

GASLIGHTING, definition that comes to us from Quebec: cognitive diversion form of mental and emotional manipulation abuse.

Behavior of a relationship or a loved one, which will change by insidious words the reality in your mind by printing you another story. This behavior is all the most toxic and harmful as it alternates between flattery, devaluations, emotional injuries by small touches, comparison, minimization of your skills etc. A very subtle range of manipulations that will wreck you year after year. So this article on médium.com advises you to cut off any link for a long time with this kind of people. In the private sector this possibility may be plausible, if you are aware of this way to proceed and are able to free you. That becomes more complex in a workplace when it is a manager attitude. In case of intentional manipulation, this very insidious way of operating will send a thick fog over the colleagues who are around you. Compliments will be given in front of them. Devaluation, comparisons, minimizing your skills and other treatment will be applied when you are alone or isolated. But some flattery will be given in your presence to a person who has less experience than you in order to humiliate you. The list of toxic behaviors is very long. Witnesses will see only one side and will be surprised to see a deterioration of your health, a passive or explosive revolt depending on the people. The brain that has not learned to prepare itself in the face of such behaviors will be in a rout that will destabilize you, nibble your esteem and your image to make you believe that you are no longer the person you were. You'll have to do facing memory lapses and other pathologies.

The practice of "Toltec agreements" can be used to protect and free ourselves from this right of way:

- Have the word Impeccable for yourself and others. (This will allow you to feel good and have no regrets).
- Whatever happens, don't make it a personal matter. (Whatever you are told that may hurts you: the words belong to the one who tries to print you his reality which are not yours; mentally reject them.)
- Don't make assumptions (not easy to apply, because we always try to find reasons for other people's behaviors without clarifying with that person. Sometimes we could be afraid to learn the truth or sometimes we could reproduce our own history which could take us very far. So, take care to communicate clearly, to always clarify to not let doubt, and ask and say. Don't be afraid to do it. Cut the barriers.
- Try always to do your best (No more and no less: you will have nothing to complain about, and you will be freed of guilty).

This philosophy involves training to change our behaviors and our words. It does not solve all situations because it requires **energy**. Toxic people have the art of pumping you energy. It is therefore necessary to be able to protect us, to not remained exposed to situations which persist. There is the danger of exhaustion.

On the other hand, you must know that in some companies that want to cut workforce without want to pay redundancy fees, managers and HR will resort to processes methods that will lead targeted individuals to resign. The film "corporate" starring Lambert Wilson reveals some of these methods. Managers and HR are trained to a very particular management of emotional. It doesn't matter that

you're a very good item if they've decided you're a potential candidate for resignation, they won't hesitate to put you at closet, never give you the promotion you deserve. they will offer you a possibility of mobility that will put you in front of a Difficult choice, even impossible. While returning the situation in making believing that it's up to you to decide. They'll tell you with a Disguised empathy that the choice belongs to you, only. They are trained to know what to say and what to do and which emotions they will trigger at every step of the way. They know exactly how to interact with you: the target. Subtle manipulation of mind for a person who is not trained to this kind of situation and who becomes an easy prey. We are in a psychological war in which it is very difficult for having evidence, without the testimony of colleagues, who could demonstrate these Maneuvers. Those who remain and who would potentially be witnesses are promoted, a way to buy their silence. These managers and HR have a strong belief that they are (or will be) paid to do this work. nothing is clearly told, everything is suggested. **The fact that they think to do their job takes away any sense of guilt.** But it is important to know that managers arrogate themselves of supreme rights of power and abuse. They use for their own purposes what they have learned in team cohesion and learning trainings such as The PNL (definition of psychologies.com: Neurolinguistic Programming (PNL) is not a manipulative technique. But a set of communication and self-transformation techniques that is interested in our reactions rather than the origins of our behaviors. It focuses on how to explain, proposes an observation grid to improve our perception of ourselves and others. It also helps to set goals and achieve them). Like all technical communication, which originally have Been created to improve exchanges between individuals, they can be diverted from their original purpose. **These managers and DRH called "killers", unscrupulous and cynical, will use them in another goal,** unbeknownst to you. They will use, in your back, these « Tools boxes to protect themselves or to establish their position or to get you resigned or asserted. This phenomenon can be explained either by a toxic environment (fears, disguised threats, Conflicts, reduction of staff Etc.), either by a pathology specific to people.

In the same register, Ken Loach's film «the Navigators" denounce the methods used during privatization to make employees leave and crack without getting their hands dirty. Methods used to put employees in inextricable situations where they feel responsible of a responsibility which is moved virtually from their employer to their employees. As they can't manage and control this Responsibility which is not theirs, the situation can lead to criminogenic behavior. It is therefore necessary that the largest number of people will be informed so as they will not to get trapped, be able to protect themselves and act.

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