Adult Bullying: Play Therapy Techniques for Coping with Harassment
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What Do You Want To Know?

What is Adult Bullying

"abusive conduct"
conduct of an employer or employee in the workplace, with malice,
that a reasonable person would find hostile, offensive, & unrelated to an employer's legitimate business interests.
**Healthy Workplace Laws**

California

AB 1825 Sexual Harassment Training include training on prevention of “abusive conduct” in the workplace.

AB 2053 A single act in not “abusive conduct” unless it is “especially severe or egregious”.

California, signed Jan 1, 2015 by Governor Jerry Brown.

**CA, UT & TN Healthy Workplace Laws**

Other States to Follow

NY 9th state to introduce the Healthy Workplace

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**Who Is Targeted**

Targets are better liked.

High social skills.

Higher levels of emotional intelligence.

Superior skill set.

Bully’s feel threatened by the target victims superior skills or abilities.

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**“Types of Mean”**

Peer Harassment

Includes one time incidents with no power

Strained (Nerd)

Yelling, practical jokes, insulting, dismissive, embarrassing employee

Excluding, spreading rumors, stealing ideas, uncredited work

Riding:

Deliberate

Repeated

Power Imbalanced

Seized

Cyber Bullying

Indirect (Behind Your Back)

Physical (Actions or Threats)

Threats of Physical action, firing, no promotions, no raises

Bad for Business

Turnover

Illness

Kills Ideas

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Multimodal Play Therapy For Assessment & Treatment of Bullying

- Victims
- Bullies
- Bystanders

"ROLES OF MEAN"

Play an important and pivotal role in promoting or preventing bullying

Schadenfreude (Shad' n freu de) (Damage – Joy)

The Pleasure derived from the misfortunes of others.

Social Comparison Theory – Other's bad luck helps us look better to ourselves.

"WHY SO MEAN?"

- Defines Self by Power
- Insecure, Lack of Self
- Recognition in the Company or Friend Group

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"IS IT MEAN?"

ASSESS • Intake

ASSESS • Assess Context

ASSESS • Typical Work Day Assessment • Open Ended Questions

How to "STOP Bullying NOW!"

LAWS

STOP ADULT BULLYING

CREATING SAFETY

HUMAN RESOURCES

EMPOWER/ASSERT

POST-TRAUMA RECOVERY

PSYCHO-EDUCATIONAL

Play Therapy Theory

Person-Centered
Carl Rogers

Expressive Play Therapy
Kathy Malchiodi

Integrated Theory
Paul Wachtel

Narrative Play Therapy
Epstein/White

Integrated Play Therapy
Eлина Gil

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1) Drawing It Out

Paper and Crayons (Ipad)
- Draw a picture of a time when you felt bullied

Share Picture w/Therapist
- Be Witness to the story/picture

2) Playing It Out

Client gathers toys for their story.
- Client sets up toys to share their story.

Client shares their story with you.
- Process their story and take photo's of their sand tray.

3) Let’s Act “It” Out!

- Therapist introduces packet of material (Used to dress up)
  - Colored Strips and Rectangles.

- One would develop a drama with their client demonstrating a scenario from one of the Drawing stories or Sand tray stories.

- Client can play role the roles or utilize plat toys.

- Share scenario with therapist.
Questions?

THANK YOU SO MUCH!

Special Thanks To Expressive Therapies Summit & All of You!

References & Contacts

References are posted in a handout!!

Thank you

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