

No More Harm – National Bullying, Harassing and Discrimination Conference

Tanya Curtis

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Presentation:

Changing the blame/victim mentality. Supporting both the bully and the target to bring lasting change

Abstract:

Lasting change in the bullying industry will only come about when we begin addressing the root cause of the bullying and victim like behaviour.

As a behaviour specialist I do not see any behaviour as right or wrong. Too frequently in the 'bullying industry' we approach bullying incidents from 'whose fault is it', 'who is to blame and who is the victim?'

What if there is no fault and no blame, rather each person involved is in the position where they would benefit from support?

What if both people are experiencing aspects of life they are finding challenging and thus our approach to bring lasting change is more in addressing the initial root cause of the behaviours rather than focusing on the behaviour itself?

What if both parties are being presented with aspects of life they are yet to develop the skills for and thus, we could approach each situation as a learning opportunity for all?

What if our approach to bullying as a community has largely been on addressing the behaviour and it is this approach that is failing? Statistics are clearly showing rates of bullying are increasing. In a world where there is more support than ever before, this does not make sense.

As a behaviour specialist I am often heard saying 'I am not that interested in behaviour'. Why? Because the why of the behaviour, the reason for the behaviour is of far greater importance than the actual behaviour.

This workshop presentation will explore the root causes of

1. why a bully bullies
2. why a target is more likely to be a target
3. ways in which we can support both parties equally.

