

# ROCKY, BULLWINKLE, BORIS AND NATASHA: VICTIM, VILLAIN AND THE NOT SO HOPELESS

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## Disclaimer

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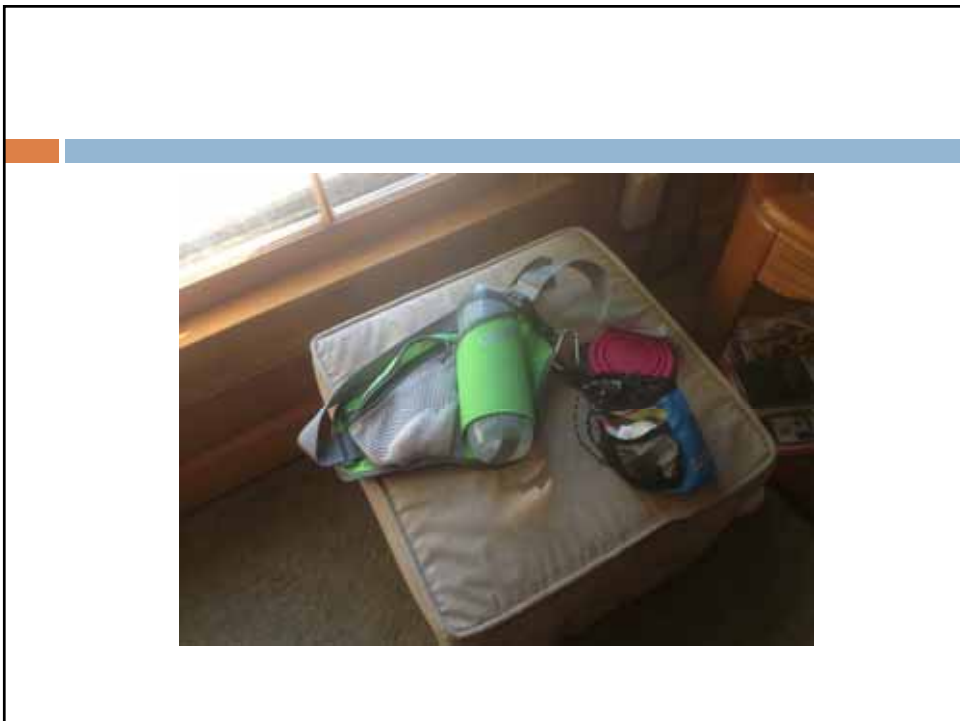
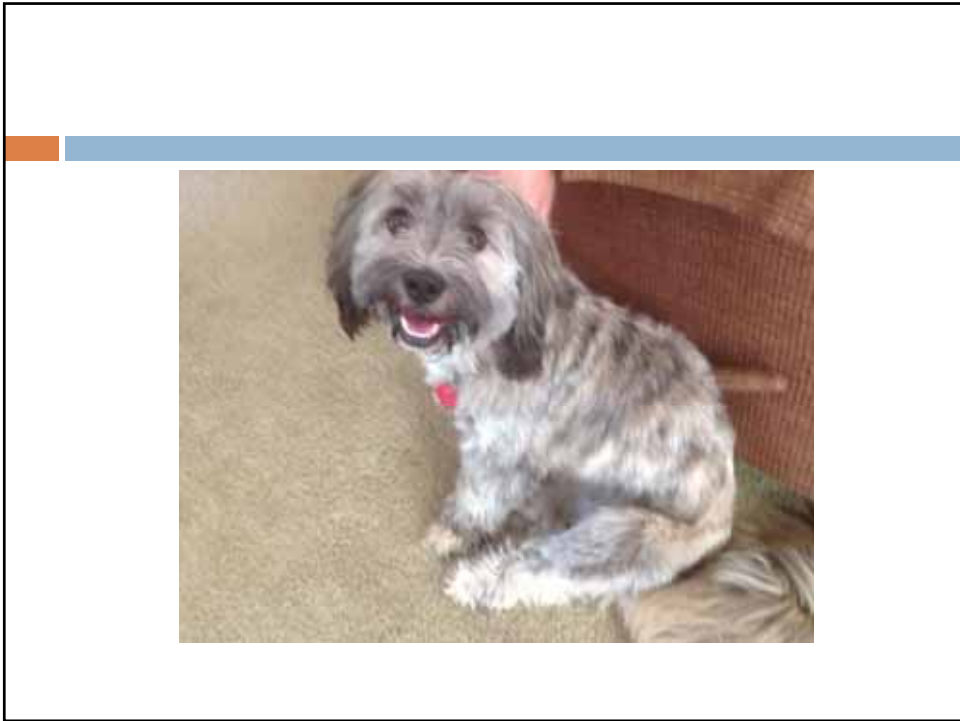
## Objectives

