

What to say to who is bullying you?



Happy and secure people do not bully others.

People who bully are going/have gone through a difficult time themselves.

So 1. you can try to **understand** what is going on in the headspace/life of this person

(people love to be heard... maybe it is already enough to solve the hostility)

Though, 2. it is important to **evaluate** the situation and decide:

- if it is **safe** to meet this person
- if yes, you can decide if it is smart to do it with a **mediator**

3. Is it a group of people? **Meet one person** at a time!

4. Meet in a **neutral and safe space**

5. Build your **agenda**: what do you want to talk about? Keep focused.

6. **Don't shout**. And if the other person shouts, don't shout! When the other stops, talk normal and calm.

7. **Be dialogic**. Don't just text the other but go for a two-way-conversation, if you want that the other listens to you.

8. **Be strategic**. Instead of accusing of bullying you, tell how their behaviour is having an impact on you. Eventually apologise for things that might have hurt the other, you can explain that you didn't mean/why you did it.