



Created for you:
The Surviving Bullies Project

“There is love in this book and plenty of useful advice born from the hardscrabble experience of once being there...”

~ Charles Laird Calia, father of two daughters
Author of *The Unspeakable* and *The Stargazing Year*

Reviews from Our Readers

From Hadar Lubin, M.D., mother, Co-Director of Post Traumatic Stress Center in New Haven, Connecticut, and Assistant Clinical Professor at Yale University School of Medicine

“The *Surviving Bullies Workbook* is an essential, empowering, and effective tool to have in the journey of overcoming the devastating effects of bullying. It guides the readers, step-by-step, in how to disentangle themselves from the web of shame and humiliation cast by the bully.”

From Jocelyn Shur, age 16, recovering target of bullying and aspiring writer, plans to pursue a major in psychology

“This challenging workbook is an empowering guide that I wish I could have had access to when I was experiencing being bullied. I think it is a unique and an effective tool that will absolutely help any victim...By using this resource one will develop a greater understanding of his or her situation and thus handle conflict in a more sophisticated and confident manner. The workbook is very personalized and it is obvious that the questions are created by someone with real experiences; therefore the insight is extremely accurate, and although personal it is universal...”

From Charles Laird Calia, father of two daughters and author

“A guide not just for teens but also for their parents, *Surviving Bullies Workbook* condenses the often frightful lessons of growing up in just a few simple words: You are not alone. There is love in this book and plenty of useful advice born from the hardscrabble experience of once being there, experience that makes the *Surviving Bullies Workbook* an essential handbook for every child, parent, and educator facing the awful vicissitudes of life.”

From Scott Brown, father of four and author of How to Negotiate with Kids

“This is an innovative approach to an important problem - the most practical antidote to bullying I have found.”

From Debra Lynn Mucha, mother and recovering target of bullying

“When I was 13 years old, my parents took me to see a therapist because I was unhappy. I could not articulate why I felt this way. The therapist diagnosed me as having ‘normal’ teenage girl issues. If the therapist had a copy of this book, it would have aided me in expressing my thoughts and feelings. Maybe I could have had appropriate counseling at age 14 instead of age 54.”

Reviews from Our Readers (cont.)

From Tracy Pennoyer, Ph.D., mother and school psychologist

“In a direct and open way, this workbook compassionately addresses the pain of being bullied while giving kids active support and tools to enable them to take charge of their lives. The reader will feel that the authors stand with them through this difficult process.”

From Ron Baglio, father and Deputy Headmaster, The Eagle Hill School in Massachusetts

“Dickon Pownall-Gray is a caring person and an excellent listener. The *Surviving Bullies Workbook* is the result of countless hours of interviews with the individuals who need this book the most - kids. The only actions you can control are your own. This book is a tool that will allow a victim of bullying to take back that control and move forward in a proud and purposeful manner. When a child feels empowered, success is right around the corner.”

From Gabrielle de Wardener, mother and Human Resources Director, Loyalty Management Group

“Bullying is as insidious in the workplace as it is in the classroom. This thoughtful workbook provides a comprehensive set of tools to equip victims of bullying to muster their inner resources, fully understand their situation and move out of their isolation. The step-by-step format is clear, the tone sympathetic, the direction action-focused.”

From Robyn Altman, LMSW, mother and clinical social worker

“As both a social worker and mother, I find this workbook to be a valuable tool for those who feel alone and isolated. The workbook teaches bullied individuals empowerment and how “Not” to be a victim. Building self-esteem and awareness of self is essential during the vulnerable years of childhood and adolescence.”

From Andrew Pownall-Gray, father and aspiring race car driver

“The victim of bullying may be desperate for a way forward or resigned to accept their position. In either case, the workbook will encourage a desire for change. If my brother, Dickon, had this workbook at the age of 11, it could have greatly improved his life at that time.”

Reviews from Our Readers (cont.)

