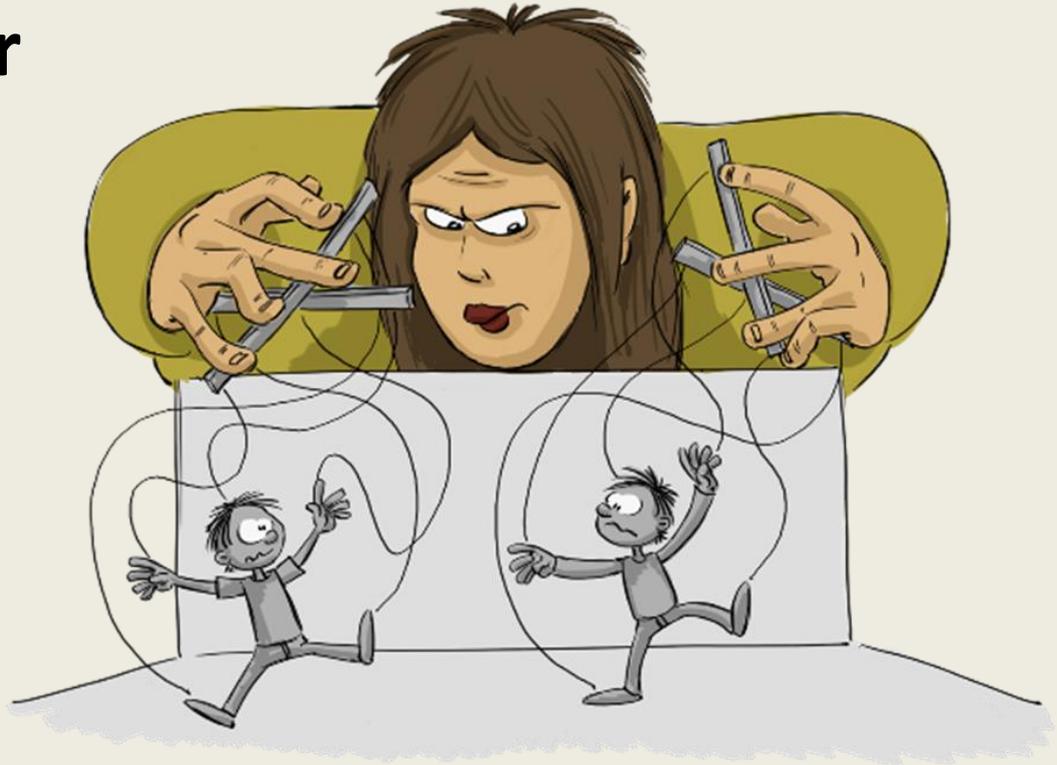


The puppet master

Acts in ways that secretly control the bully's behaviour leading him or her to bully others, for example by

- Setting up actions, or acting in ways, that influence the bully's actions.
- Initiating bullying acts and creating circumstances for bullying to take place



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)

The assistant

Collaborates with the bully and participates actively in the bullying

- for instance by blatantly approving his or her actions (laughing at jokes etc.).



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)

The avoiding bystander

Disclaims responsibility and acts passively for example by

- walking away from the bullying situation or
- allowing the bullying to continue by remaining passive (e.g. not saying anything) in the bullying situation.



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)

The mediator

Takes action to stop the bullying or to prevent retaliation

- Intervenes in bullying situations (e.g. by commenting on the bullying or by trying to facilitate constructive behaviour)
- Talks to the parties individually after a bullying situation in order to discuss solutions/or to comment on negative behaviour
- Informs HR and managers about the bullying



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)

The sympathising bystander

Sympathises with the target and offers comfort and support, yet only in private.

Remains passive in the actual bullying situations.



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)

The defending bystander

Supports and assists the target for example by standing up for him/her

- in bullying situations where the target is present
- in situations where the target is not present (e.g. when overhearing slander etc.)



Cards on bystander roles included in the Danish bystander intervention: "Intervene – good working relationships without bullying" (Mikkelsen, Holmegaard og Høgh, 2016; Mikkelsen og Høgh, 2019)