

ESC WORKSHOP OUTCOME 2024
LEONARDO TARENZI

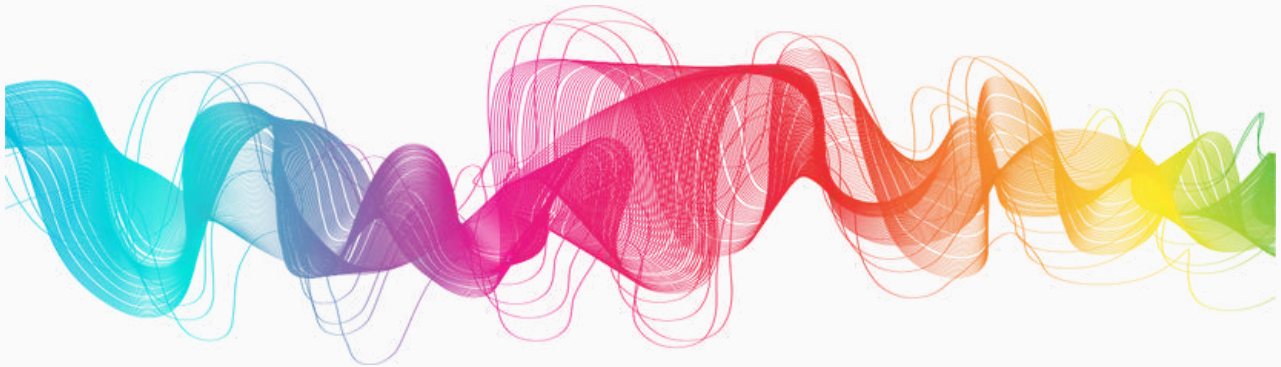
Mobbing in the workplace



MOBBING

Introduction

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I am Leonardo Tarenzi and I am from Italy.

During my ESC project, one of the tasks was to find a topic of my interest, do some researches about and present it.

After some days of thinking, I thought about mobbing in the workplace.

The reason why I chose this topic is because I think that everyone should work in a place where their ideas are supported and where the work environment is nice without any type of fears.

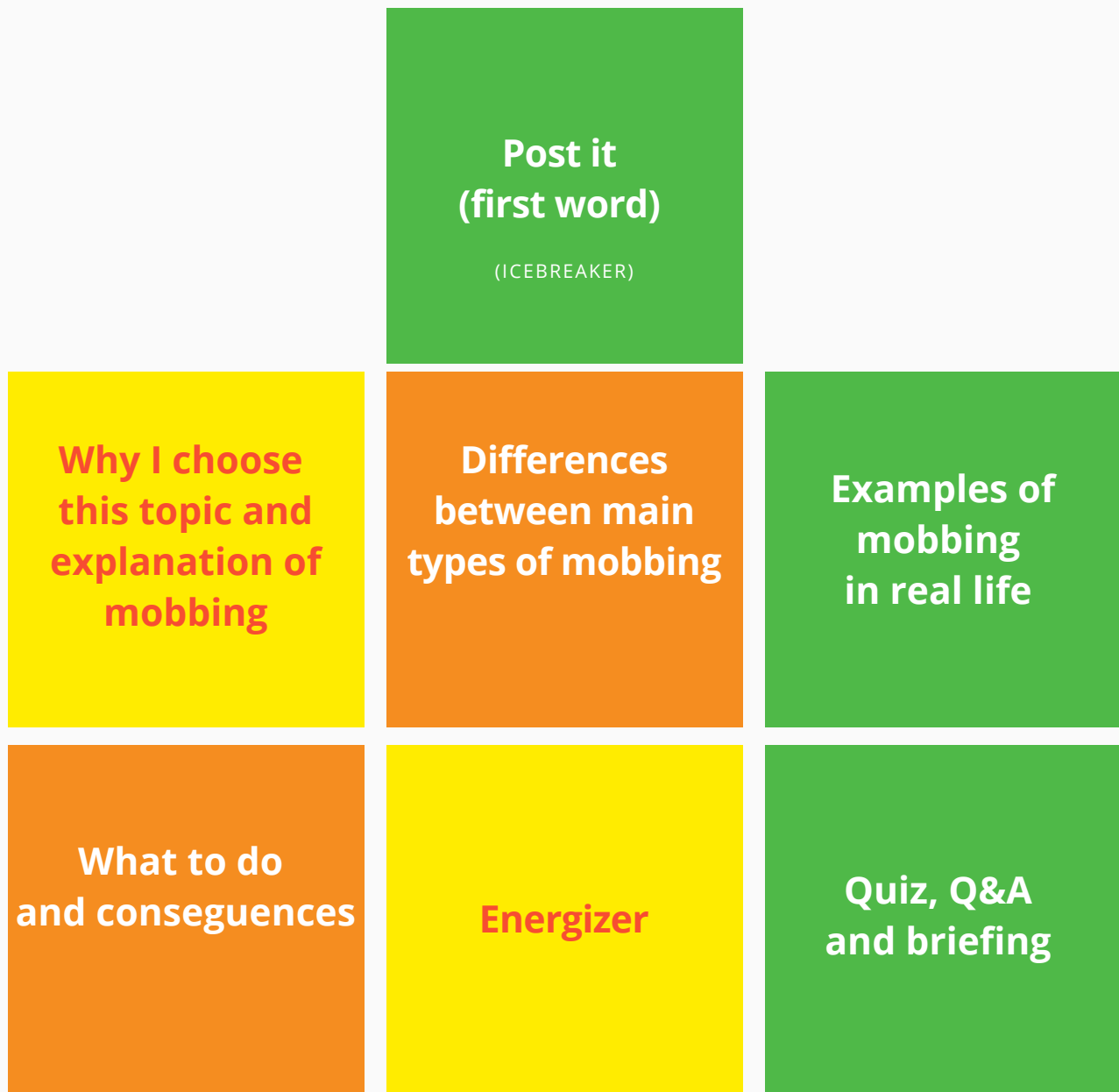
Unfortunately, many people are not working in a peaceful workplace. Bullying, exclusion, are happening more and more often and with them, the anxiety and the stress due these situations.

