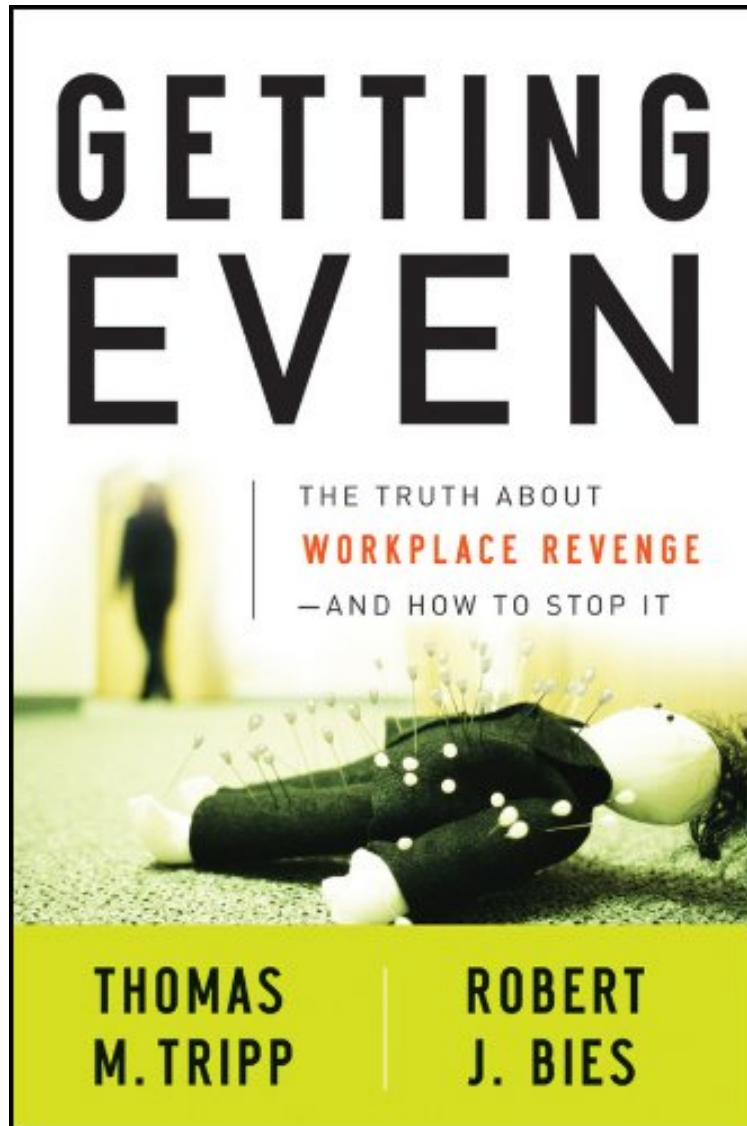


Getting Even: The Truth About Workplace Revenge--And How to Stop It

Thomas M. Tripp, Robert J. Bies
audiobook / *ebooks / Download PDF / ePub / DOC



DOWNLOAD



READ ONLINE

#1695713 in eBooks 2009-01-06 2009-01-06 File Name: B001QAP34G | File size: 43.Mb

Thomas M. Tripp, Robert J. Bies : Getting Even: The Truth About Workplace Revenge--And How to Stop It before purchasing it in order to gauge whether or not it would be worth my time, and all praised Getting Even: The Truth About Workplace Revenge--And How to Stop It:

7 of 7 people found the following review helpful. Book's title says it all By S. Glickman I got this book hoping to gain insight into revenge in the workplace, and perhaps in personal affairs. It's become increasingly clear that emotions and irrational thoughts are very important motivators of people's behaviors. Heretofore, most social science research and

