



# Shining a light on Gaslighting

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## AIM OF SESSION

- ▶ Defining Gaslighting?
- ▶ Signs of gaslighting
- ▶ Mental effects of gaslighting
- ▶ How to deal with gaslighting
- ▶ Seeking support

# GASLIGHTING OR NOT?

▶ “Oh come on. I never said that.”

“You’re just being overly sensitive.”

“I don’t know why you’re making such a big deal out of this...”

# DEFINING GASLIGHTING

- ▶ *Psychologists use the term “gaslighting” to refer to a specific type of manipulation where the manipulator is trying to get someone else (or a group of people) to question their own reality, memory or perceptions.*
- ▶ *Gaslighting happens in personal relationships (think an abusive spouse or, in rarer cases, parent), in professional relationships (a manipulative boss or co-worker preying on a subordinate), and even by public figures.*

# THE SIGNS OF GASLIGHTING

Gaslighting is a form of manipulation and abuse concentrated on making someone doubt reality.

Blatant lying or constant coverups.

Actions contradict words. Broken promises.

Your self-esteem slowly erodes away & you begin to question what is real. You start to think you are bad or crazy.

Denying conversations or events ever happened.

Feeling like you have to defend reality.

Manipulating others to see you differently.

BlessingManifesting

# SUBTLE TACTICS USED BY THE GASLIGHTER

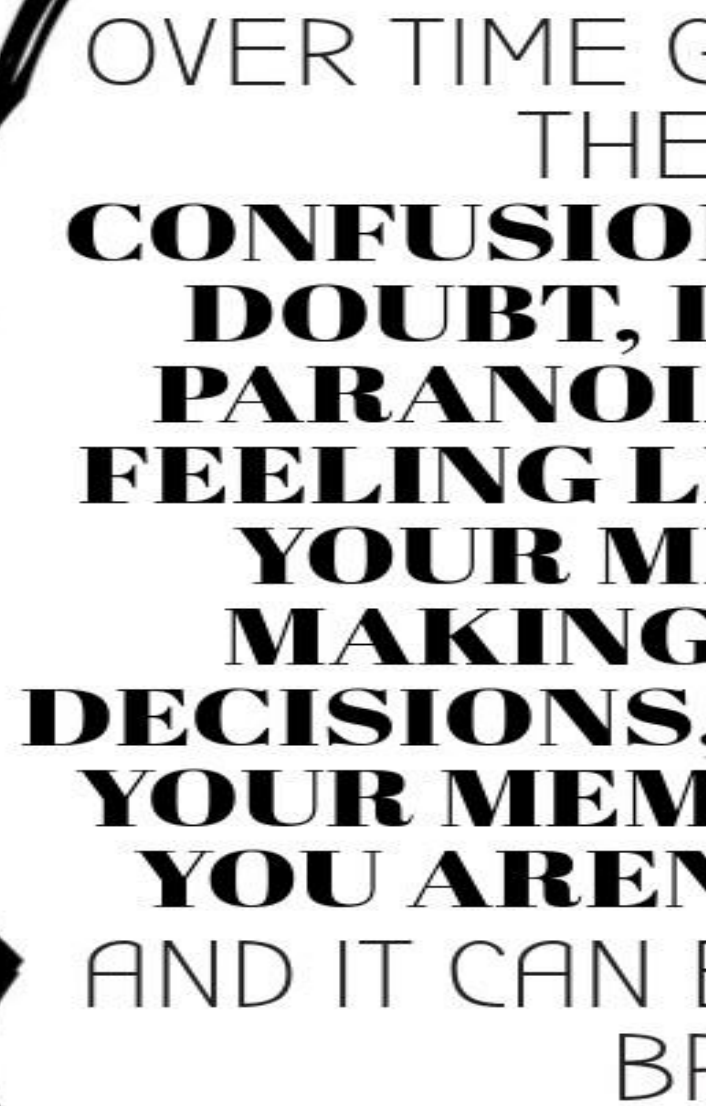
- 1) Discrediting you.
- 2) Using a mask of confidence, assertiveness, and/or fake compassion.
- 3) Changing the subject.
- 4) Minimizing.
- 5) Denial and avoidance.
- 6) Twisting and reframing.



# **GASLIGHTING**

**Are you the victim of gaslighting?  
Watch out for these signs.**

- You constantly question yourself
- You wonder if you're too sensitive
- You're easily confused
- You struggle making decisions.
- You can't stop apologizing
- You think you do everything wrong
- You think you're not good enough
- Always feel you make bad choices
- You think you deserve to be alone
- You are unhappy for no reason.
- You create excuses for them.
- You've lost confidence.



OVER TIME GASLIGHTING CREATES  
THE EFFECTS OF  
**CONFUSION, BRAIN FOG, SELF-  
DOUBT, DISORIENTATION,  
PARANOIA, FEAR, TERROR,  
FEELING LIKE YOU'RE LOSING  
YOUR MIND, DIFFICULTY  
MAKING JUDGMENTS OR  
DECISIONS, SECOND-GUESSING  
YOUR MEMORY, FEELING LIKE  
YOU AREN'T GOOD ENOUGH,**  
AND IT CAN EVEN CAUSE NERVOUS  
BREAKDOWNS.





# How to deal with Gaslighters

**Document**

Document all interactions with the gas lighter – keep a journal/diary – write reflections after the event

**Talk**

Talk to your manager and or HR advisor to support

**Talk**

Talk to co-workers and try to get witnesses to document what they have seen or heard.

**Do not confront**

Do not confront the individual on your own.

**Arrange**

Arrange a three way meeting with an objective third party

**Know**

Know this is a really happening and its not your fault.

# Support

Yourself

Trusted friend and advisor

GP and/or occupation Health

Employee Assistance Scheme

Knowledge of HR process

Coach/mentor/Pastoral support

Manager's manager

Seek advice from Trade Unions

# Thank you

- ▶ Any questions?
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