From Beau Doherty, father, President of Special Olympics Connecticut, and former target of bullying

“In my young life, I moved from Massachusetts to Minnesota where a Boston accent and an Irish heritage were viewed as different. I was bullied and went through all the various emotions including rage which landed me a suspension from school. My experiences in my youth have sensitized me to the population I have served for 30 years. I found the *Surviving Bullies Workbook* to have realistic skills that help bullied people cope, take control of their situation and understand the mind-set of a bully. I find that these interventions help one to free themselves from the haunting feeling that there is something wrong with them.”

From Mark Valenzia, father and CEO, The Dormy House Companies

“The *Surviving Bullies Workbook* is written in simple language that does not come across as patronizing and is easily readable. The workbook is informative, which will assist with the reader’s understanding of their enigma. Above all, if the recommended tasks are undertaken as suggested, I have no doubt that the subject will be able to forge a way through their perceived hopelessness.”

From Christopher Henrich, Ph.D., Assistant Professor, Department of Psychology, Georgia State University

“The *Surviving Bullies Workbook* is an impressive toolkit of skills to help teens better cope with being bullied. The workbook succeeds in translating psychological research and theory pertinent to bullying into straightforward language that should resonate with teens. This workbook will be a valuable asset for victims of bullying who are striving to take back control of their lives from the bullies.”

From Ben Fine, age 16, high school junior, lacrosse player and National Merit Scholar

“Dickon Pownall-Gray’s *Surviving Bullies Workbook* offers a critically needed comprehensive system for dealing with bullies in a highly user-friendly workbook. This insightful workbook helps kids develop the skills to interact more comfortably and gain acceptance. It should be a mandatory read for all students, regardless of whether they have been bullied because it imparts tactics useful for life.”

Reviews from Our Readers (cont.)

From Brenda and Keith Bedingham, co-founders of Verax International

“The *Surviving Bullies Workbook* provides a simple to use, practical framework for a bullied child or adult to follow -- although mainly aimed at children. It is written by people who have a real understanding of what it means to be bullied -- a result of their own experiences as children.”

From Katie Noonan, Ph.D., mother and organizational psychologist

“It is widely known that lack of control is one of the greatest causes of stress. This straightforward guide, through its insights, “secret agent” interactive format, and actionable advice, returns some control to kids rendered helpless and hopeless by bullies - giving them a powerful and much needed emotional boost. What a gift!”

From Rev. Jennifer Brooks, J.D., The Unitarian Universalist Church on Nantucket Island and mother

“The *Surviving Bullies Workbook* is a remarkable resource for children. It guides and empowers - successfully combining frank talk with a light touch. Copies of the workbook should be strewn about, free for the taking, everywhere children congregate. A ‘must read’ for teachers, youth advisors, and clergy.”

From Jerry Friedman, father and professional fashion photographer

“The *Surviving Bullies Workbook* is a courageous effort to confront one of childhood’s most unspoken, widespread traumas. Bullying, like many diseases, can rob a child of his or her potential. This workbook gives the child and the parent a positive approach and systematic framework to tackle the problem and overcome it.”