literature has focused on rational thought and logical motivations, almost as if irrational reactions to economic, political, and social situations don't exist. This book reflects the authors' methodical and scientific approach to the subject of "getting even" and provides greater insight into the subject than what a reader's intuition might lead him or her to conclude. Based on the review thus far, you may conclude that the book is dry, academic reading. But, that isn't the case. The authors' research on revenge is fleshed out with stories that evoke the very human, and sometimes humorous, dimensions of getting even and vividly bring their subject matter to life. I personally felt that I could easily relate what Tripp and Bies wrote about to my job and to my personal life, especially because of how well they illustrate the things that motivate people to seek revenge. The authors' assert that the subject of revenge in the workplace has historically been taboo. For what it's worth, I haven't seen other books on this subject. This leads me to believe that their work, and therefore this book, is groundbreaking and important. Yet, while the book is clearly written to meet the standards of social science publications, with proper citations, footnotes, and bibliography, the book is written in an easy to digest and approachable style (really, a lot better than my own). Therefore the book succeeds by bringing this subject under the scrutiny of the scientific method and then disseminating the information in a way that makes their findings more effectively received and subsequently applied in real world situations. I would recommend this book to anyone but I'd love to assign it as required reading for any workplace manager or supervisor. I also sent my copy to my mother who is a Human Resources Manager.

2 of 3 people found the following review helpful. Get mad, get even - or get ahead? By Erik Olson Full disclosure: I was Tom Tripp's student back in the day at WSUV, and also his TA for a semester. Most importantly, he was one of those life-changing teachers that one never forgets, and I count him and his wife Jodi as friends. Therefore, if I thought this book was sub-par in any way I would have skipped writing a review. But thankfully "Getting Even" is far from bogus. Indeed, it's certainly worth your time if you've been tempted to exact revenge on a conniving boss, or are a concerned manager hoping to prevent clashing employees from seeking an eye for an eye. "Getting Even" acknowledges that revenge is ingrained within popular culture. Clint Eastwood has made a career out of vengeance movies, and what cube dweller hasn't gotten vicarious kicks out of watching their fictional counterparts on "Office Space" and "The Office" retaliate against bad management? If it feels so right, how can it be wrong? Well, the authors believe that revenge causes far more harm than good, so they don't want life imitating art to devastating effect. Their main goals are to dissuade the potential revenge seeker from destructively acting out, and also to convince management that creating a peaceful work environment with revenge-free ways for employees to obtain justice is a critical priority. With these twin purposes in mind, we are taken through a thoughtful examination of the triggers behind workplace revenge, righteous anger's motivating power, and various ways people get even. Compelling real-life anecdotes are sprinkled throughout the book to show the havoc revenge causes, along with counter-revenge examples that demonstrate positive alternatives. However, most fascinating to me were the chapters dealing with the psychological aspects of revenge, preventing revenge, and moving beyond it. I became aware of some personal egocentric weaknesses, and also learned coping mechanisms to forsake the vengeance warpath in favor of getting ahead, forgiving, and even reconciling when possible. "Getting Even" is a necessary read for anyone concerned about or dealing with revenge in the workplace, whether manager or employee. And given today's difficult economy and corporate cultures that view workers as expendable, it's particularly relevant. Highly recommended.

0 of 0 people found the following review helpful. Handy Reference Book By Pam Potocska This book was required reading for the course I took for licensing as a Private Investigator. It was eye-opening to realize the kind of pettiness and downright nasty stuff that goes on. Our instructor was right that it's a good book to have handy in a reference library.

Tripp and Bies educate employees and managers about the right and wrong ways to deal with workplace conflict, specifically revenge. The authors have amassed dozens of lively stories, insights and counter-intuitive truths to bring to the book. Not only will managers and employees find this information useful and entertaining, but most readers will find applications in their home lives as well as in their work lives. The core argument is that revenge is about justice. Avenging employees are not unprofessional, out-of-control employees; rather, they are victims of offenses who feel compelled to seek justice on their own. The authors address specific questions, such as: What kinds of offenses result in revenge? Why do some victims respond more aggressively to harm than others? What role does the organization play in how victims respond to offenses? What's the best advice for managers who wish to prevent their employees from seeking revenge? Most employees experience the desire for revenge, and are ready to settle their own scores at work when management won't enforce justice. This book offers a model that sequences avengers' thoughts and behaviors, from the beginning of the conflict to its end. The model is grounded in scientific research and organizes disparate findings into a whole.

