Children Who Bully

Bullying among children is aggressive behavior that is intentional and that involves an imbalance of power or strength. Typically, it is repeated over time. Bullying can take many forms such as hitting or punching (physical bullying); teasing or name-calling (verbal bullying); intimidation through gestures or social exclusion (nonverbal bullying or emotional bullying); and sending insulting messages by e-mail or social media (cyberbullying). There is no one single cause of bullying among children. Rather, individual, family, peer, school, and community factors can place a child or youth at risk for bullying his or her peers.

Family Risk Factors for Bullying

Children who bully are more likely than their nonbullying peers to live in homes where there is:

- A lack of warmth and involvement on the part of parents
- Overly-permissive parenting (including a lack of limits for children's behavior)
- A lack of supervision by parents
- Harsh, physical discipline
- A model for bullying behavior.

What Do I Do if My Child is Bullying Others?

- Make it clear to your child that you take bullying seriously and that you will not tolerate this behavior. Develop clear and consistent rules within your family for your children's behavior. Praise and reinforce your children for following rules and use non-physical, non-hostile consequences for rule violations.
- Spend more time with your child and carefully supervise and monitor his or her activities. Find out who your child's friends are and how and where they spend free time.
- Build on your child's talents by encouraging him or her to get involved in pro-social activities (such as clubs, music lessons, non-violent sports).
- Share your concerns with your child's teacher, counselor, or principal. Work together to send clear messages to your child that his or her bullying must stop.
- If you or your child needs additional help, talk with a school counselor or mental health professional.

LiveWell Member Portal

We offer a variety of free resources and tools to assist you in achieving your wellness goals! You can find these at:

livewell.optum.com
Maintaining Confidence in the Workplace

Whether it’s due to stressful deadlines or personal challenges, many people find that they lose confidence in their abilities from time to time. Ironically, it’s at these times of high stress that you need your confidence and self-esteem the most. While you can’t always avoid stress, maintaining your confidence can help you battle and overcome it.

Why Confidence Is Important
A positive self-image is something that you carry with you to every area of your life. Experts note that by having confidence in yourself, you establish a standard of how you should be treated, meaning that when others see that you treat yourself with respect, they will do the same.

Here are a just a few ways that self-confidence can help you in the workplace:

You maintain perspective. With low self-esteem, it’s easy to take on too much responsibility for problems that are unrelated to you. For example, you believe that every mistake in a project or of your team is a fault of your own. With good self-esteem you are able to separate yourself from the problem.

You set healthy limits. By knowing and accepting yourself for who you are, you set healthy limits for what you can and cannot do. Some individuals with low self-esteem admit that they are unhappy with who they are and are constantly trying to prove themselves, thus setting unhealthy boundaries. This can result in taking on projects even when you don’t have the time or the skills. The other extreme also occurs. A person may refuse to challenge herself for fear of failure and consequently never grows. With healthy limits, you make better choices for you and for the workplace.

You create a positive work environment. Having confidence in yourself also translates into a positive attitude overall which benefits the entire workplace. When you have respect for yourself, you also have respect for others.

Ways to Nurture and Maintain Your Confidence
Remember that self-confidence doesn’t just happen overnight — it is a gradual and ongoing process. Here are a few things you can do to affirm yourself:

Communicate. When you have good communication with your co-workers and manager, you know exactly what is expected of you and you can delegate when necessary. With good communication there is also little room to make hasty assumptions about your work and what others are thinking about you. Don’t be afraid to ask questions and address problems when they arise.

Practice good time management. It’s easy to feel down about yourself when you are always running from one place to the next or pushing the deadline. Feeling like you are in control is an essential part of confidence.

Take care of yourself. When things get stressful, don’t neglect what you need, whether it’s taking a ten-minute walk or watching your favorite movie. When you’re exhausted and stressed, you may not be thinking rationally which may lead to negative self-talk.

Know that you are more than what you do. Although you spend a great deal of time at work, it is only one piece of who you are. Focusing solely on your work identity may set you up for hard times and low confidence when the inevitable bad day comes. It’s important to remember and reflect on your many other talents outside the workplace.

Conclusion
Self-confidence is essential for leading a healthy, balanced life. Unfortunately with many of life’s stressors, it’s easy to get stuck thinking about what you aren’t doing rather than what you are. Take a little time each day to affirm yourself and nurture your self-esteem. And remember - you’re not alone! We can connect you to counsellors that will help you develop the tools needed to build your self-confidence.

Call us today at 1-800-663-9099.
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