

Understanding  
and Managing  
Dysfunctional  
Employees

FROM

**Difficult** TO  
***Disturbed***

LAURENCE MILLER, Ph.D.

# From Difficult To Disturbed Understanding And Managing Dysfunctional Employees

**Laurence Miller**



## **From Difficult To Disturbed Understanding And Managing Dysfunctional Employees:**

*From Difficult to Disturbed* Laurence Miller, 2008 The book contains down to earth solutions for dealing with Personality Types including avoidant dependent histrionic narcissistic or antisocial workers Common People Problems such as unproductive angry uncooperative or chronic problem employees and Mental Disorders such as depression bipolar disorder schizophrenia anxiety and panic disorders as well as alcohol and substance abuse From Difficult to Disturbed Ph. D. Miller, 2007 How does an already busy manager deal with people whose personalities are difficult or even seriously disturbed The answer lies in using practical psychology to understand just what it is that makes them tick whether it s something as common as being introverted or extroverted or something much more serious *From Difficult to Disturbed* helps readers become better managers by providing insight into both big and small people problems that can seriously disrupt the workplace if they re not handled correctly The book contains down to earth solutions for dealing with Personality Types including avoidant dependent histrionic narcissistic or antisocial workers Common People Problems such as unproductive angry uncooperative or chronic problem employees Mental Disorders such as depression bipolar disorder schizophrenia anxiety and panic disorders as well as alcohol and substance abuse Every workplace is filled with a wide range of personalities This book gives managers the insight understanding and tools they need to get the best from those who present the toughest problems From Difficult to Disturbed Laurence Miller, 2008 Nationally syndicated career columnist Joyce Lain Kennedy s ten best career books for 2007 How does an already busy manager deal with people whose personalities are difficult or even seriously disturbed The answer lies in using practical psychology to understand just what it is that makes them tick whether it s something as common as being introverted or extroverted or something much more serious *From Difficult to Disturbed* helps readers become better managers by providing insight into both big and small people problems that can seriously disrupt the workplace if they re not handled correctly The book contains down to earth solutions for dealing with Personality Types including avoidant dependent histrionic narcissistic or antisocial workers Common People Problems such as unproductive angry uncooperative or chronic problem employees Mental Disorders such as depression bipolar disorder schizophrenia anxiety and panic disorders as well as alcohol and substance abuse Every workplace is filled with a wide range of personalities This book gives managers the insight understanding and tools they need to get the best from those who present the toughest problems *A Different Approach to Work Discipline* Marek Bugdol, 2018-04-27 Providing insight into the currently applied models basic definitions and functions of work discipline systems within organisations this book analyses the risks limitations and the potential of developing organisational discipline structures It examines various examples and manifestations of unethical and criminal behaviour in the workplace and places special emphasis on informal punishment structures and the conditions under which they occur Difficult topics are tackled including sabotage theft bullying financial fraud sexual harrassment and blackmail Assessing the effectiveness of work discipline

systems upon organisational behaviour this innovative book offers practical solutions for managers as well as new approaches for those studying human resource management *The Dysfunctional Library* Jo Henry, Joe Eshleman, Dr. Richard Moniz, 2018-12-18 Frankly it's not something we like to talk about There is an unfortunate stigma to acknowledging workplace dysfunction let alone trying to grapple with the problem But negative behaviors such as incivility toxicity deviant behavior workplace politics and team and leadership dysfunction not only make the library a stressful workplace they also run counter to the core values of librarianship An important tool for library leaders and managers as well as library staff this book examines these negative relationship based issues and suggests practical research based solutions by discussing the importance of understanding oneself as related to the library workplace identifying attributes specific to libraries that foster personal success showing how organizational dysfunction is rooted in problems such as poor communication inadequate leadership and lack of employee engagement breaking down relatable scenarios to analyze what's behind them and how to defuse them ranging from a gossipy coworker who fails to contribute to the organization to workplace bullying and mobbing exploring causes results and potential solutions in the areas of cyberloafing fraud theft and sabotage delving into the importance of conflict management surveying a variety of approaches and applications examining the use of teams in libraries and the impact of favoritism nepotism and sexism and providing techniques for successful collaboration leadership organizational communication and other key management topics By tackling the dysfunctional library head on managers as well as library workers who find themselves in a toxic situation will be poised to better meet library goals and move the library forward Dysfunctional Organizations David D. Van Fleet, 2024-06-06 Dysfunctional organizations result from individual behavior and the cultures they develop Many individuals have directly experienced some form of dysfunctional behavior including trauma from nonfatal workplace violence bullying harassment violence and unsafe work practices These and other unacceptable workplace behaviors pose significant problems in organizations Psychological safety deals with these behaviors and prevents organizations from becoming dysfunctional It may not be the way to prevent dysfunctions but it certainly is a way This book uses simple and direct words to describe forms of behavior that are obstacles to developing psychological safety It then provides practical guidance for what can and should be done to remove those obstacles A unique framework V REEL enables a better understanding of how and why behaviors are associated with dysfunctional organizations It indicates the value of having psychologically psychosocially and physically safe workplaces Its use helps the reader to carefully identify factors that erode or chip away safe workplaces as well as factors that enable or help to create them