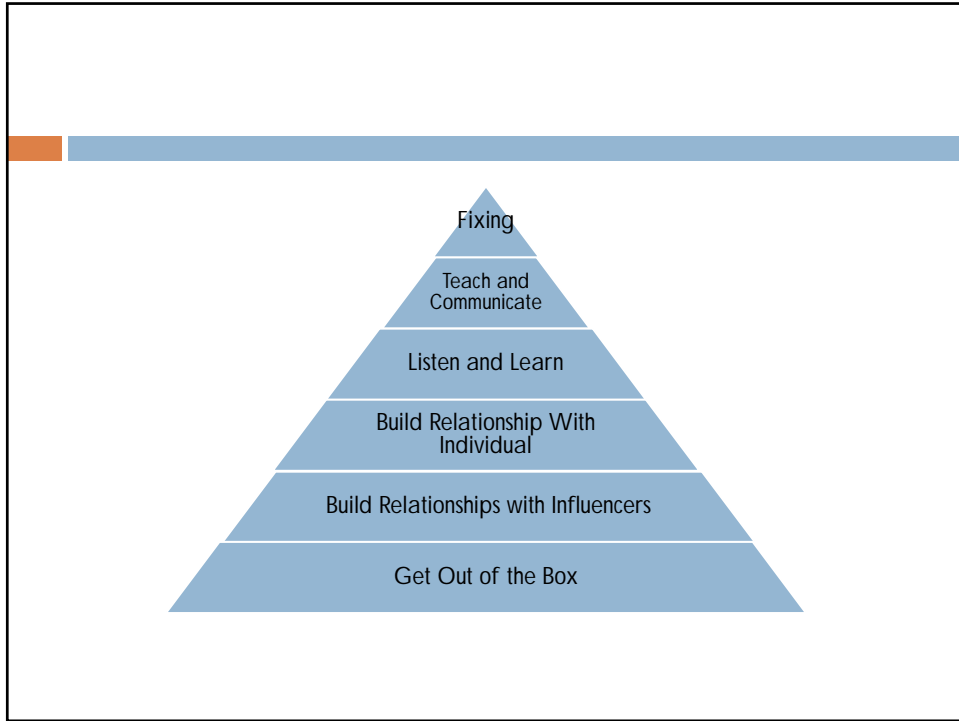
- Overview of where victim “think” comes from
- Overview of skills and tools to change victim “think”
- Understanding how victim “think” affects the work place

## Goal

Real Goal – share information with you to allow you a wider view of the possibilities of life, leaving victim “thinking” behind.

Revisit knowledge, bring it to light for you to examine and hopefully re-examine frequently





You cannot control what is perceived.  
You can only control what is projected.

You can, however, control what you project!

## The Eyes Have It

- 30 seconds or less make an impression
  - Live but at distance
  - Face to Face
  - Written
  - Picture
  - Story
    - Reputation

- What does a victim look like?





## Definitions

- Victim
  - A person or animal killed as a sacrifice to a god in a religious rite
  - Someone or something killed, destroyed, injured, or otherwise harmed by, or suffering from, some act, condition or circumstance
  - A person who suffers some loss, especially by being swindle
- Villain
  - Deliberate scoundrel or criminal
- Hope
  - Want or expect something
- Resilience
  - The process of adapting or overcoming challenges of adversity, loss, hardships or other stressors in life

## Statistics - 2010

- Non fatal violent crimes
  - 38% by strangers
    - 10% with firearms
  - 73 – 79% homicides committed by someone known
    - 5% with firearms
- Between 2007 to 2011
  - 259,000 nonfatal and property hate crimes against 12 and older

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- Religious hate crimes on the rise
- Racial hate crimes declining
- Workplace homicides
  - 1 in 5 against government employees
  - 18.9/1000 vs 4.6/1000 (non government employees)
- Reason for workplace violence
  - Spend much of our day in the workplace

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## Causes of Workplace Violence

- Negative Thinking
- Personality Conflicts
- Mishandling Terminations
- Drugs/alcohol
- Grudges
- Personal Problems

[http://www.ehow.com/list\\_6118594\\_causes-workplace-violence.html](http://www.ehow.com/list_6118594_causes-workplace-violence.html)