"Getting Even...will disabuse you of many of the ways you think of revenge. The book is filled with stories of revenge, and many readers will find themselves feeling more sympathy for the person seeking revenge than the person on the receiving end- in fact, you might, like me, unexpectedly find yourself sometimes cheering the revenge-seekers on. The book is a nice mix of the academic and the populist [and] has so many anecdotes, it is very easy reading. It will alert

you to the real story of revenge in your workplace - perhaps even remind you of some of your own efforts to get even - and hammer home that revenge is an everyday occurrence when injustices are allowed to occur."mdash;Globe and Mail, April 22, 2009" Don't buy this book if you think it's a good source of really devilish and totally untraceable ways to get the revenge you so totally deservehellip;the authors seem intent in decreasing the amount of revenge that gets expressed in our daily work lives. Managers, too, will learn how to nip workplace revenge in the budhellip;"mdash;Work Daze, February 19, 2009"The authors find that, for many, workplace revenge is about justice and restoring the balance of what they think is fair and right. The duo offers managers advice on how they can prevent their employees from seeking revenge. Grounded in 15 years of research, including more than 500 interviews with managers and workers about on-the-job revenge and retaliation, Bies and Tripp use lively anecdotes to illustrate the ways in which employees get even."mdash;Georgetown University's Blue and Gray, February 23, 2009

From the Inside Flap

Getting Even Everyone knows a disgruntled employee will often commit a destructive, maybe even violent, act to seek revenge. It's just common wisdom. Or is it? In this groundbreaking book, workplace conflict experts Thomas Tripp and Robert Bies reveal that workplace revenge is not about violence . . . it's about justice. Avenging employees are typically not unprofessional, out-of-control employees. They are ordinary people who are victims of offenses, feel they don't have support, and are compelled to seek justice on their own. Revenge happens when formal systems break down, and when an organization's mechanisms for preventing or correcting injustices don't work. If the formal system doesn't work, the informal system of revenge will step in to handle the problem. Getting Even offers an effective blueprint for predicting, managing, and preventing the ill effects of workplace revenge. The book also shows how to promote fair behavior and curb the damage that workplace revenge often causes. Filled with lively stories, insights, and counterintuitive truths, Getting Even gives managers and employees practical suggestions that can be applied both at work and at home. Throughout the book, Tripp and Bies address these basic questions: What kinds of offenses result in revenge? Why do some victims respond more aggressively to harm than others? What role does the organization play in how victims respond? How can managers prevent their employees from seeking revenge? Grounded in fifteen years of research, this book offers a realistic first-step approach for creating a workplace environment that puts the emphasis on fairness and will ultimately lead to a more productive organization and a healthier bottom line.

From the Back Cover

Praise for Getting Even "Getting Even isn't just the most useful and engaging book ever written on revenge in the workplace. It is the best book I've ever read about the root causes of destructive workplace behaviors and how to stop the vicious circles that hurt so many people and organizations." mdash;Robert Sutton, professor, Stanford University and author, The No Asshole Rule "Getting Even helps the reader address thorny organizational problems caused by the human desire for revenge. Leaders and managers in all organizations will benefit from the insights and practical recommendations for preventing or limiting the problems of revenge. Thus, Getting Even will help its readers manage the most common, if not only, cause of destructive conflict in organizations." mdash;David E. Morrison, MD, management consultant, Morrison Associates, Ltd. "Getting Even provides managers with the ability to see acts of revenge as signals about what ails their organization. Tripp and Bies provide an insightful framework that explains why ordinary employees engage in extraordinary acts of revenge. They convincingly document that revenge is typically not the act of the irrational few, but is the situationally-created behavior of normal human beings." mdash;Max H. Bazerman, Straus Professor, Harvard University and coauthor, Negotiation Genius "I've used the valuable insights revealed in this book to counsel and advise all manner of clients including managers, small-business owners, human resources professionals, labor professionals, and employees. Understanding and implementing these concepts will undoubtedly improve every employment relationship. This book is a must-read!" mdash;Janet E. Taylor, attorney at law, focusing on employment and labor "Let's face it, we've all been there. Someone took the promotion that you deserved, put their name on the report that you did, belittled someone to the point of tears, or worse yet, drove you to tears. When these situations hit, you're usually less worried about getting ahead and more interested in getting even. But does revenge really solve anything? Thomas Tripp and Robert Bies have provided a practical guide for managers and individuals to understand the many causes of revenge, who is most likely to commit an act of revenge, and how to spot and defuse it before it happens." mdash;Jon V. Peters, president, The Institute for Management Studies