**Practical Human Resources for Public Managers** Nicolas A. Valcik, Teodoro J. Benavides, 2011-08-19 Employers face a myriad of issues when hiring how to recruit whom to select how to interview Equal Employment Opportunity policies fair salary offerings health issues performance evaluations behavior disciplinary actions turnover and the list goes on and on *Practical Human Resources Management for Public Managers A Case Study Approach* provides insight into human resource

trends and demonstrates how complex situations can be successfully managed by public sector practitioners The authors take us step by step into the real world with examples of historical events that compare What Happened with What Could Have Happened as well as suggested readings for more in depth analysis and important points to remember Exploring the space between theory and what actually occurs in the world this book supplies instructional case studies based upon actual events The authors introduce key human resources issues with clear concise language and provide techniques to address these issues in a real world setting The case studies cover legal and liability issues recruiting and hiring employee performance reward and discipline issues retention termination workplace violence mentorship motivation and managing through transitions The authors bring know how from a wide array of working environments including teaching and administrative experience in public universities and management in municipalities of various population sizes from a few thousand to more than a million They have also worked in a variety of capacities within these organizations which allow them to see different perspectives on how different departments handle similar situations They use their from the trenches knowledge to explore pragmatic ways to deal with human resource issues in public sector workplaces

**PTSD and Forensic Psychology** Laurence Miller, 2015-02-25 In World War I they spoke of shell shock By World War II the term was battle fatigue Modern understanding of trauma psychology has evolved to give the concept a non military name posttraumatic stress disorder As such it has been at the heart of civil and criminal cases from workers compensation to murder PTSD and Forensic Psychology brings its topic into real world focus by examining posttraumatic stress as a clinical entity and taking readers through the evaluation process for court cases involving the PTSD syndrome This timely reference differentiates between PTSD and disorders that may be mistaken for it and demonstrates its legal application in seeking civil damages and mounting a criminal defense An evidence based framework for conducting a trial worthy evaluation and guidelines for establishing strong cases and refuting dubious ones further illustrate the protocols and challenges surrounding the status of PTSD in legal settings For maximum usefulness the book offers courtroom advice for expert witnesses as well as practice points at the end of each chapter Featured topics include History of the PTSD concept and its relation to the law PTSD as syndrome symptoms diagnosis treatment PTSD and other traumatic disability syndromes PTSD in the civil litigation and criminal justice systems PTSD as an insanity defense and in claims of diminished capacity PTSD cases evaluation interpretation testimony This thorough yet concise analysis makes PTSD and Forensic Psychology the ideal training tool for beginning mental health expert witnesses as well as a concise practical review and reference source for seasoned forensic psychologists It will also serve as a useful practice and teaching guide for attorneys medical rehabilitation professionals military personnel psychotherapists researchers and educators in the fields of clinical and forensic psychology criminology traumatic stress studies and mental health law

