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PSYCHOLOGICAL RECOVERY FROM BULLYING AND MOBBING IN A CULTURAL CONTEXT: AN INTEGRATIVE MODEL OF SUBJECTIVITY RESTORATION

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Bullying and mobbing remain an acute social problem, reproduced in educational, professional and digital environments and intensified in conditions of hypervisibility and algorithmic publicity. They increasingly appear not as private conflicts but as persistent mechanisms of social exclusion, affecting mental health and social inclusion. Increased competition, moral polarization and digital sanctioning increase the risks of stigmatization and reputational pressure. Under these conditions, bullying requires conceptualization not only as a psychological trauma but also as a cultural scenario. The article analyzes the mechanisms of recovery from bullying, taking into account the cultural context, and aims to develop an integrative model for the restoration of subjectivity.

Analysis of publications. Research on bullying and mobbing has evolved from the description of individual aggression to the analysis of group, organizational and cultural mechanisms of pressure. The contemporary discussion shifts from the question of the identity of the aggressor to the study of the structures that support the resilience of exclusion. In this logic, bullying and mobbing are seen as cultural scripts embedded in norms of recognition, stigmatization, and digital publicity [9; 5; 16; 17; 20].

Classic studies of school bullying [12; 14; 3] have shown its group nature and serious psychological consequences. In parallel, literature on mobbing has demonstrated its relationship to organizational culture, structural dysfunction, and conflict escalation [1; 2; 10].

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Philosophical concepts of recognition and stigmatization interpret bullying as a deficit of recognition and the production of a "spoiled identity" [9; 13; 5]. Sacrificial mechanism theory emphasizes the collective nature of such exclusion [6], and ostracism studies emphasize its serious psychological consequences [18].

Digital environments amplify these processes through polarization, algorithmic amplification, and hypervisibility [7; 16; 20]. Pressure cyberforms are characterized by scalability and durability [8; 19].

Thus, the current literature confirms the transition from an individualistic interpretation of bullying to a systemic analysis of cultural and institutional mechanisms of exclusion, which requires comprehensive countermeasures strategies.

Research Methodology. The study is theoretical-conceptual and interdisciplinary in nature. System analysis, comparative review of scientific approaches and interpretive synthesis of psychological, philosophical and cultural models of bullying and mobbing form the methodological basis.

The paper applies conceptual modeling to develop an integral model of psychological solution, including restoration of subjectivity, communicative targeting, deconstruction of the stigmatized role and transformation of the cultural scene of interaction. Additionally, a dramaturgical analysis of social conflict was used to interpret bullying as a reproducible scenario with fixed roles and mechanisms of symbolic exclusion.

The methodological strategy is based on a multilevel approach, which implies the consideration of psychological consequences of pressure in the relationship with institutional and cultural structures of publicity. This approach provides a transition from the description of individual trauma to analysis of the structural conditions of its reproduction and to the substantiation of culturally sensitive solution strategies.

Core material. Bullying and mobbing are rooted in cultural norms that set boundaries of what is acceptable and legitimize pressure. In conditions of hypervisibility and reputational control, public stigmatization is reinforced by algorithmic scalability [5; 15; 16; 20]. In competitive and corporate environments, it is justified by the logic of efficiency [2; 10], in cultures of power by stigmatizing vulnerability [4; 7], and in hierarchical structures it can serve a function of control [11; 6]. The digital environment radicalizes evaluations and makes stigmatization long-lasting [8; 19]; its expression becomes the culture of undoing as a form of reputational sanctioning. If the cultural logic is based on the principle of "recognition or banishment", the psychological solution is complicated: the mistake leads to total devaluation, and dialogue is substituted by a verdict. Thus, bullying and mobbing appear not as private deviations, but as stable scenarios of exclusion, where trauma is associated with the loss of subject status.

Resistance requires the integration of psychological and cultural strategies: individual support is insufficient without changing norms of public stigma, and institutional measures alone do not prevent stigmatization. A key mechanism for recovery is the return of targeting - recognizing experience and including it in communication. The central task is to maintain a space of mutual recognition and prevent the symbolic "disappearance" of the subject.

Individual level. Restoration of the subject is the key direction of overcoming bullying and mobbing. The central mechanism here is the restoration of targeting, since these phenomena are associated not only with aggression, but also with the deprivation of a person of the status of a full participant in interaction.

The first psychological solution is the need to restore the status of addressee. This means that a person must restore his rights to speak, to be heard, to have his own interpretation of events.