Majority of who are involved into this situation, don't even know what is the mobbing, and with this workshop I wanted to spread awareness about this topic and how to deal with it.

Structure of the workshop

My workshop was divided in theoretical and practical parts. The workshop was 45 minutes long.

This is the schedule of my workshop.



Icebreaker 5 mins
Theoretical part 5 mins each
Energizer 5 mins
QUIZ 10 mins
Q&A and briefing 5 mins

ICEBREAKER in detail

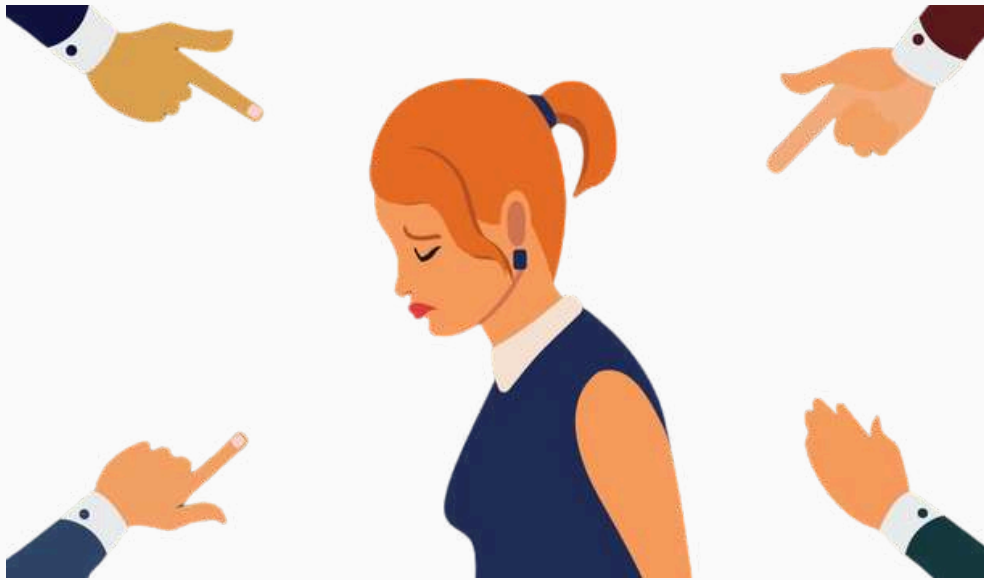
The first activity was an icebreaker where participants wrote the first word that came to their mind about the topic on a post-it note.