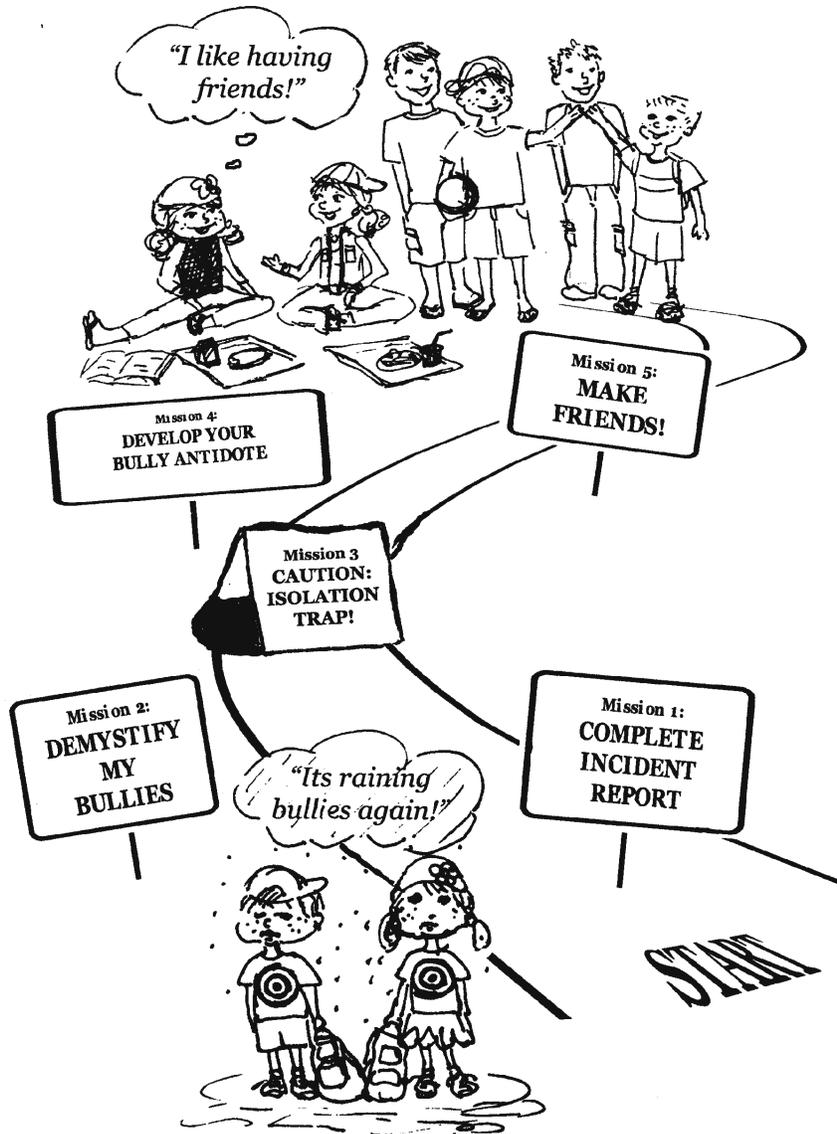
From Daniel Bendor, M.D., Assistant Clinical Professor Dept. of Psychiatry, Yale University School of Medicine and staff psychiatrist, Child and Family Agency of South-Eastern Connecticut

“This is an outstandingly clear and practical manual... Because it is so useful, it belongs in the offices of private therapists, clinics, and school personnel. I can only hope the authors are working on a similar manual for primary school students.”

SURVIVING BULLIES WORKBOOK

MISSIONS
ROAD MAP

*"No one can make you feel inferior without your consent."
~ Eleanor Roosevelt*



MISSIONS ROAD MAP

SURVIVING BULLIES WORKBOOK

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*"No one can make you feel inferior without your consent."
~ Eleanor Roosevelt*

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SURVIVING BULLIES WORKBOOK

ANTI-BULLYING
AGENTS

“Targets of bullying, you are not alone.”

~ Your Mission Control Team

YOUR MISSION CONTROL TEAM

ANTI-BULLYING AGENT: Dickon Pownall-Gray



Age: 51

Mission Assignment: Creator, *Surviving Bullies Workbook*

Bullying Status: Former target [90% recovered]

Profile: From age 11 to 14, I was cruelly bullied. One day, a 17-year-old boy jumped me on my way home from school and beat me up. Finally, he threw me into a barbed wire fence and drove off laughing. The weight of my body forced the rusty steel barbs so deeply into my flesh that I could not untangle myself...Some time later in the emergency room, my mother’s demands combined with the doctor’s orders made me surrender the boy’s name. It was the worst decision of my life...

ANTI-BULLYING AGENT: Shan Shan Jiang



Age: 22

Mission Assignment: Illustrator, *Surviving Bullies Workbook*

Bullying Status: Former target [still recovering]

Profile: After moving to the U.S. at nine years old from China, I stopped fitting in. I was one of four Asian kids in a mostly Italian-American school, and that made my life hellish. Seventh grade was the worst. Besides the “ching chang chung” people constantly muttered at me in the halls, some girls routinely stuck clumps of tape in my hair and watched as I tried to get them out...Seventh grade was when I experienced loneliness from hell. Everywhere I went, I felt like a thorn, awkward, repulsive, and chinky...

Note: Full agent profiles are found in Appendix at the back.