It is not about public struggle, but about the internal restoration of the subject's position. Recommended practices: narrative therapy, written record of experience, reconstruction of personal history, forming an alternative description of what happened.

In cultures of hypervisibility, it is especially important to separate the self from the public image. The social environment can fix a person in a stigmatized role. Therefore, reducing dependence on the external gaze and reestablishing an autonomous self-image becomes a key task.

Deconstruction of the imposed identity. It is important to remember that bullying works through labeling and mobbing works through reputational erosion.

The group assigns a role: "weak", "unsuitable", "problematic", "conflicted". Over time, this role can be interiorized - the person begins to perceive it as part of his or her own self.

Psychological solution includes: separation of "self" ≠ "group-assigned role," identification and correction of cognitive distortions, removal of internal stigma, and progressive return to a complex, multidimensional identity.

In performative moral cultures, where social evaluation becomes the main regulator, it is especially important to form internal criteria of value. Otherwise, the person remains dependent on the moral fluctuations of the environment. The task of psychological work is to restore the stable core of identity.

Realization that bullying is supported by a certain logic of the environment – competitiveness, moral polarization, performativity of publicity - reduces the level of internal self-accusation.

A person stops perceiving what happens as a consequence of his or her own "defectiveness" and begins to see the structural nature of the pressure. This

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redistributes responsibility: part of it is transferred from the individual level to the level of cultural and organizational mechanisms.

Understanding the scripted nature of the conflict allows us to move away from the position of an isolated victim and see the situation as an element of a broader social dynamic. Such reflection reduces internal stigmatization and restores cognitive resilience.

Working with traumatic reactions. Bullying and mobbing cause not only emotional pain, but also persistent psychophysiological reactions, namely chronic anxiety, hypervigilance, social avoidance and a general decrease in self-efficacy.

The body internally registers the threat. Even after the pressure has ceased, a sense of insecurity persists. Core modalities include cognitive-behavioral therapy, body-oriented approaches, and trigger work with the overall goal of gradually restoring social engagement. However, the goal of working with traumatic reactions is not only to reduce anxiety, but also to regain the ability to participate in the world, act, engage in relationships, and make decisions without the constant expectation of attack.

The social level: restoring an environment of acceptance. It must be recognized that individual therapy is necessary, but it is clearly insufficient. If the cultural environment remains aggressive, the risk of re-victimization remains. The psychological solution includes a number of practices, namely finding safe communities, restoring horizontal connections, creating spaces of dialogue [1], and working with organizational culture (especially in the case of mobbing).

Today, the critical importance of building supportive micro-communities is becoming evident. Even a minimal number of allies significantly reduces the effect of social isolation and prevents the final symbolic "oblivion". The presence of at least one stable channel of recognition compensates for the destructive impact of collective exclusion.

In the conditions of digital polarization, the expansion of the communicative field beyond homogeneous communities – the so-called "echo chambers" – is of particular importance. Closed information loops reinforce stigmatization and perpetuate one-sided interpretations of events. Expanding the circle of communication reduces the degree of radicalization of evaluation and contributes to the restoration of multidimensional identity.

Thus, psychological solution involves not only internal processing of the traumatic experience, but also a reconfiguration of social relations. The social level of interaction implies the creation of an environment where vulnerability is not a reason to attack. Without such a space, the subject's recovery will be unstable.

Cultural types and solution strategies. In different cultural logics, getting out of bullying and mobbing requires different strategies of psychological work,

because the environment itself defines differently what is considered strength, success, vulnerability and acceptable behavior. The logics of solution strategies from bullying and mobbing are summarized in Table 1 (Table 1).

Table 1

Logics of bullying and mobbing solution strategies

Logic	Who researches	What is revealed
Individual	Olweus[12].	Repeatability and power imbalance
Group	Salmivalli[14]	Role structure
Organizational	Leymann [11]	Systemic displacement
Philosophical	Honneth [9], Goffman[5]	Non-recognition and stigmatization

Source: developed by the author

Strategies for coping with bullying depend on the cultural matrix of the environment. For example, in hierarchical cultures, the key is to restore status through formal procedures and institutional protection. In competitive cultures of success, it is necessary to separate self-value from performance, as pressure is often disguised as "hard selection" and vulnerability is interpreted as weakness. In hypervisibility cultures, the main challenge is managing publicity and digital boundaries: developing digital hygiene and reducing reliance on online evaluation. In collectivist environments, the priority is to restore group membership without perpetuating stigma. Thus, the effectiveness of psychological help is determined by its cultural adaptation: redefining power, controlling publicity, restoring status and belonging depending on the context.