This was a great way to discover their initial thoughts in an engaging way to introduce the topic.

After, every person who participated came to put their post it on the flipchart paper and explained why they chose that word.



WHY I CHOOSE THIS TOPIC



After, I explained why I chose this topic. I find mobbing in the workplace to be an important issue, and I wanted to help people recognize it, prevent it, and understand how to respond if they or someone they know is involved.

I also wanted to spread awareness and knowledge about it, especially as the importance of mental health has grown significantly in recent years (mobbing can really affect you mentally and physiologically).

WHAT IS MOBBING AND MAIN TYPES OF MOBBING

The term refers to a series of aggressive, offensive or harassing behaviors by colleagues or superiors to an employee.

The aim is marginalizing a person or a group of people.

The behavior needs to last at least 6 months.

Upward mobbing is a mobbing phenomenon that occurs when one or more employees attack or challenge a superior, so the victim is a figure hierarchically higher.

There are 2 main types of mobbing, horizontal and vertical, and 2 sub categories, upward and downward mobbing.

The difference is if the situation is against two people (workmates) of the same level in the workplace or not.

In downward mobbing, a superior or group of superiors target one or more employees at a lower hierarchical level.

EXAMPLES OF MOBBING



After this explanation, I gave people some examples of what mobbing really can be with some real life examples.

This because mobbing can happen in different ways, not in just one way.



EXAMPLES OF MOBBING

F. is an employee of a large company. In recent months, her superior, has started to constantly criticize her for her work, although her performance has remained consistently high. He publicly mocks her during team meetings and systematically ignores her. F. feels humiliated and powerless for this situation.

L. is a young employee in an office. His colleague P., jealous of his abilities, started to secretly sabotage his projects. He sent wrong documents to L.'s clients, causing serious financial problems for the company. L. is constantly under pressure and stressed because of P. actions.

M. works in a restaurant and is the only female employee. Her male colleagues constantly make sexist jokes and offensive comments about her physical appearance. She feels uncomfortable and insecure at work because of this behavior.

CONSEQUENCES AND WHAT TO DO (5 MINS)



At the end of the theoretical part, I explained what can be the consequences of this phenomenon and what people can do to prevent this behaviour, giving them some solutions.

