

Eva Gemzøe Mikkelsen  
Department of Psychology  
Existence, Relation and Society  
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## **Employment**

### **Department of Psychology**

Odense M  
1. Apr 2024 → present

### **Associate Professor**

Existence, Relation and Society  
1. Apr 2024 → present

### **Associate Professor**

ThRIVE  
1. Jun 2023 → 10. Jan 2028

### **Lektor i arbejds- og organisationspsykologi**

Aalborg University  
Aalborg, Denmark  
1. Sept 2017 → 31. Jul 2018

### **Ekstern lektor**

University of Southern Denmark  
Odense, Denmark  
1. Jan 2017 → 31. Aug 2017

### **Ekstern lektor**

Aarhus University  
Aarhus, Denmark  
1. Nov 2016 → 1. Jun 2017

### **Arbejds- og organisationspsykolog**

crecea a/s Århus  
1. May 2004 → 30. Sept 2016

### **Arbejds- og organisationspsykolog**

BST Horsens  
Horsens, Denmark  
1. Jan 2002 → 30. Apr 2004

## **Research outputs**

### **Hazing for lunch: A Study of Unethical Socialisation Practices**

Kristensen, A. K., Kristensen, M. L. & Mikkelsen, E. G., 2. Jul 2024, (Accepted/In press) In: International Journal of Ethics and Systems.

### **Preventing Sexual Harassment in the Workplace: A Pilot Study of a Bystander Intervention Program**

Nielsen, K. S., Hansen, M. & Mikkelsen, E. G., 26. Jun 2024.

**Exploring an organizational-level mindfulness-based intervention in private workplace settings.**

Bonde, E. H., Mikkelsen, E. G., Fjorback, L. O. & Juul, L., 1. Jun 2024, (E-pub ahead of print) In: Mindfulness. 19 p.

**Workplace hazing in nursing: an integrative literature review**

Kristensen, A. K., Kristensen, M. L. & Mikkelsen, E. G., Dec 2023, In: Health Sciences Review. 9, 10 p., 100120.

**Report template for the Nordic Research Initiative on Sexual Harassment at Work**

Bjørkelo, B., Mikkelsen, E. G., Lane, L., Hedin, U.-C., Nielsen, K. S. & Valland, T., 17. Nov 2023

**A role that takes its toll? The moderating role of leadership in role stress and exposure to workplace bullying**

Stapinski, P., Bjørkelo, B., D'Cruz, P., Mikkelsen, E. G. & Gamian-Wilk, M., Nov 2023, In: International Journal of Conflict Management. 34, 5, p. 1041-1058

**Addressing negative acts and workplace bullying – and uphill battle? Qualitative results from an intervention study in two industrial workplaces**

Mikkelsen, E. G., Hovman, A., Meng, A. & Kristiansen, J., 24. May 2023.

**Intervene against sexual harassment: Testing the effect of a primary prevention intervention targeting bystanders**

Nielsen, K. S., Hansen, M. & Mikkelsen, E. G., 24. May 2023, p. 2763-2764. 2 p.

**Vulnerability versus work environment in workplace bullying: Personality traits and organizational features as predictors or outcomes of being exposed to bullying in the workplace**

Gamian-Wilk, M., D'Cruz, P., Bjørkelo, B., Mikkelsen, E. G., Einarsen, S. & Gąsiorowska, A., 24. May 2023, p. 2410-2411 . 2 p.

**The impact of an organizational-level mindfulness-based intervention on workplace social capital and psychological safety: A qualitative content analysis**

Bonde, E. H., Mikkelsen, E. G., Overby Fjorback, L. & Juul, L., 7. Mar 2023, In: Frontiers in Psychology. 14, 13 p., 1112907.

**Mapping out primary level organizational bystander interventions on gender-based violence and harassment: A scoping review protocol**

Nielsen, K. S., Hansen, M. & Mikkelsen, E. G., Jan 2023

**Impacting employees' and managers' mental health skills using a workplace-adapted mindfulness-based intervention**

Bonde, E. H., Mikkelsen, E. G., Overby Fjorback, L. & Juul, L., 6. Dec 2022, In: Frontiers in Psychology. 13, 14 p., 1020454.

**Workplace bullying: individual hostility, poor work environment or both? Exploring competing explanatory models in a single longitudinal study**

Gamian-Wilk, M., Bjørkelo, B., Mikkelsen, E. G., D'Cruz, P. & Madeja-Bien, K., Dec 2022, In: International Archives of Occupational and Environmental Health. 95, 10, p. 1955-1969

**Træning af mental sundhed med mindfulness på arbejdspladsen: En systematisk tilpasning af det videnskabeligt dokumenteret effektive program, Mindfulness-baseret stressreduktion (MBSR), til implementering på organisationsniveau**  
Juul, L., Bonde, E. H., Overby Fjorback, L., Mikkelsen, E. G., Pedersen, B., Pedersen, M. G., Marcinkowski, C. V., Hauch, D. (Member of author group) & Beck, M. S. (Member of author group), 11. Oct 2022, Aarhus: Dansk Center for Mindfulness, Aarhus Universitet.