SURVIVING BULLIES WORKBOOK

MISSIONS
BRIEFING

"No one can make you feel inferior without your consent."

~ Eleanor Roosevelt

MISSIONS BRIEFING

bul·ly·ing, n.

A deliberate, repeated or long-term exposure to negative acts performed by a person or a group of persons of higher status or greater strength than the target.¹

When you are being consistently bullied at school, on the bus, or in your neighborhood, it is emotionally difficult to find the strength to go to school, day after day. Having a plan is the key to overcoming your bullying problem, but the tough question is: what's an effective plan when you are being picked on by four or five boys or girls who may be bigger, older, or seemingly "more popular" than you?

Running away may solve your problems temporarily, but it does not resolve the problems in the long run. Fighting back verbally or physically can work, but it often fails because you are outnumbered and facing opponents who are simply too powerful.

So what can you do if running away solves little and fighting back physically or verbally has only a small chance of success? The answer is: **go through this workbook.**

1 Olweus D. *Bullying at school: What we know and what we can do.* Oxford: Blackwell Publishers, 1993.

SURVIVING BULLIES WORKBOOK

MISSIONS
BRIEFING

"No one can make you feel inferior without your consent."

~ Eleanor Roosevelt

MISSIONS BRIEFING (continued)

The *Surviving Bullies Workbook* takes you on a set of five missions that will help protect you from being bullied in the future. Here are the missions:

1. **Mission One: Complete Incident Report** - to better understand your situation.
2. **Mission Two: Demystify Your Bullies** - to understand who your bullies really are as individuals. They are human, after all.
3. **Mission Three: Escape From The Isolation Trap** - to figure out how to rebuild your confidence and self-esteem.
4. **Mission Four: Develop Your Bully Antidote** - to figure out practical steps that you can take to prevent bullies from picking on you.
5. **Mission Five: Make Friends** - to protect yourself from bullies through strengthening friendships and social networks. This is your most important mission.

SURVIVING BULLIES WORKBOOK

INCIDENT
REPORT

MISSION ONE:

COMPLETE INCIDENT REPORT



Completing the Incident Report...

Many individuals who are being bullied describe their experiences as similar to getting lost in a dense fog – a fog where one’s emotions become confused, where one can no longer tell a friend from a foe, and even bystanders seem to have turned hostile.

Suddenly, buildings that were once safe have morphed into menacing corridors where bullies may lurk. School buses have now become confined spaces with no escape. The formerly innocent comments of classmates now seem to take on malicious double meanings.

The purpose of the Incident Report is to help you cut through the fog of confusion caused by you being bullied.

The process of recording the facts will allow you to think clearly and objectively about what is happening to you.

Specifically, the Incident Report has been designed to help you work out:

- **Who** is bullying you?
- **Where** are they bullying you?
- **How** are they bullying you?
- **How severely** are they bullying you?

Please continue to the next page.

Completing the Incident Report...(continued)

Most importantly, this section will help you accurately record the complex feelings you have about being bullied. Please fill out the Incident Report based on your most typical experience with bullying. If you are being bullied in a number of ways, please make note of this in the comments sections.

Remember, your goal is to accurately report how you are being bullied. By doing so, you will be able to move forward and solve your bullying problem based on real facts, not on confusion. Once again, this workbook is confidential. So please answer the questions as openly and honestly as you can. Lets begin!

SURVIVING BULLIES WORKBOOK

INCIDENT
REPORT

Basic Facts

Date of Incident(s): _____ **Day / Month / Year**

Time of Incident(s): _____

How many bullies were involved?

1? 2? 3? 4? 5? Or more?