*The ACT of Change Management* Steve Mathew, 2011-09-12 Transforming an organization s culture involves influencing change one person at a time starting with the change leader The majority of

literature on the subject prescribes the development of teams and implementation of multi stepped processes However the biggest predictor of success is not just the process or the team but rather the character of the leader themselves Before people will accept change they must first accept the change leader The ACT of Change Management is a principled approach to leadership development that is both practical and realistic for today s workplace *People, Risk, and Security* Lance Wright,2017-02-20 Lance Wright shows why business in the 21st century requires a new understanding of the intersection of risk security and human resource management He argues that these areas should no longer be considered separate processes handled by technical specialists with limited spheres of expertise People risk and security management should be treated as a critically important integrated business management system People may be your greatest asset but they can also be your biggest liability They expose you to all sorts of risks risks from things they can do or fail to do and from things that can be done to them No matter how tight a risk and security management policy may be in theory it can fail on its first contact with reality if it doesn t understand the people involved Wright understands people risk and security like few others For years he was in charge people management for leading oil companies getting people into and out of some of the most dangerous and hostile work environments on the planet and keeping them safe while they were there Then he was responsible for a private army literally licenced to kill guarding nuclear submarines that were being decommissioned as part of the Megatons to Megawatts program Risk is more than a set of formulas Security is more than guns gates and badges Both ultimately come down to the people you are responsible for One day the depth of your understanding of that connection may what stands between you and disaster Counseling Crime Victims Laurence Miller, PhD,2008-03-24 Dr Miller s Counseling Crime Victims is extremely effective and it will occupy a central spot on my bookshelf It is really a golden find Society for Police and Criminal Psychology Here is the gold standard the book for mental health clinicians helping crime victims sort through one of life s most difficult and traumatic experiences Richard L Levenson Jr Psy D CTS Licensed Psychologist New York State As more and more mental health professionals are becoming involved in the criminal justice system as social service providers victim advocates court liaisons expert witnesses and clinical therapists there has not been a commensurate improvement in the quality of text material to address this expanding and diverse field Until now students and practicing professionals have had to content themselves with either overly broad texts on criminology or trauma theory or exceeding narrow tracts on one or another sub area of victim services Counseling Crime Victims provides a unique approach to helping victims of crime By distilling and combining the best insights and lessons from the fields of criminology victimology trauma psychology law enforcement and psychotherapy this book presents an integrated model of intervention for students and working mental health professionals in the criminal justice system The book blends solid empirical research scholarship with practical hit the ground running recommendations that mental health professionals can begin using immediately in their daily work with victims Counseling Crime Victims is a practical guide and reference book that working mental health

clinicians will consult again and again in their daily practices This book will also be of use to attorneys judges law enforcement officers social service providers and others who work with crime victims in the criminal justice system It can also serve as a college and graduate level text for courses in Psychology and Criminal Justice Key Features of this Book Victim assistance is becoming a full fledged field for social workers and counselors A practical hands on guide which offers counselors techniques for dealing with victims of a wide variety of crimes Shows counselors how to guide their clients through the legal and judicial system

**Handbook of Forensic Assessment** Eric Y. Drogin, Frank M. Dattilio, Robert L. Sadoff, Thomas G. Gutheil, 2011-06-24 The first handbook to explore forensic assessment from psychiatric and psychological perspectives The editors have assembled a magnificent collaboration between psychiatrists and psychologists to bring forth critical knowledge and insight to the core competency of forensic assessment This handbook is essential reading and a comprehensive resource for both newly minted and seasoned forensic practitioners Robert I Simon MD Director Program in Psychiatry and Law Georgetown University School of Medicine This long awaited resource blows the dust off traditional standards shakes the cobwebs out of our old ways of thinking and shows the practical steps in producing work that will make sense to juries and withstand the most skillful cross examination There is no better resource Kenneth S Pope PhD ABPP Diplomate in Clinical Psychology coauthor Ethics in Psychotherapy and Counseling Fourth Edition From preparation to collection to interpretation to communication of the results this excellent comprehensive treasure shows how to conduct forensic assessments Each splendid evidence based chapter is presented from the collaboration between psychologists and psychiatrists It is a must have resource for forensic experts as well as general practitioners or anyone wishing to understand standard of care in forensic assessment Melba Vasquez PhD ABPP 2011 American Psychological Association President The practitioner oriented coverage in the Handbook of Forensic Assessment examines The current state of psychology and psychiatry including requisite clinical competencies ethical guidelines and considerations of multidisciplinary collaboration Various approaches to assessments in criminal and civil matters The principles of effective preparation data collection and interpretation as well as communication for each special situation Topics including competence to stand trial sexual offender evaluations addictions child abuse and education Overarching practice issues such as practice development retention compensation consultation and forensic treatment Includes sample reports that demonstrate the integrative potential of both psychology and psychiatry Incorporating a wealth of current and multidisciplinary research the Handbook of Forensic Assessment is destined to become every mental health professional s most valuable one stop reference for their forensic work