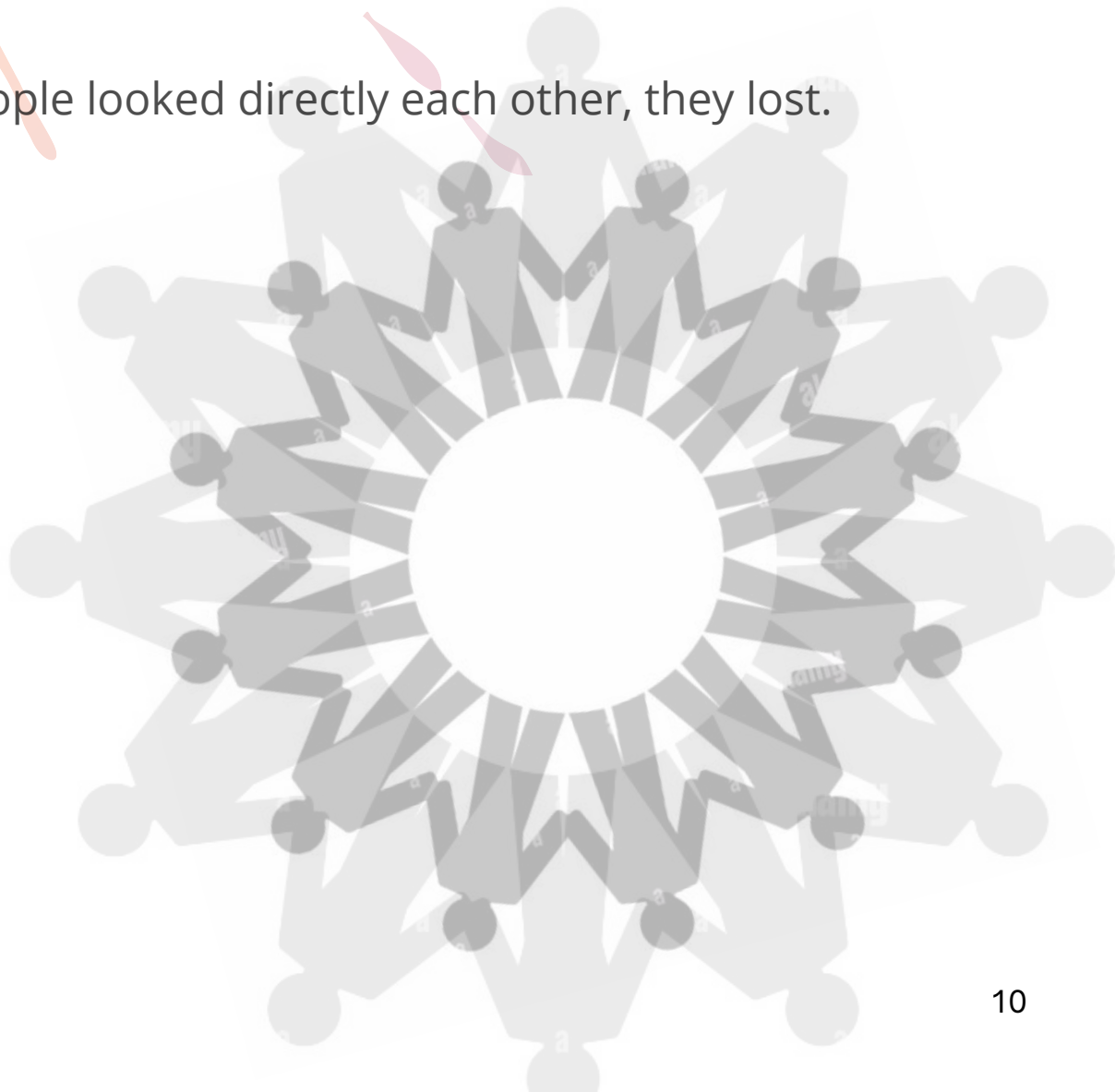
ENERGIZER (5 MINS)

When I finished my presentation, I proposed an energizer for focusing the attention of who was listening my workshop.

I proposed an energizer in which people had to stay in a circle.

They had to look the floor and then when I said NOW they have to look someone else but trying not to look directly in the eyes someone else.

If two people looked directly each other, they lost.



PRACTICAL PART AND CONCLUSION (10 MINS)



At the end, I proposed a quiz about the topic. I read some questions and I let people answer through some pieces of paper with A B C D as possible answers or T and F (True and False). It was great! In this way, I gave people the opportunity to see if they had understand the topic in a dynamic way. In case of some wrong answers, I explained them why their answer was wrong.

QUIZ - PART 1

A person who has been mobbed tends to manifest symptoms of anxiety and stress.	True	False
All forms of criticism in the workplace are considered mobbing.	True	False
Mobbing can also occur between colleagues of the same level.	True	False
A positive and inclusive working environment can reduce the risk of mobbing.	True	False
Victims of mobbing have difficulty finding support among colleagues.	True	False
Are these some of the main reasons for mobbing in the workplace? (lack of training, work stress, envy between colleagues)	True	False
Mobbing only occurs in large companies.	True	False

QUIZ - PART 2

1 What is mobbing?

- a) A state of mind
- b) Bullying
- c) Harassment at work
- d) All are correct

2. Which is not a type of mobbing?

- a) Sexual violence
- b) Abuse of authority
- c) Legitimate pressure
- d) Disqualifying you

3. When we refer to insinuations by colleagues or bosses.

- a) Abuse of authority
- b) Injustice
- c) Physical violence
- d) None of the above is correct