## Reason for workplace violence

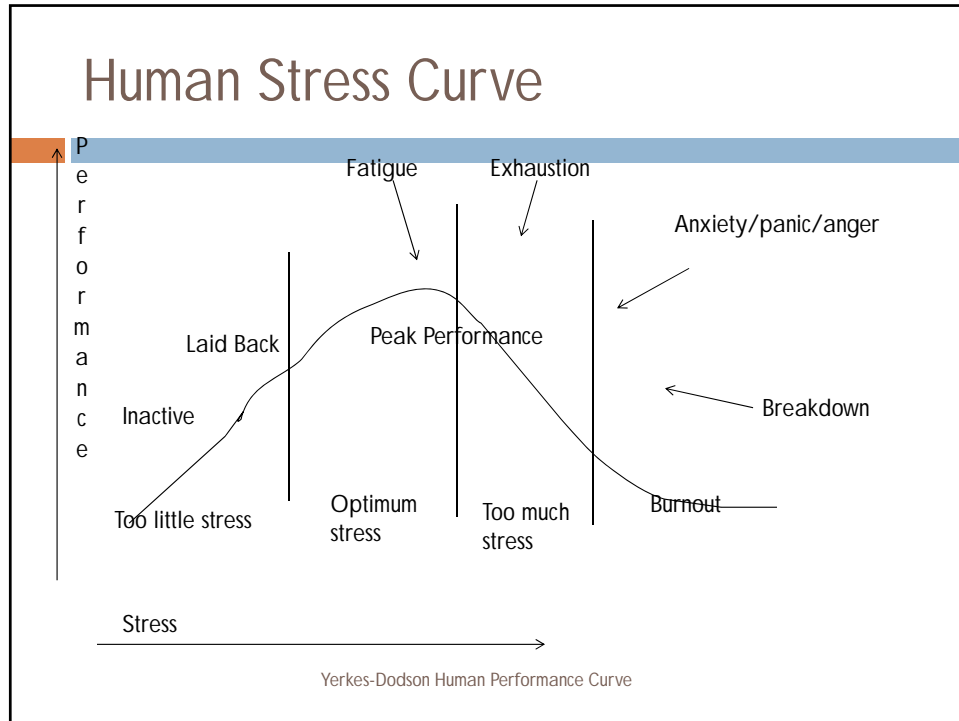
- Spend much of our day in the workplace
- Stress
- Conflict
- Lack of Training
- Termination
- Lack of Advancement

[http://www.ehow.com/list\\_6880453\\_alleged-reasons-workplace-violence.html](http://www.ehow.com/list_6880453_alleged-reasons-workplace-violence.html)



- No prevention program in place
- OSHA/NIOSH investigating body
- When developed
  - Needs to be applied evenly
  - Made available to all employees
  - Tracked
  - Physical verbal and non verbal not tolerated
  - No reprisals against reporting
  - Active encouragement of reporting
  - Include law enforcement





## Costs of "Victim Thinking"

- ❑ Retraining
- ❑ Poor Productivity
- ❑ Bad Feelings
- ❑ Poor Relationships
- ❑ Absenteeism
- ❑ Errors
- ❑ Coaching and Disciplinary actions
- ❑ Termination and rehire
- ❑ Possibly unemployment

## Villain



## BAITER

- Backstabber
- Abuser
- Imposter
- Taker
- Exploiter
- Reckless

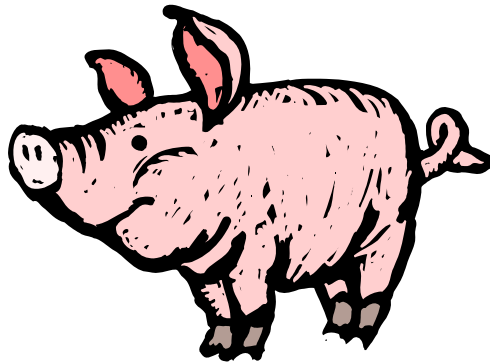
Life Code by Dr. Phil

## BAITER

- See world through a lens of entitlement and treat people as targets
- Lack empathy
- Incapable of remorse/guilt and fail to learn from situation to situation
- Irresponsible and self-destructive; disregard well-being of others
- Thrive on drama and crisis
- Brag about outsmarting others
- Pattern of short-term relationships
- Live in fantasy world- may be delusional

## Cost of Violence

Law of the Hog



## Leader/Manager Skills

- Financial
- Organizer
- Payroll
- Disciplinarian
- Regulatory Expert
- Educator
- Equipment Technician
- Secretary
- Housekeeper ..... Now You want me to What!