Names of Bullies:

	Nickname	First Name	Last Name
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____

Do you think the bullying was:

Verbal?	Yes	No
Physical?	Yes	No
Racial?	Yes	No
Sexual?	Yes	No

Other: (describe briefly below)

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INCIDENT REPORT

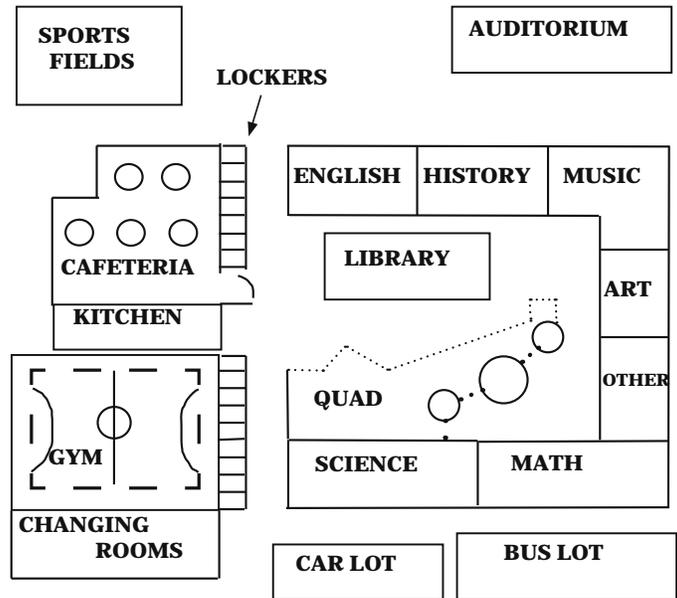
Basic Facts (cont.)

Where exactly did the bullying take place?

Home or near home?	Yes	No
Traveling to school?	Yes	No
On a school bus?	Yes	No
At school?	Yes	No

Place an "X" on the map to show where the incident(s) took place:

If this map does not look like your school, go to the next page and draw a map of your school. Or if the incident(s) took place outside of your school, go to the next page and draw a map showing where you were bullied. Then mark an "X" on the spot(s) where your bullying incident(s) took place.



SURVIVING BULLIES WORKBOOK

**INCIDENT
REPORT**

Was it Verbal?

Was the bullying incident(s) verbal in nature?

YES NO

If YES, circle the descriptions of the incident(s) that most closely describes what you experienced. On the next page, carefully describe exactly what happened to you.

VERBAL HUMILIATION			
LESS SEVERE	← - - - - - →		SEVERE
<ul style="list-style-type: none"> • Referring to the target by derogative nicknames • Mocking the target in front of his/her peers • Mocking the target's style of talking • Making the target the "fall guy" of jokes 	<ul style="list-style-type: none"> • Making personal comments about the target's facial features • Making personal comments about the target's physique • Making negative comments about the target's clothing and sense of fashion • Making negative comments about the target's intelligence 	<ul style="list-style-type: none"> • Telling the target that his or her close friends do not like the target anymore • Making intimidating (anonymous) phone calls to the target's home • Threatening to humiliate the target in front of his or her friends if the target will not hand over lunch money, etc. 	<ul style="list-style-type: none"> • Verbal threats of physical harm to target and or his possessions such as clothes, school books, locker items • Verbal threats of physical harm to the target outside of school so as to leave the target with no sanctuary • Verbal threats of physical harm to the target's friends if they continue to be friends with the target

Please continue to the next page.

SURVIVING BULLIES WORKBOOK

INCIDENT
REPORT

How Did You Feel Afterwards?

Please circle the words that most describe how you felt immediately after the incident(s), then circle a number from 1 to 5 to describe the intensity of your feelings.

For example, if you felt a little ashamed, circle the number 1. If you felt very ashamed, circle the number 5.

Anger	1	2	3	4	5
Fear	1	2	3	4	5
Rage	1	2	3	4	5
Shame	1	2	3	4	5
Humiliation	1	2	3	4	5
Loneliness	1	2	3	4	5
Self-Hatred	1	2	3	4	5
Pathetic	1	2	3	4	5
Hopeless	1	2	3	4	5
Desire for Revenge	1	2	3	4	5

Now, look over your scores. If you find that you're scoring high on this exercise, don't worry. You're entitled to strong feelings because being bullied is a difficult experience. It's very important for you to be mindful of your future actions because strong emotions can lead to impulsive and destructive behavior.

