[00:03:44] So the first thing that you can do is recognize the signs. Recognize the signs that you are actually being bullied. I know, you know, I was actually bullied as a kid and I didn't even know that I was being bullied [00:04:00] again by this person. I just knew that it didn't feel good. It didn't feel good being in relationship with this person sometimes because it's so covert.

[00:04:12] It's like death by a thousand cuts, you know, it's like this. you're inadvertently being left off an email. They're just inadvertently forgetting little things about you, you know, about you, or being passive aggressive, like saying that they're going to do something and not doing it, or, you know, just little verbal abuse, little, you know, Uh, saying that they care, but it's, it's, it's in the form of, Oh, I'm so concerned about this person's drinking or something, and you know, it, it, it results in spreading rumors about you, exclusion, belittling, belittling comments.

[00:04:56] You know, it just often starts very, very, very [00:05:00] subtly. it becomes soul crushing. It's death by a thousand cuts. And so you, it's crucial to be aware that this is a form of bullying. It is a form of psychological abuse. It's psychological warfare. it, those little changes in behavior between changes in behavior and the person and then changes in, in behavior of the people who the person is talking to and the people around you can be a sign that something is going on, a sign that there is bullying happening.

[00:05:41] And, and look at this, what's happening with the interactions with your colleagues. If you find yourself feeling targeted and demeaned. It's crucial to acknowledge the situation and address it head on. So, [00:06:00] you know, if

your coworker is constantly making even sarcastic comments about your ideas, jokingly, sarcastically, undermining you, undermining your confidence at, you know, in front of you, in front of other people, in front of teammates, in front of colleagues, Recognize this and let, and, and, and take care of it head on because it will empower you and it will empower you that you are taking action about it.

[00:06:32] Uh, you know, if your supervisor is persistently dismissing your contributions, making you feel insignificant, identify this as bullying, and it will enable you to confront this situation and seek and, and seek out the support that you need to seek out. All right. By the way, I do have a support group. It's Narcissist Negotiators with Rebecca Zung.

[00:06:58] Please feel free to join that. It's [00:07:00] on Facebook. There are a lot of people in there supporting each other. I encourage you to join it. It will definitely help you as well. We'd love to have you in there. And by the way, if you need access to therapy and you don't have access to therapy, I also have a sponsor on this channel.

[00:07:18] It is BetterHelp. You can go to [betterhelp.com](https://www.betterhelp.com) forward slash Rebecca Zung and It is a sponsor for us, which means we receive commissions on it. You don't pay any extra for that, but I also want you to have access to help and support that you need, that you can trust. All right. The next one is Maintain emotional resilience.

[00:07:42] Developing emotional resilience is essential in overcoming work, uh, workplace bullying. Remember, you cannot control other people's actions. Know that it's not, doesn't have anything to do with you. These are people who have, you [00:08:00] know, low self esteem to begin with, right? And, but, you know, you can control your reaction to it.

[00:08:06] So. You know, remember cultivating emotional intelligence about it, practicing that self care, seeking support, seeking support from friends, family, getting that professional, um, help that you need that we just talked about, mentally staying strong, that will help you. So, you know, if you are facing that constant criticism, learning to focus on.

[00:08:35] Knowing what's true, knowing your truth, staying positive, viewing it as an opportunity for you to grow, and considering that source rather than taking it personally will definitely help you, and Maintain that emotional resilience, rise above. That will help you as well. The next thing that you can do is [00:09:00] set boundaries.

[00:09:01] Establishing clear boundaries is a way to protect yourself in the workplace. And Have polite and, but firm communication and set limits. Let others know when their behavior is crossing the line. It's okay for you to, to say, you know, this is not okay for me. Let them know that you're not tolerating.

[00:09:27] tolerating disrespectful behavior. You know, if they're interrupting your personal time, you know, kindly inform them that, you know, you prefer to address work matters during, um, office hours, that sort of thing. Um, so, you know, don't allow anyone To disrespect you, you know, I always say, these are the things that are negotiable.

[00:09:57] Contracts, issues, terms, the things that [00:10:00] are not negotiable are your self, your self respect, your self esteem, who you are, right? The next one is number four, which is document incidents. Make sure you always, always, always document, write things down, keep a record of any bullying incidents that you experienced.

[00:10:24] or the you witness detailed documentation will help you present a clear case. If you need to report the bullying to human resources or to management, you know, making sure that you have a comprehensive log of events will always strengthen your position and ensure that your concerns are taken seriously, right?

[00:10:49] I have won entire cases on people's documentation. So especially if it is done simultaneously with the incident [00:11:00] happening, if a colleague publicly humiliates you during a meeting, jot down the date, jot down the time, jot down something specific that was made at that time. Make sure you do it without bad language.

[00:11:14] Make sure you do it without the emotion involved, just factual, all right? And, you know, if you notice that a coworker has faced that same bullying incident, make sure that you encourage them to document the incidents as well, because the more you can see it from other people, that will also help you. All right.

[00:11:37] So, um, the next thing is that, um, You want to, uh, seek support from other coworkers. If you are seeing other people go through the same thing, make sure that others are doing the same thing. Seek support at work [00:12:00] as well. So in addition to seeking support. Through your own personal network, see if there are allies that you have within your workplace, trusted colleagues, trusted supervisors, people that you can count on to be a source of emotional support at.

[00:12:19] At work because that will definitely help you as well. The next thing that you could potentially do is actually confront the person who is doing the bullying. I have actually done this before in a. Um, you know, when it was a, an opposing counsel, when it was a, you know, my business partner, whoever it is, you know, you don't need to do this in a confrontational setting.