**CRIMINAL PSYCHOLOGY** Laurence Miller, 2012-01-01 Criminal psychology is the application of the principles of normal and abnormal psychology to the understanding prediction and control of criminal behavior Criminal Psychology Nature Nurture Culture provides an in depth yet readable introduction to the foundations of criminal psychology as it is understood and practiced from the classroom to the courtroom The book is organized into five sections Part I examines the

nature and origins of criminal behavior These chapters outline the role of psychology in the criminal justice system and review the biology psychology and sociology of crime to develop a naturalistic model of criminal behavior that can guide theory and practice in law enforcement criminal justice and forensic evaluation Part II examines the major classes of mental disorder that may be associated with criminal behavior including psychotic disorders mood disorders organic brain syndromes substance abuse and personality disorders Each chapter consists of a description of the syndrome followed by applications to law enforcement criminal justice and forensic mental health issues of competency sanity and criminal culpability Part III deals with death Topics include homicide serial murder mass homicide workplace and school violence and terrorism Part IV covers sexual offenses and crimes within the family including rape and sexual assault sex crimes against children child battery domestic violence and family homicide Part V discusses the psychological dynamics of a variety of common crimes such as stalking and harassment theft and robbery gang violence organized crime arson hate crimes victimology the psychology of corrections and the death penalty Each chapter contains explanatory tables and sidebars that illustrate the chapter's main topic with examples from real life cases and the media and explore controversies surrounding particular issues in criminal psychology such as criminal profiling sexual predator laws dealing with children who kill psychotherapy with incarcerated offenders and the use of designer defenses in court Grounded in thorough scholarship and written in a crisp engaging style this volume is the definitive handbook and reference source for forensic psychologists mental health practitioners attorneys judges law enforcement professionals and military personnel It will also serve as an authoritative core text for courses in forensic psychology criminology and criminal justice practice

**The Psychology of Police Deadly Force Encounters** Laurence Miller, 2020-02-11 The Psychology of Police Deadly Force Encounters Science Practice and Police is a fascinating look into the reality of police work The author integrates noted theories into a street wise understanding of being a police officer The focus of this book is on the use of deadly force by officers a topic of considerable importance The author discusses the psychosocial aspects of deadly force use stemming from the individual officer the situation organizational influences and the police culture Expanding further into social issues the controversial topic of race and use of deadly force is discussed This depiction looks at both sides that of racial victimization and that of the police which helps to provide a rather unique perspective on this important issue Of interest the author breaks down the different dimensions of cognition as a factor in decision making among police including the perception of the situation the action taken depending on that perception and the role of present and past memory This will make for a useful training topic to alert officers to the cognitive processes that go into deadly force use processes that they have the control to change to make a better decision Next the book delves into the biological factors that may be involved in police decision making again where deadly force is involved The various negative psychological impacts that a deadly force situation may bring about are identified and explained This book will be useful as a tool for both law enforcement practitioners and researchers to better



understand the intricacies of deadly force by the police For researchers the book has a multitude of references available for further exploration It will prove to be a useful guide and reference volume for police managers and supervisors mental health clinicians investigators attorneys judges law enforcement educators and trainers rank and file police officers including expert witnesses     **Workforce Strategies** ,2009     The Talented Manager A. Furnham,2012-02-21 In this new collection of articles on talent acquisition and retention Adrian Furnham author of *The Elephant in the Boardroom* offers an engaging and witty look into the world of the talented manager Based on solid research this book offers a substantial introduction to the importance of talent in the workplace     *Management Intelligence* A. Furnham,2008-08-05 Adrian Furnham takes a sideways glance at management in this book of short essays The essays are like tablets to be taken a few at a time They are designed to cure hangovers reduce blood pressure and lighten the mood They are also meant to be prophylactics against managerial madness Take two then call Adrian in the morning     **Subject Guide to Books in Print** ,1993     **Models for Management** Jay Hall,1988 This unique anthology brings together in a complementary way the ideas research and data of a number of leading scientists and authors Researched based it is not a textbook of theories waiting to be put into practice nor war stories told by veterans of corporate campaigns Designed to help readers attain the highest level of managerial excellence this collection offers proven models for success The underlying principle is that truly productive managers utilize the competence of their subordinates From the book cover     **The Literary Review** ,1996

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