

Introduction

These vignettes take place within a medical unit in an acute care hospital. Our focus moves away from the target of bullying and what they can do when confronted with bullying behaviours (see our graphic novella as an example) to an emphasis on the role of witnesses/bystanders when they observe bullying, the role of leaders when they receive concerns or complaints about bullying, and the role of the 'bully' (or engager as a preferred term for our group) following an incident of bullying. Underpinning these foci is the hugely important role of power within institutions and organizations, as well as historical, socio-cultural and political contexts.

As you watch each of the three scenes, put yourself in the position of witness/bystander (scene one), leader (scene two) and again, leader and also the 'bully'/engager (scene three). You will then be invited to choose one of three options. You can choose to watch these options in any order though there is some benefit to engaging in them sequentially.