

9 tips for helping a victim of mobbing

01

Listen to the person whenever she opens up and talks about her experience.

At the moment the person noticed systematic bullying and decided to talk about it, the situation was already terrible. She decided to talk about it because she feels unwanted, hurt, and lonely at work. She needs your support.

02

Keep reminding the person of the good sides she has.

Praise and amplify the person's excellence at work and home. Don't be surprised if the person is overwhelmed by the whole situation, and she doesn't think or talk about anything else. Please don't give up on her. Insist on proving that the person is great, worthy, and above all, sane.

03

Don't avoid the victim of mobbing.

At work or home, this person will feel like an outcast. Don't let her. Stay a part of her life, show her she has nothing to be ashamed of and that she is a valuable part of your friend or colleague circle.

04

Don't tell the victimised person what she should do.

I used to be smart-ass many times. But until I experienced the same situation, I didn't know what it was like being mobbed. Only then I could understand that the struggle for self-worth in such toxic circumstances is difficult. Don't be smart in advising the person what she should do or say, not even in time of the greatest crisis. First, help her rebuild her self-worth. That is the basis for her to set herself up.

05

Spend time together.

Do things that relax and cheer up. Take walks. Involve the person into activities where she will not be able to think about the injustice done to her. The only way to divert her thoughts is to distract her with something else that makes her happy. It should not surprise you if, at some stage of mobbing, a person will not be happy about anything and be quite apathetic. Still, hang out with her, chat, deconcentrate her.

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06

Go and spend time in nature as many times as possible.

Nature, forest, water have an extraordinary power that comforts. At the same time, fresh air will make her tired, and she may be sleeping better.

07

Please don't treat the person as a victim.

Let her know that you see her as a brave, fantastic person who is strong and can do whatever she wants. She won't believe you for quite some time but don't give up.

08

Help her/him get a new job.

If the person wants it, of course, don't be surprised if the victim doesn't want it. She will seek redemption and will have the desire to prove to everyone that they are wrong. At some point, she will acknowledge what is best for her; and sometimes staying in this situation is that person's path to recognize her self-worth. Until then, stand by her.

09

Help the person understand she doesn't need satisfaction

if it is at the expense of her health and peace of mind. Help her write a resume; it will make her aware of how capable she is and that there is still a place in the job market for her.

Whatever you do, please do not abandon this person, do not isolate, ignore, treat her as crazy, strange, or incapable of standing up for herself. She can't. She doesn't believe in having that power. First, help her build her confidence and value herself again. Then the time will come to forge an action on how to tell the people at work what they deserve.