SURVIVING BULLIES WORKBOOK

**DEMYSTIFY
YOUR BULLIES**

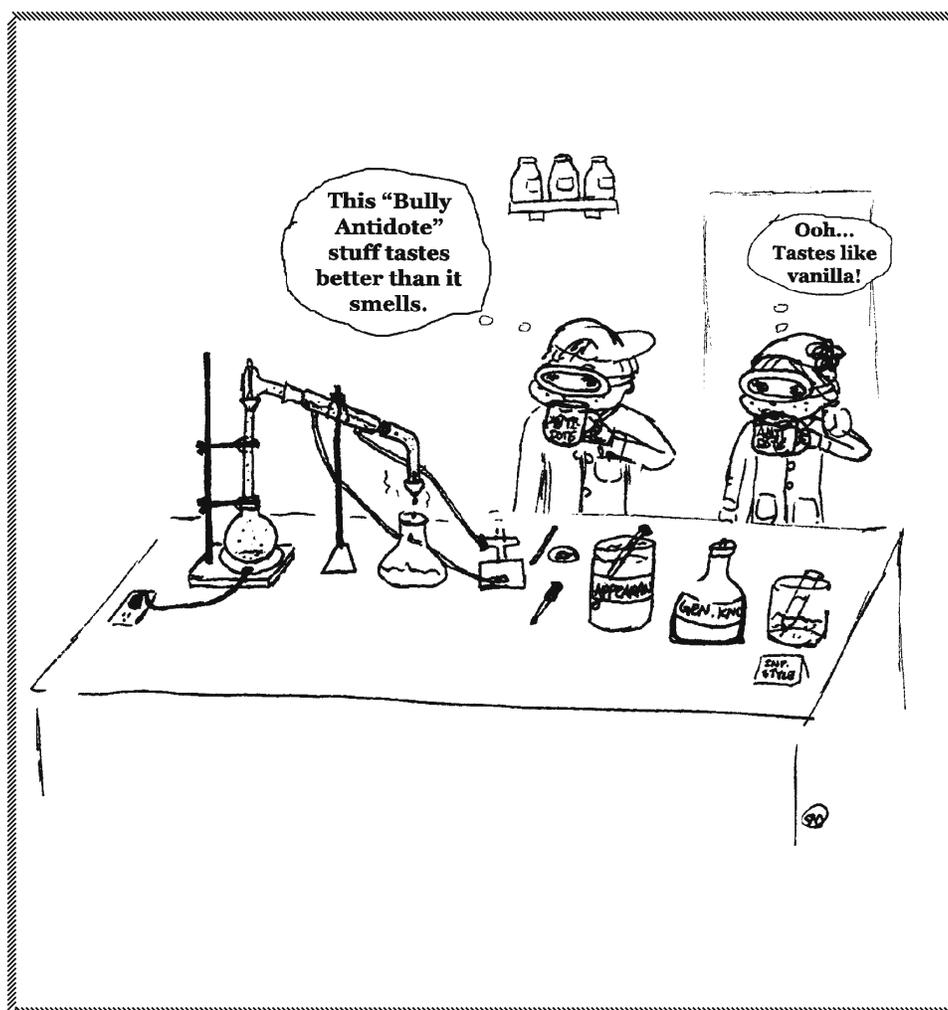
MISSION TWO:

DEMYSTIFY YOUR BULLIES



MISSION FOUR:

DEVELOP YOUR BULLY ANTIDOTE



SURVIVING BULLIES WORKBOOK

**BULLY
ANTIDOTE**

Appearance

3. Are you prettier or more handsome than the average individual in your school, or are you an outstanding athlete or student?

Write down your answer plus any further observations that you have:

Comment: Individuals who are naturally very good at things, or who are born with great athletic talent or who have especially handsome looks stand out from the group. Some individuals become jealous of people who have special talents, and this jealousy or rivalry can lead to bullying.

Advice: If you are fortunate to be especially gifted in some way but are getting bullied, be careful how you handle the presentation of your special qualities to your classmates. For example, if you are a strikingly good-looking girl and are getting picked on, work on comments that downplay your good looks. If you are a great athlete, and you are getting cruel comments behind your back, be careful not to praise yourself too much around your classmates. If you are the super smart kid who is always the first to answer questions in class, and you are being taunted for being the teacher's pet, try sharing a bit of the glory by letting others be the first to raise their hands in class.