## Social Scientist

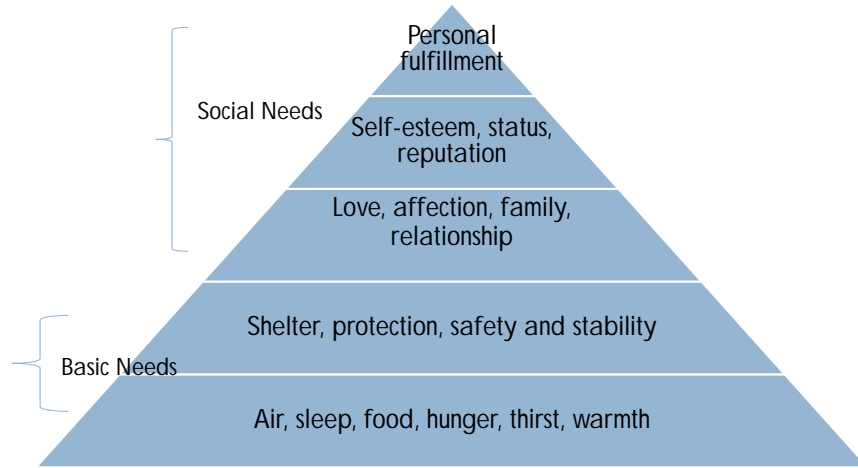
Understand and be an expert on human nature

More and more social beings and our interconnectivity

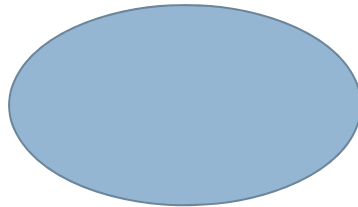
Turn our

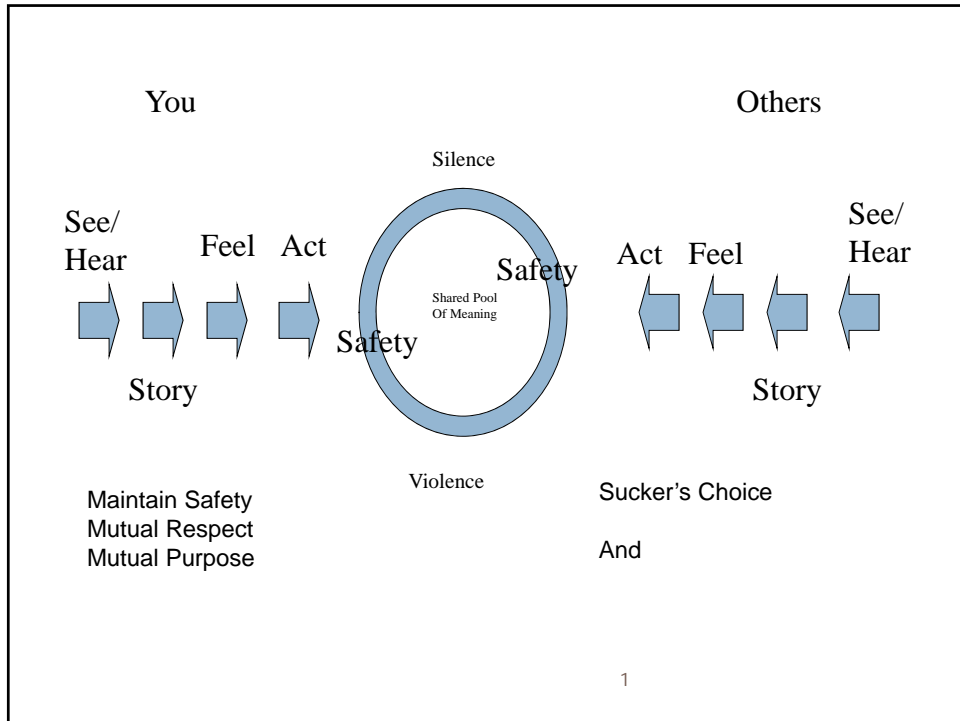
**UNCONSCIOUS COMPETENCIES** into **CONSCIOUS PRACTICE**

## Maslow's Hierarchy of Needs



## Pool of Knowledge





## Recognize Silence and Violence

- Withdrawing
- Avoiding
- Masking
- Controlling
- Labeling
- Attacking

## Think

- About what you are feeling
- About your intent
  - Learn
  - Find truth
  - Produce results
  - Strengthen relationships
- About what the other person is thinking
- Maintain respect and common purpose
- Use facts/behaviors, not opinions or attacking

## Effective Communication

- Results in Relationship building
- HALT – Hungry, Angry, Lonely, Tired
- Skill - that can be learned
  - Listen, Understand, Discerning
- Most often mentored, not specifically taught
- Requires practice
- Requires respect and common purpose
  - Start and stay with self
  - Gain common purpose – know intention
  - Gain respect



- Define what's working and what isn't working



The definition of insanity is doing the same thing over and over and expecting a different outcome.