[00:12:50] Like, you know, Hey, what the hell are you doing? You know, just specifically say, Hey, um, you know, can we discuss this? [00:13:00] What specifically is your issue? How can we resolve this? You know, in a way that is assertive, you know, I would say you can be, you can disagree without being disagreeable. You know. Choose, I would say, choose a private setting, choose a calm setting, express how your behavior, their behavior affects you, you know, try to use terms like I, instead of you, um, you know, or maybe I apologize that I, you know, that perhaps there was a misunderstanding.

[00:13:31] Um. You know, one on one communication can address the issue and, and instead of being, um, critical, maybe there's a way that you can, you know, resolve it with them. The next thing that you can do is. Utilize company resources if there is, if there are any human resources, if there's a support system, you know, if there's a policy in [00:14:00] place, potentially you could go and, you know, rely on those kinds of support systems if they, if they exist for you.

[00:14:09] Um. You know, maybe there's even some sort of an anonymous way that's that some sort of investigation can be, can be done, or some sort of an anonymous reporting system to ensure that your concerns are heard, you know, because If there is, then take advantage of that. Um, so that, you know, that way you don't have to have any sort of fear of retribution or retaliation, that sort of thing.

[00:14:42] Um, and it, you know, if you guys have seen any of this or tried any of this, let me know in the comments and let me know, um, you know, what had, what you have found helpful so far. Um, the next one is. [00:15:00] Focusing on your own personal growth because, you know, knowing that it's not. you know, that you have the power to change is definitely going to help you so much because you, you know, you know that they're not going to change, you know, you have to change you.

[00:15:20] You have to change you. No one is coming. No one's going to knock on your door and, and say, Hey, you know, I'm going to take care of them for you. I'm going to go beat, beat them up for you or whatever. You have to come

and work on you. By you showing up and standing in your power, it will actually transform them.

[00:15:43] You know, in a lot of ways, you tell people how to treat you. You know, I, I, I love the saying that if you don't want to be a doormat, Get up off the floor, you know, people will think what you tell them to think [00:16:00] and Transforming your energy often transforms the way people treat you it is so Interesting when you start showing up differently people start treating you differently as well.

[00:16:13] So you know, if you, you know, start reading things on personal growth, start attending workshops on conflict resolution, start building your ability to, uh, um, you know, uh, address these situations differently, enroll in courses, you know, watch these videos, that sort of thing. It will help you. The next thing is to stay true to your values, stay true to who you are, stay strong.

[00:16:40] Start visualizing who it is that you want to be and start being that person. Start figuring out, you know, I, um, have very often started saying things like, you know, I am confident. I am strong. I am, you know, [00:17:00] just really authentically know who you are and, and know and standing in that. And. You know, just knowing that authentic power always beats counterfeit power every single time.

[00:17:17] And if someone pressures you to start getting into that mud with them, you don't go there. You don't go there. And. Don't compromise your own integrity, um, and standing firm in that. That will help you tremendously as well. And finally, you know, I would say certainly always know when to consider external opportunities also.

[00:17:54] Because. Clearly, you know, I wouldn't say always go ahead and [00:18:00] run, you know, but I, you're not, I wouldn't think of it as running away from, as walking toward, walking toward, walking toward other opportunities, walking toward not making what you're. in wrong. It's really important to say, I'm not making my current situation wrong.

[00:18:25] I'm creating something new that's right for me. And, you know, this situation is great, but I'm creating a new opportunity that's right for me. And, you know, if you think of it in terms of that, it will make things so much better for you. Um, because being in gratitude about your current situation will ensure that you don't repeat the same patterns or the same energy.[00:19:00]

[00:19:00] You must learn the lessons of where you are now in order to make sure that they don't get repeated. All right. All right. So. Um, you hold the power. You hold the power to shape your destiny. You hold the power to make sure that you stay empowered and you, you become bully proof because You know, people see vulnerable, you know, vulnerabilities in people and I want to make sure that you inspire, you inspire yourself, you inspire positive change in yourself and you become that change in yourself and you use this as an opportunity for growth.

[00:19:40] for yourself. That's the most important thing and not make it about the bullies, not make it about the bullies, but make it about yourself. Make it about an opportunity for yourself, for empowerment. Make it about yourself for growth. Make it about using this as the. The the best and highest version [00:20:00] of yourself and then down the road, you know, when you see other people in these situations, you can turn around and you can be that helping hand.

[00:20:08] You can be the one that says, Hey, I've been where you are. I can help you. I can coach you through this. You know, I have a whole. coaching program that helps people in situations exactly like this and my, my high conflict, my master high conflict, uh, certification program. And we're certifying people in exactly situations like this now.

[00:20:31] And it's so amazing to see people transfer forming their pain and turning it into power. And you can do that same exact, same exact thing. All right. So, you know, The next video that I want you to watch is how to become what narcissists fear the most. And well, before you do that, what I want you to do is hit the like button, hit that share button.

[00:20:56] So you can like this video, share it out with people who need [00:21:00] this content. And that I also want to make sure that you have subscribed to this channel and hit that notification bell and gotten my new book. So, uh, hit that, uh, uh, subscribe button, hit that notification bell, gone to slaythebully. com, got my new book.

[00:21:16] Then let's go watch that next video, how to become what narcissists fear the most together. And I will see you in that next video. Remember today's a great day to start negotiating your best life.