

Counselor Do's and Don'ts

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Consulting

Counselor Do's

- Identify the behavior as bullying.
- Describe the behavior as unacceptable.
- Use active listening skills.
- Share that there are consequences for bullying.
- Ask what happened when being bullied?
- Ask the person to describe feelings.
- Tell the victim that you are sorry.
- Act immediately.
- Involve the parents.
- Model the behavior you expect.
- Identify bullying hotspots.
- Share the bullying hotspots with staff.
- Define bullying as direct & indirect behavior.
- Determine if there is a pattern.
- Empower bystanders to do the right thing.
- Ask staff to log behavior centrally.
- Create a safety plan for the victim.
- Set up follow-up meetings with both bully/victim.
- Talk with the bully/victim separately.
- Use natural/logical consequences.
- Make a referral outside of school if appropriate.
- Distinguish between passive & provocative victim.
- Develop sanctions for bullying.
- Talk with the victim first, then the lead bully.
- Address bystander behavior.
- Keep the information confidential.

Counselor Don'ts

- Be inconsistent with consequences.
- Raise your voice and show anger.
- Tell the bully/victim what to do.
- Excuse the bullying.
- Use aggressive language/actions.
- Ask the bully/victim to talk it out/apologize.
- Dismiss or enable bullying behavior.
- Ask the victim to justify actions.
- Ask the victim to stand up to the bully.
- Use the word bully as a noun.
- Make promises.
- Dismiss safety issues for the victim.
- Ask closed-ended questions.
- Do as I say and not as I do.
- Bring the parties together.
- Withhold information from others.
- Expect it to stop after addressing it once.
- Discount the importance of bystanders.
- Mention victim's name to the person bullying.
- Ignore the behavior.
- Blame or re-victimize the victim.
- Label the person as a victim.