4. Are you much taller or shorter, fatter or thinner, or do you look ethnically different compared to the average individuals in your school? Do you feel that you are being picked on because of your differences?

Please continue to the next page.

SURVIVING BULLIES WORKBOOK



Appearance

Write down your answer plus any further observations that you have:

Comment: Being taller, shorter, fatter, thinner, having lighter or darker skin, etc. makes a person different. Embrace these differences because they are what makes you an individual. It's important that you work on feeling proud of who you are, flaws and strengths included. Remember, every one of your classmates has strengths and weaknesses, even though they may seem perfect to you.

Advice: If you are self-conscious about certain qualities in your appearance, try to avoid the trap of thinking too much about them when you are around others. The reality is: the more self-conscious you are because of certain differences, the more bullies sense your vulnerability, and the more they will target these differences. Rather than being overly defensive about what makes you different, try to focus on what you have in common with your classmates. For example, a love of music is a common bond among all individuals regardless of their size, skin color or body type. Look carefully for interests that you share with your classmates and make sure that you bring them up in conversation whenever an opportunity presents itself.

Time for a break!
You've completed the "Appearance" portion of this mission.

SURVIVING BULLIES WORKBOOK

MAKE
FRIENDS!

CONGRATULATIONS!



**YOU HAVE COMPLETED
THE *SURVIVING BULLIES* WORKBOOK!**

Cheers,

Your Mission Control Team

SURVIVING BULLIES WORKBOOK

ABOUT
THE CREATORS

Anti-Bullying Agent Profiles

ANTI-BULLYING AGENT: Dickon Pownall-Gray

For three long years, from age 11 to 14, I was cruelly bullied. I was the rich kid from the big house whose parents were TV stars. At first the bullying was name-calling, pushing and shoving, stealing my school bag and filling it with old leaves, etc. About six months into the bullying, I fought back and punched one of the kids from the group who was tormenting me. That afternoon, walking home from school on my own, a small green “Mini” car screeched to a halt next to me. The 17-year-old brother of the boy I had punched jumped out and beat me up. Finally he threw me into a barbed wire fence and drove off laughing. The weight of my body forced the rusty steel barbs so deeply into my flesh that I could not untangle myself from the wire wrapped around me without help. Three agonizing hours later, a kindly lady rescuer was able to slowly pull the barbed wire out of my wounds. Ashamed that the lady could see tears pouring down my cheeks, I turned rudely away and limped painfully into the forest where her kindly cry of, “I will take you home” was muffled by the beech and oak trees. Hidden from my rescuer in the deep forest, I heard, in my head, my father’s voice admonishing me, saying repeatedly, “Men don’t cry, men don’t cry.” Deeply humiliated by my inner voice, the “blubbing” got worse. I sank down on top of the leaf-covered ground. Suddenly I began frantically burying myself beneath the newly fallen autumn leaves. Finally completely covered, I lay quite still, buried safely in a warm moldy darkness. To this day my memory is still hazy as to how I got home.

Some time later, at the emergency room, the doctor demanded that I tell him who had done this to me. Knowing that the village boys’ honor code absolutely forbade “ratting” on another boy to an adult, I refused to talk. Finally my mother’s demands combined with the doctor’s orders made me surrender the boy’s name. It was the worst decision of my life. The boy was heavily punished. The news quickly spread through the village that I had “ratted”. Within a day I was totally shunned by every boy in the village. I was branded the “sneak”, the “tattle-tale” – the privileged boy from the big house who now deserved to

SURVIVING BULLIES WORKBOOK

ABOUT
THE CREATORS

Anti-Bullying Agent Profiles (cont.)

be beaten up. Three truly awful years followed, in part, because I refused to ever “rat” again. Consequently, I was forced to lie to my parents about each new bruise, split-lip and black-eye. The worst of it was not the physical beatings, but the rejection by my peer group - the intense emotional pain of isolation and the conviction that I deserved what I was getting because I had humiliated my own honor by pathetically “ratting” to an adult.