4. What is a consequence of mobbing?

- a) Depression
- b) Stress
- c) Poor performance
- d) All are correct

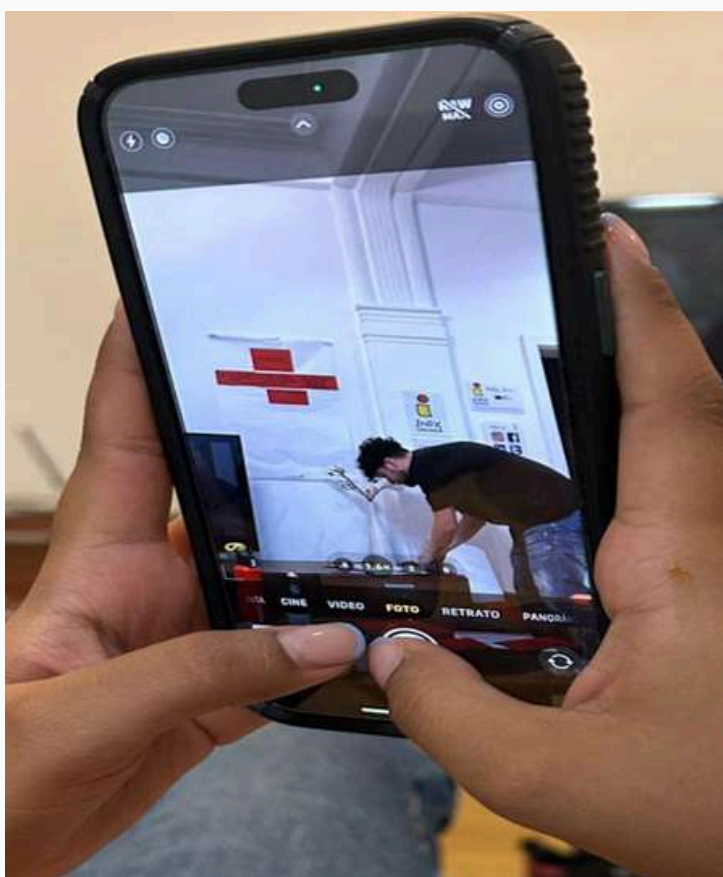
5. The triangle of harassment is constituted by:

- a) Victim - bully - boss
- b) Colleagues - mockery - victim
- c) Victim - bystanders - aggressor
- d) Aggressor - mockery - victim

BRIEFING (5 MINS)

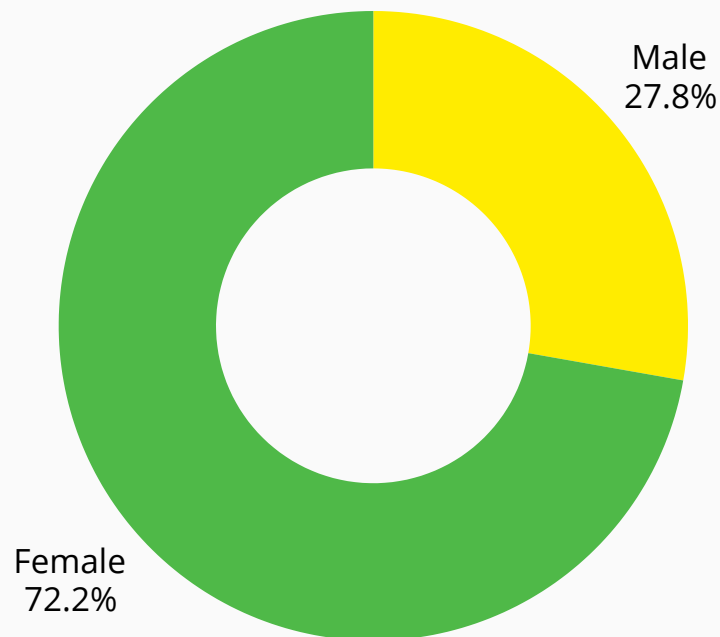
Last activity was dedicated to questions from participants regarding the topic or if something was not clear.

I gave them time for express their point of view about the workshop and have a small briefing about it.



WHERE I PRESENTED MY WORKSHOP?

GENDER



I did my workshop in three different places.

The first in the INEX Slovakia office. (May)

The second was during our weekend training for camp leaders in Banská Štiavnica. (June)

