

Are you a Bully?

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By graham and julie

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He's a very successful sales manager who craves results. He can't be bothered with people who don't produce. They are losers. He always produces the numbers year after year. The question is does he do it through bullying or coaching?

What's the difference between bullying and coaching? This was one of the questions that ran through our mind when we were talking about Dave.

Coaching, for us, is making people do what they don't necessarily want to do in order to achieve, to be successful.

But for Dave, success does not come naturally. We are all lazy and basically don't want to work anyway. He believes we especially don't want to work hard. We don't like pain, psychological or physical, and therefore, he believes, unless he's there giving people a good kick up the backside nothing happens. He accepts the sales targets from the CEO and the team have to deliver on them. To him personal bests are there to be broken. It's about breaking sales records. Hitting the sales targets. Getting the bonuses. If your personal best is below target then improve. Try harder. He only sees potential in the sales force and gets really, really irritable and frustrated when they don't respond. He really cares about the business and the individuals. He just hates watching talent being wasted.

Dave also believes success in sales is a direct reflection of the amount of work that has been put in before the event. There is no point in setting out to achieve leading edge targets if you don't put the work in on each individual before hand. Dave sees his job as motivating others to excel. People like Mike. Mike has plenty of talent. He oozes talent but he seems to stop short of full implementation. He talks a good story, has a lot of promise but appears to rest on what he has done. Capable but.....stuck in the groove. Like a number of us, Mike has worked out what worked for him in the past and keeps replicating it. Yes, he always hits his sales target. But only just and Dave feels he has so much to offer. So much more talent. His talent is being wasted in Dave's eyes.

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Dave believes that sales people do not under perform because they want to. They under perform because someone or something has got to them. The question is what? After spending a great deal of time with Mike, Dave began to realise it was historical. Mike had worked for a sales manager who had given him a lot of promises and in a nut shell had never delivered on the promises. The result was that Mike didn't really believe sales managers any more, didn't believe that they believed in what they were saying. Mike believed that Dave was just another sales manager who would say what was necessary to get him to hit target and that was that. He had heard all the buzzwords before and basically had come to understand that the more buzzwords that were used the more difficult it was to identify any passion and commitment to either the staff or the product.

After a number of long discussions with Mike. Dave told Mike that in his opinion he had allowed himself to become a victim. A victim of circumstances. Never allow yourself to be a victim especially a victim of circumstances. If you allow yourself to be the victim you will always be the loser. You must always

work to change the circumstances. They worked together to change the circumstances. Gradually Mike started to believe that perhaps Dave did have passion for the company, products and the people. Mike in turn started to reach for the stars. To find his true potential.

Dave believes passionately, that the results are always in the detail. The more effort he puts in on one to ones. The more effort he puts into the team. The more they talk and work together. The more they believe in each other. The more they get through the buzz words and understand the passion, what makes each of them really tick. The more they understand how committed everyone is to being successful. The more he knows that they will reach their, monthly, quarterly and annual targets. He leaves no stone unturned. He gives his all to the people that work for him..

Dave gives them the world, all he asks is that they make the effort and have a passion for what they do.

Is that bullying or coaching?

Graham and Julie
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Graham and Julie live in the Canary Islands where they pursue their love for writing, photography and spirituality. To see more of their work please go to:www.desktop-meditation.com

School Bullying Stopped: 5 Ways to Stop Bullies with the Facts!

By Paula McCoach

School Bullying Stopped: 5 Ways to Zap Bullies with Facts!
By Paula McCoach

So, there is a bully that you just can't catch! You have been trying for years and no luck!

Are you a Bully?

Well, I have learned with good documentation, anything is possible even building a great case for catching that hardcore bully.

1. I keep a large file card on each student that I speak with, and the bullies are usually referred to me at some point.

On this card, I make note of the date of the conference and generally what the student and I spoke about. If the student is referred to guidance for peer mediation, that is documented also.

2. If this bully is tormenting tons of kids, I put out a memo to the team of teachers who have the bully in class, and ask them to jot down any bully or teasing behavior they see or hear from the bully.

3. The students who are reporting that the bully is bothering them are asked to write down "exactly" what the bully is saying with the date. Even if what the bully is saying is obscene or gross, I ask the students to write verbatim what the bully is saying to them.

4. Most schools have students for more than one year. Our school has 5 grades, so we have students from 4th to 8th grades. You can pull out documentation from previous years to add to your information from the current year.

5. In my opinion, a bully does not start the school year with a "clean slate." Pull out your notes on this hardcore bully from past years and add it to your current facts for this school year.

Amazing documentation for zapping a hardcore bully might take you a few months to accumulate.

But, as we all know a bully "bullies" and eventually the staff will catch them and document their bullying.

Getting adequate documentation might take some time, but you will eventually get enough to either remove or rehabilitate the bully.

So, get out your file cards and start documenting! The more incidents of bullying you can cite, the better. And, thanks for helping kids deal with bullies!

Paula McCoach invites you to subscribe to the Bully Zapper Newsletter, which is published weekly with tons of tips on how to effectively deal with bullies in elementary and middle school. You will receive a free special report for your subscription. To subscribe, go to

Purchase the latest Bully Zapper publication, 11 SIMPLE STEPS TO ZAPPING BULLIES! Discover tips on working with the bully as well as the victim, talking to parents effectively, using behavior checklists with success, enabling teachers to deal with bullies in their classrooms, and much more practical and useful information you can use immediately to Zap the Bullies in your school! To order, go to

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