I am now 51 years old, happily married with three wonderful children. I have written this workbook in the hope that it can help people, both girls and boys, understand why they are being bullied and what specific practical actions they can take to lessen the bullying they are experiencing.

Over the last three years I have listened carefully to young adults telling me their experiences of being bullied. As their stories have unfolded, I have been deeply saddened by the extent of their emotional pain and angered to hear of their humiliations at the hands of others. My listening has made me realize just how difficult it is to be a person coming of age amidst the clatter of the confused moral messages of our American, and increasingly global society. For those of you who talked to me, thank you for your dignity. Thank you for your courage in being so candid. Your contributions have greatly assisted me in writing a workbook that can genuinely help targets of bullying.

I want to express to every bullied young adult who reads this workbook that I know how you feel. I understand how difficult things may be for you at this moment. You are not alone. Believe in yourself no matter what others say. Work hard at the solutions recommended in this workbook and you can make your situation better through your own efforts.

If, after working through this workbook, you feel that you can improve it, please email your suggestions to dickon@survivingbullies.com. I will try to incorporate your new practical ideas into a second edition of this workbook.

Sincerely,



SURVIVING BULLIES WORKBOOK

ABOUT
THE CREATORS

Anti-Bullying Agent Profiles (cont.)

ANTI-BULLYING AGENT: Shan Shan Jiang

After moving to the U.S. at nine years old from China, I stopped fitting in. I was one of four Asian kids in a mostly Italian-American school, and that made my life hell. Seventh grade was the worst. Besides the ominous and inescapable “ching chang chung” that people usually utter as they passed me, the chink, in the halls, there were also girls who routinely stuck clumps of tape in my hair on the bus and watched as I struggled to get them out. Their laughters proved that my struggles were mere entertainment for them. Yet to me, it seemed as if they, like leeches, fed upon my misery. It energized them as they consumed all of my self worth, confidence, and any hope for acceptance. Seventh grade was when I experienced loneliness from hell. I felt condemned to perpetual inferiority because the society I knew labeled me as nothing else but a chink and a nerd. And after awhile, everywhere I went, I felt like a thorn, awkward, repulsive, and chinky. It became inescapable, but not because of outside torments. Instead, it was because of my own self-loathing. I began to see myself as a disgusting person, deserving of torment. I hated everything that I was, and, most of all, I hated the irrevocable fact that I was Chinese. Truly, I wanted to die.

Perhaps the only reason why I didn't die was because I found refuge in learning academically and artistically. Slowly, as I focused my attention away from the torments based solely on my heritage, I was able to discover myself, my passions, and my happiness.

I am now 22 years old and a much happier person. I graduated from Yale University in May of 2005 where I studied sociology. I plan to attend medical school in the fall of 2006. I joined Dickon in creating the *Surviving Bullies Workbook* during the second half of the project. From listening to the stories - painful and humiliating in their own way - I am constantly reminded of how profound and thoughtful young adults can be. I seem to have forgotten this fact somewhere along my way to adulthood. Also, I have been constantly inspired by Dickon's compassionate determination to offer practical tools aimed at helping

SURVIVING BULLIES WORKBOOK

ABOUT
THE CREATORS

Anti-Bullying Agent Profiles (cont.)

others to understand their own experience and regain control of their situation.

My contributions to the workbook have been driven by reflections of my own experiences combined with a strong desire to help bullied young adults avoid the depths of sadness and isolation that I experienced. I've been there, and I think the advice Dickon and I have poured into the workbook would have made my life a lot less hellish.

If you want to help with a second edition of this workbook, please write down your suggestions and email them to me at: shanshan@survivingbullies.com. Congratulations on completing your missions!

Sincerely,



SURVIVING BULLIES WORKBOOK

**ABOUT
THE CREATORS**

"Time spent in reconnaissance is seldom wasted."

~ General Pownall

Please visit

WWW.SURVIVINGBULLIES.COM

for further help with bullying problems

ALSO

Please email any practical anti-bullying

solution ideas

that you, your friends or your family have to:

info@survivingbullies.com

Thank you,

DICKON POWNALL-GRAY

SHAN SHAN JIANG