



# **A unified theory of Work Place Harassment: Psychodynamics of Adult Bullying and Mobbing**

*Dr. Luis de Rivera*

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Work Place Harassment (WPH) is referred to as adult bullying in the U.K. and in the U.S.A. and as mobbing in the European mainland. Psychological harassment, in all of its varieties, is a complex psychosocial syndrome generated by an interaction of dynamics created by the abuser, the victim and the psychosocial group to which they both belong. All three factors are necessary, and none of them, by itself, is sufficient. Together, these dynamics of abuse are activated and reactivated in a cyclical manner, crystallizing into a stable system - a vicious cycle whose duration and consequences depend on the strength and fortune of the victim. This book provides valuable insights for the detection, prevention and eradication of this increasing problem.

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