



**Innovations**

*“Training With A Can-Do Attitude”*®

Teaching Dignity and Respect, No Exceptions since 1998

“Choose well. Your choice is brief, and yet endless.” Goethe



**Gail Pursell Elliott**  
**Known across the nation as**  
**“The Dignity and Respect Lady”**

**Nationally Recognized Expert on Mobbing, Bullying, School and Workplace Violence**

**Schedule Gail for your program**

**Call: 515-231-8828**

**Email: [gse@innovations-training.com](mailto:gse@innovations-training.com)**

“Gail Pursell Elliot was a guest on my radio program InterViews & InterActions. It is broadcast live in Salt Lake City and streaming worldwide on [www.K-Talk.com](http://www.K-Talk.com). Gail was articulate, knowledgeable and willing to share information and advice that my listeners found very useful. I enjoyed her positive attitude on how all of us can contribute to making the world a better place for all of us to thrive. She is an expert in her field.” Linda A. Strasburg - Talk Show Host KTKK Radio

Media Experience:

Television:

CBS News – Workplace Bullies Program – Featured Expert  
MSNBC Deborah Norville Tonight – National Expert on Bullying  
ABC World News Now – author interview: School Mobbing  
Local News: Des Moines, IA; Springfield, IL; Omaha, NE

Radio:

The Yvonne Pierre Show  
Workplace Violence Today  
Morning drive programs in Iowa and Illinois  
Living Life by Design with Gene Donahue  
The Donna Seebo Show  
InterViews & InterActions – Linda Strasburg  
Sunday Outlook with Julie Curtis – Clear Channel Radio

Author of-

School Mobbing and Emotional Abuse: See It – Stop It – Prevent It with Dignity and Respect – 2003 Brunner-Routledge  
Mobbing: Emotional Abuse in the American Workplace – 1999 Civil Society Publishing (co-author)  
Food for Thought Anthology  
Be True To You  
Power in the Darkness, Truth for Tough Times  
Bridging the Gap Between the Spiritual and the Bottom Line  
The Trust Book – Ten Tips for Trust  
Weekly newsletter Food for Thought – international readership

“Think you can't change the world? Too late, you already have!”



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**MEDIA ALERT**

**Bullying - Rage - Toxic Work Environment  
Loose Cannon – Going Postal**

**Mobbing Causes Anguish, Destroys Teamwork, Contributes To Violence**

You've seen it – but didn't know what it was.

You may have experienced it – and people thought you were crazy or over reacting or had done something wrong.

You may have joined it – but didn't understand the impact of what happened to the target

**Mobbing Methods:** Rumors, Discrediting, Isolation, Intimidation, Humiliation, Harassment, Cruelty

**Mobbing Outcomes:** Confusion, fear, physical illness, anxiety, social misery, PTSD, paranoia, suicide, homicide, permanent disability

Mobbing looks personal but is an organizational dynamic that becomes intensely personal

Some common characteristics of the perpetrators of mass killings are isolation, paranoia, feelings of persecution, preoccupation with survival. People who are being mobbed are often isolated first by others and then engage in self-isolation due to fear. They may develop feelings of paranoia and not know who can be trusted. Personality changes may occur. They often suffer from post traumatic stress disorder just as those who have witnessed disasters, have been mugged, raped, or gone through war may experience.

The target of mobbing/bullying behavior may become the aggressor. Something snaps. The target can't take any more mistreatment and retaliates, either spontaneously or by a planned act of violence. When this type of horrific situation occurs, the person who retaliates by externalizing their anger and despair in an act of violence is the one held accountable. That is, if he is still alive, has not committed suicide after the act, which often is the case. Facts such as the target having been continually harassed, isolated, excluded, terrorized in the workplace, school or other environment, had their personal property ruined or stolen, and been subject to humiliation in countless ways pale in comparison to the action taken.

If you knew that the environment in your workplace or school had the potential to take a previously “normal” individual and, through subtle and continual abuse at the hands of peers and others, trigger this kind of personality change, wouldn't you want to take action? If you are thinking “that can't happen here,” please think again. Take another look. None of the places where extreme violence has occurred were in communities where people expected it or thought that it could happen to them.

“Think you can't change the world? Too late, you already have!”