

# Unacknowledged Synergies Driving Workplace Bullying Behaviors: Context is Everything

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## At Issue

Our research team's ongoing hermeneutic analyses and recursive metasyntheses of published studies have revealed numerous 'unacknowledged conditions' (Allen, 1995) that contribute to the tenacity of workplace bullying. We believe that structuring practical, effective intervention programs for workplace bullying requires strengthened understanding of the nature and interrelationships of those unacknowledged conditions.

## Study Purpose

Based on our prior research findings, this study identified patterns of interplay among unacknowledged conditions characterizing people, behaviors, policies, and organization infrastructure that covertly facilitate workplace bullying.

## Methods

### **Pragmatic Utility—A criterion-based, meta-analytic approach for concept analysis**

In-depth knowledge of relevant literature supports development of analytical questions to facilitate data synthesis and "to push beyond the limits of isolated findings and individual disciplines, to identify shared knowledge, and to provide new insights, lines of questioning, and direction" (Morse & Weaver, 2006, p. 191).



## References

<http://1drv.ms/1eX2zyj>

## Findings



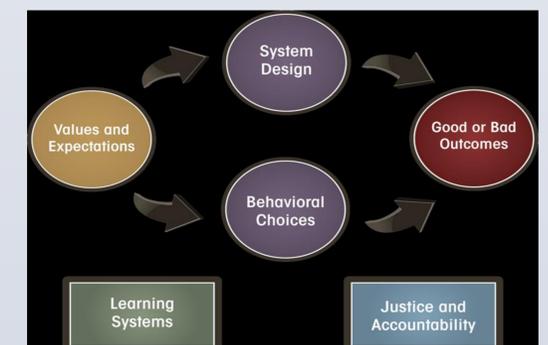
**Synergies among intrapersonal/interpersonal/organizational conditions—in the absence of language-focused policies—link:**

- Individual 'perspective,'
- Personal, **lived history**,
- **Prosody**—what's NOT said, but implied,
- **Language**,
- **Emotions**,
- Unspoken bully/victim **relationship rules**,
- and*
- Paradoxical **bully/victim commitment**
- within*
- Inherent **system-level biases and disbelief**.

## Conclusions

In synergy, **unacknowledged conditions** that "make the actors' understanding possible but are not included in their accounts" (Allen, 1995, p. 177) become the subtle **context** that mediates bullying's ongoing tenacity, enacting fixed, **deterministic dynamical systems** ([http://www.Scholarpedia.Org/article/dynamical systems](http://www.Scholarpedia.Org/article/dynamical_systems)) that defy intervention.

## **CONTEXT IS EVERYTHING**



Building personal awareness of unacknowledged context and establishing just culture (Marx, 2007), sensitive policy, and organizational consciousness (Heaton & Harung, 1999) will support optimal intervention.