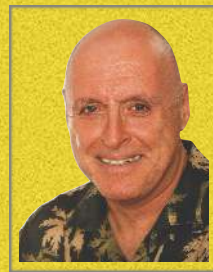


THE EXTRA POINT

BY JERRY ROBERTS



640 Gaslighting at Work – Part 2

More today on the subject of “gaslighting” in the workplace, the practice of manipulating employees with control and negative goals in mind. I’m Jerry Roberts and that’s up next on The Extra Point.

Yesterday, we began to talk about how people in the workplace, principally managers but it can be others, choose to manipulate, marginalize, and invalidate people, leading them to doubt themselves, and possibly to lose their positive self-image and self-worth.

We referenced an article in Psychology Today from Preston Ni, a professor at Foothill College in Silicon Valley, California, in which Ni mentioned seven ways workers use gaslighting to gain the upper hand on people.

The first four of those methods are persistent negativity about the individual’s performance, credibility, product or service; gossip about the individual’s professionalism something personal; negative public comments in face-to-face meetings, memos, and performance evaluations; and negative humor and sarcasm. Today we give you numbers 5-7 and then some tips on controlling and even eliminating gaslighting.

5. Being excluded from meetings or promotion opportunities, when you’re qualified to be there and should be there. They don’t give you a reason, you’re just not invited. Or maybe you’re asked to train or mentor managers, but never given the opportunity to be a manager.

6. Bullying and Intimidation in the workplace. This kind of activity comes in many forms. If this has happened to you, you’ve been gaslighted.

7. Inequitable treatment, compared with other employees, with the person guilty of gaslighting blaming the victim for being the cause of their troubles.

In any sense of the term, gaslighting is trouble

and should be dealt with. Here are a six keys to do just that:

Key # 1 — Recognize the negative behavior. Gaslighting succeeds when a victim isn’t aware of what’s going on. “Okay, here it comes again, I can deal with it.”

Key # 2 — Gaslighting is simply about power and control, not that you’re a bad worker or untalented. Often, it’s all about the ego of the gaslighter and has nothing to do with you.

Key # 3 — Find people who support you and build you up. Who is your best friend at work? Start there. Don’t let the gaslighter isolate you.

Key # 4 — If the gaslighting is becoming a serious issue, start writing down the details of what is happening to you. Not just a few notes scribbled down. What happened? When did it happen? Who was responsible?

Key # 5 — Know the laws about harassment, and what your employee handbook says about it. If things get bad and there’s nobody to turn to, get a lawyer to help you, one who specializes in labor laws.

Key # 6 — Realize you may need to change jobs. Hit your personal network and see what’s out there for you. It’s a tough time for finding good work right now, but stick with it and you will discover options.

Gaslighting. It’s abuse. Treat it that way.

That’s The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I’m Jerry Roberts.

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