## Major Life Challenges

- Develop/Maintaining Self Worth
  - Knowing self – values, goals, strengths, weaknesses
  - Affects all other aspects of life
- Health
  - Body, Mind and Spirit
- Appreciation of abundance
- Learning effective communication skills
- Learning to accept accountability

## Resilience



## Developing Resilience

- The ability to cope with stress effectively and in a healthy manner
- Having good problem-solving skills
- Seeking help
- Holding the belief that there is something one can do to manage your feelings and cope
- Having social support
- Being connected with others, such as family or friends
- Self-disclosure of the trauma to loved ones
- Spirituality
- Having an identity as a survivor as opposed to a victim
- Helping others
- Finding positive meaning in the trauma<sup>[52]</sup>



## Victim -What Do You Want to Hide?

- You sabotage yourself if you don't admit to yourself traits and characteristics that you most want to hide
- Knowledge keeps you from being ambushed
- #1 fear – rejection
- #1 need – acceptance
- Need realistic expectations
- What's the worst that can happen?

## Understand Who You Really Are

- Stop being naïve
- Being a victim can be a “comfort zone” for some
- No victims, only volunteers
- Make a list of what to keep and build on
- List what to eliminate and get new skills
- Momentum in life, negative or positive, picks up speed and resists change
- Cannot change what you do not acknowledge

“Life Code” Dr. Phil

## Keep Perspective

- Maintain good relationships
- Avoid seeing crisis or stressful events as unbearable problems
- Accept circumstance that can't be changed
- Develop realistic goals and move toward them
- Take decisive actions in adverse situation
- Look for opportunities of self discovery after a struggle or lose

- Develop self confidence
- Develop long term perspective and consider the stressful event in a broader context
- Maintain a hopeful outlook, expect good things and visualize what is wished for
- Maintain mind and body health. Pay attention to your own needs

## Maintain Good Relationships

- Friends



- Friend helps you do what is right for you
- Friends are not enablers.

## Acquaintances

- Acquaintances often urge you to do what will benefit themselves.



## Attaining Goal

- Express in terms of specific events or behaviors
- Measure goals
- Timeline
- Goal you can control
- Plan and program strategy
- Define steps
- Create accountability

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## We May Still Learn to Live Together



- "Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you *not* to be? You are a child of God. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."
- Marianne Williamson

## Thank you for your attention

I hope you have a least one new take away after spending your valuable time with me.

Liberate yourself and others from your greatest fear.

## References

- 1 Crucial Conversations, Crucial Confrontations, Influencer, Change Anything; Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillian and Al Switzler. Vital Smarts.com
- 2 When You Work for a Bully: Assessing Your Options and Taking Action; Susan Futterman
- 3 A Victim No More: How to Stop Being Taken Advantage Of; Lori Rekowski
- 4 Bullying in Workplaces, Schools and Social Media; Dr. Kaniappan Padmanaban
- 5 The Bully-Free Workplace: Stop Jerks, Weasels, and Snakes From Killing Your Organization; Gary and Ruth F. Namie
- 6 Bullying at Work: What You Can Do to Stop the Hurt and Reclaim Your Dignity on the Job
- 7 Life Code; Dr. Phil McGraw

I can give you nothing  
that has not already  
its origins within yourself

I can throw open no  
picture gallery  
but your own

I can help make  
your own world visible-  
that is all.



- Life Isn't fair
- Taught not how the world works but how it should work
- Need clear view of reality is where power begins
- Knowledge is power

## Getting Real Today

- Define image – stay in character
  - Teach others how to treat you
- Perception of uniqueness
- Rethink you beliefs
- Claim and accept praise – graciously
- Be Essential
- Know your currency
- Plan
- Keep things under wraps
- Pay attention to your environment
- Stretch
- Keep options open
- Master the system and work it for yourself
- Nucleus of supporters
- Deal only with truth
- Recognize and use the ego and greed of others to create a path to success
- Pick your battles