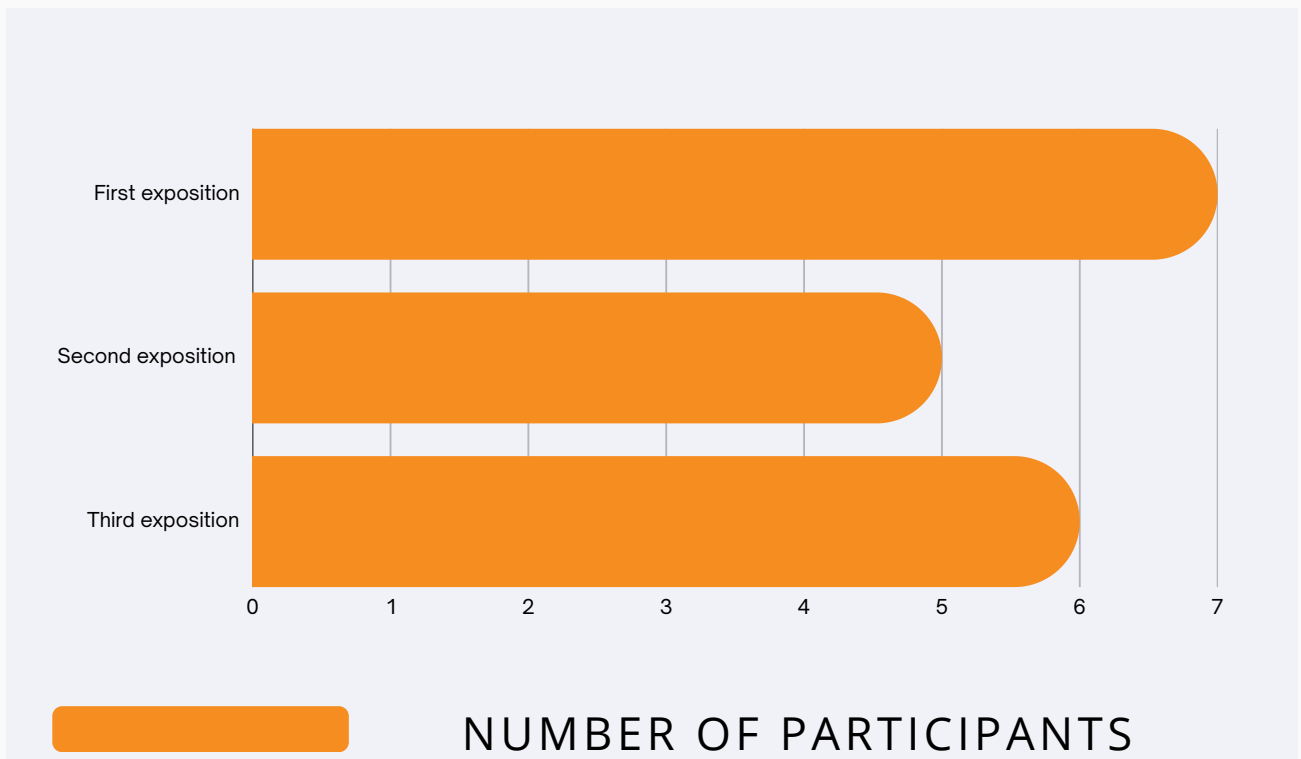
The third was part of the international voluntary camp in Bratislava. (August)

In total 18 participants have seen my workshop.

WORKSHOP AUDIENCE

In the first there were 7 participants.

In the second there were 5 participants, in the third 6 participants.



HOW IT WAS?

At the beginning I thought that I tried, but I was not 100 percent able to transmit the message and my goals.

I thought I didn't reached my goals because I felt a little bit anxious and I didn't felt comfortable in some situations.

Probably I felt like this because I received a lot of hard questions from some participants and I didn't know how to answer.

Some of them were also not really interested because I was not able to present well my presentation. This didn't helped me to feel sure about my presentation and myself.

Some of them, on other hand, were very nice and helpful. They gave me some advices not to feel too much under pressure.

Regarding the workshop, when I did the evaluation in the office, the first day of October, people who were present during my exposition, had opposite idea of my workshop. They said to me that I don't have to be so rude with myself and I have to be more confident about me and my capacities because in their opinion I reached my goals.

I realized that many of my worries and my bad feelings regarding my workshop and its explanation were just in my mind.

Of course, I was not always a perfect speaker and I made some mistakes for sure even in that occasion but it was nice discovering that.



Sources:

<https://wordwall.net/resource/64716236/mobbing>

<https://studioavvocatamarinelli.it/mobbing-sul-lavoro/>

<https://www.consulcesiandpartners.it/news/mobbing-cosa-e-come-difendersi-sul-lavoro/>



Thank you who was listening to me and who gave me some advices helping me to feel more sure about myself



Leonardo Tarenzi

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