

DEFINITIONS

True Colors: Rx for Bullying Behaviors
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This is a highly relevant topic in schools today. These behaviors also transition to the workplace, seldom with teens outgrowing the lifetime of ingrained behaviors. Rosalind Wiseman is a notable author on this subject for young adults and teens. She has authored, *The Bully, The Bullied and the Bystander* (XXXX). In addition, she has authored *Masterminds & Wingmen* (2013) and *Queenbees & Wannabees* (XXXX).

Bully: a person who *targets* another person to gain power and control with *repeated* tormenting and intimidating bullying behaviors.
-Dr. Tricia Peña, Consultant & Trainer

Bullied: a person made to feel unworthy and unaccepted by another person through *repeated* tormenting and intimidating bullying behaviors.
-Dr. Tricia Peña, Consultant & Trainer

Bystander: either watches and participates in bullying behaviors, or look away. Bystanders see bullying behaviors as teasing rather than tormenting and intimidation.
-Dr. Tricia Peña, Consultant & Trainer

Bullying Behaviors

Verbal: excessive and malicious teasing, insulting remarks, name calling, embarrassing jokes and revealing intimate information, cursing, crude and inappropriate sexual comments, threats and taunting.

Physical: hitting, tripping, kicking, pushing and shoving.

Social: ignoring a certain person, casting them out of a group, making them feel left out, spreading rumors about them and telling other kids not to be friends with them.

Cyber bullying: threats and inappropriate sexual comments via social media, texting, emailing and chat rooms.
-Workplace Bullying Institute

Esteem

Self-esteem: the experience of being capable of managing challenges and being worthy of happiness.
-National Council on Self-Esteem

In-esteem: When a person is “shining brightly”, they are using their natural preferences, energy, talents, and skills in positive resourceful ways. The result is positive self-worth, self-respect, self-esteem, Persons “in esteem” are able to enter into stressful environments without tearing others down.
-Mary Miscisin, Co-founder, Personality Lingo

Out of esteem: A person who feels unworthy, incapable, and incompetent and has a general feeling of insignificance or lack of importance.
-University of California, Davis

Schoolhouse Bullying

-WHO, Trainer

Workplace Bullying

When co-worker or boss who *targets* another person to gain power and control with *repeated* tormenting and intimidating behaviors and actions to sabotage your work.
-Dr. Tricia Peña, Founder, E.C.H.O. 360 Education