Integral model of psychological solution. Based on the analysis, we propose an integral model of psychological solution, including four interrelated components:

- ✓ Restoration of internal subjectivity – strengthening of autonomous self-perception and reduction of dependence on external evaluation.
- ✓ Restoration of communicative addressability – return of the right to speak, interpret and be heard.
- ✓ Deconstruction of the stigmatized role – separating identity from an imposed label.
- ✓ Changing or redefining the cultural scene of interaction - transforming the environment or changing the context of recognition.

The model demonstrates that sustained recovery is only possible when individual, interpersonal, and cultural levels are simultaneously impacted. Isolated



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therapeutic work without social reconfiguration remains unstable, as do administrative interventions without internal reworking of the experience.

The findings confirm that psychological recovery from bullying and mobbing states cannot be reduced to either individual therapy or formal sanctions. It requires a culturally sensitive approach that takes into account the mechanisms of publicity, polarization and stigmatization.

The growth of bullying in modern societies is related not only to individual aggression, but also to the cultural structure of the environment, where mechanisms of reputational pressure and collective exclusion are reinforced.

The restoration of mental stability should be accompanied by the reconfiguration of the subject's social status in the space of recognition. Only in this case it is possible to prevent the final of symbolic exclusion and social "oblivion", as well as the formation of conditions for the return of the person to active and safe participation in social life.

Restoring mental stability requires not only individual support, but also a change in the symbolic position of the person in the space of recognition. This implies a transition from the therapy of consequences to the analysis and transformation of the social interaction scenario itself. The dramaturgical approach can be used here as a very productive methodological framework.

Dramaturgical analysis of social conflicts is based on the idea of interaction as a stage action [5] and on Bakhtin's dialogical concept [1], according to which the subject is formed in the field of recognition and response of the other subject. In this perspective, bullying is viewed not as an isolated act of aggression, but as an unfolding scenario with fixed roles (aggressor, victim, observer), stable mechanisms of reproduction and structural "nodes" of tension. The integration of the dramaturgical approach allows us to consider the conflict as a process with possible transformation rather than as an event that ends with the exclusion of the subject.

This approach allows us to move from describing trauma to analyzing the configuration of the scene. Pressure is maintained not only by the personalities of the participants, but also by the distribution of roles, audience norms and symbolic expectations. Consequently, intervention should aim at changing the scenario and not only at correcting individual reactions.

Promising directions within dramaturgical methodology include:

- identifying the 'stage nodes' where pressures are formed and perpetuated;
- developing practices for rewriting role configurations and redistributing statuses;
- evaluating the effectiveness of interventions oriented towards transforming the interaction scenario.

Thus, the dramaturgical approach allows us to consider the prevention of bullying and mobbing as a process of changing the cultural and role code of the situation. The restoration of subjectivity becomes not only a psychological task, but also the result of the processing of the social action scene itself.

Conclusions.

The analysis confirms that bullying and mobbing cannot be considered solely as individual manifestations of aggression. They function as culturally mediated mechanisms of exclusion, in which psychological trauma is combined with loss of recognition and reduction of subject status. The sustainability of these phenomena is ensured by norms of publicity, competitive normativity, moral polarization, and algorithmically reinforced hypervisibility.

The main conclusion of the study is that psychological recovery from bullying and mobbing begins with the restoration of subjectivity. Losing the right to be the addressee of communication is a key consequence of exclusion, so regaining the right to speak and be heard is essential to overcoming trauma. Deconstructing the imposed identity, reducing internal stigma and shifting responsibility from the individual to cultural and structural factors are also important.

It has been shown that individual therapy is insufficient when an abusive cultural environment persists. Sustained recovery is possible only when three levels are simultaneously addressed: personal, interpersonal, and cultural. A significant factor is the reconfiguration of social ties, the formation of supportive micro-communities and the expansion of the space of recognition.

The proposed integral model of psychological solution demonstrates that overcoming bullying and mobbing requires a combination of internal work of the subject with the transformation of role and cultural configurations of interaction. In this context, the dramaturgical approach presents a productive methodological perspective that allows us to consider conflict as a changeable scenario rather than as an inevitable final of social exclusion.

Thus, the restoration of mental stability should be accompanied by a change in the symbolic position of a person in the space of recognition. Only by preserving the conditions of dialogue and preventing the final of symbolic "oblivion" it is possible for the subject to return to active and safe participation in social life.

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