**A qualitative study of negative acts in two industrial organizations: The role of work environment and organizational culture**  
Hovman, A., Mikkelsen, E. G., Meng, A. & Kristiansen, J., 23. Sept 2022.

**Workplace bullying and risk of suicide and suicide attempts: A register-based prospective cohort study of 98 330 participants in Denmark**

Conway, P. M., Erlangsen, A., Grynderup, M. B., Clausen, T., Rugulies, R., Bjørner, J. B., Burr, H., Francioli, L., Garde, A. H., Hansen, Å. M., Hanson, L. M., Kirchheiner-Rasmussen, J., Kristensen, T. S., Mikkelsen, E. G., Stenager, E., Thorsen, S. V., Villadsen, E. & Høgh, A., 1. Sept 2022, In: *Scandinavian Journal of Work, Environment & Health*. 48, 6, p. 425-434

**"Speak Up!" - A practice-oriented research project on the prevention of Sexual Harassment (SUSH)**

Nielsen, K. S., Pedersen, C., Mikkelsen, E. G., Hedin, U.-C., Lane, L. & Bjørkelo, B., 2022.

**The Role of Bystanders in Workplace Bullying: An Overview of Theories and Empirical Research**

Pouwelse, M., Mulder, R. & Mikkelsen, E. G., 2021, *Pathways of Job-related Negative Behaviour*. D'Cruz, P., Noronha, E., Baillien, E., Catley, B., Harlos, K., Høgh, A. & Mikkelsen, E. G. (eds.). 1. ed. Singapore: Springer, p. 385-422 (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

**The Role of Personality in Workplace Bullying Research**

Persson, R., Mikkelsen, E. G. & Høgh, A., 2021, *Pathways of Job-related Negative Behaviour*. D'Cruz, P., Noronha, E., Baillien, E., Catley, B., Harlos, K., Høgh, A. & Mikkelsen, E. G. (eds.). 1. ed. Singapore: Springer, p. 73-99 (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

**Whistleblowing and Bullying at Work: The Role of Leaders**

Bjørkelo, B., Thorsen, C., D'Cruz, P. & Mikkelsen, E. G., 2021, *Special Topics and Particular Occupations, Professions and Sectors*. D'Cruz, P., Noronha, E., Keashly, L. & Tye-Williams, S. (eds.). 1. ed. Springer, p. 75-108 (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 4).

**Outcomes of a Proximal Workplace Intervention Against Workplace Bullying and Harassment: A Protocol for a Cluster Randomized Controlled Trial Among Norwegian Industrial Workers**

Einarsen, K., Nielsen, M. B., Hetland, J., Olsen, O. K., Zahlquist, L., Mikkelsen, E. G., Koløen, J. & Einarsen, S. V., 31. Aug 2020, In: *Frontiers in Psychology*. 11, 2013.

**Vidners rolle i forebyggelse af mobning: En undersøgelse af det teoretiske og empiriske grundlag for design af vidneinterventioner**

Mikkelsen, E. G., 8. Aug 2020, In: *Tidsskrift for Arbejdsliv*. 22, 2, p. 26-43

**Coping with bullying at work: How do targets, bullies and bystanders deal with bullying?**

Nielsen, M. B., Mikkelsen, E. G., Persson, R. & Einarsen, S. V., 2020, *Bullying and harassment in the workplace: Developments in theory, research and practice*. Einarsen, S. V., Hoel, H., Zapf, D. & Cooper, C. L. (eds.). 3 ed. Boca Raton, FL: CRC Press, 29 p.

**Individual consequences of being exposed to workplace bullying**

Mikkelsen, E. G., Hansen, Å. M., Persson, R., Byrgesen, M. F. & Høgh, A., 2020, *Bullying and Harassment in the workplace: Developments in theory, research and practice*. Einarsen, S., Hoel, H., Zapf, D. & Cooper, C. L. (eds.). 3 ed. Boca Raton, FL.: CRC Press

**The association between workplace bullying and suicidal behaviour: A register-based prospective study of 98,330 participants in Denmark**

Conway, P. M., Erlangsen, A., Grynderup, M. B., Clausen, T., Bjørner, J. B., Burr, H., Francioli, L., Garde, A. H., Hansen, Å. M., Hanson, L. M., Kristensen, T. S., Mikkelsen, E. G., Rugulies, R., Stenager, E., Thorsen, S. V., Villadsen, E. & Høgh, A., 2020

**Intervene – good working relationships without bullying: Evaluation of a bystander intervention**

Mikkelsen, E. G. & Høgh, A., 2019.

**The Role of Bystanders in Workplace Bullying: An Overview of Theories and Empirical Research**

Pouwelse, M., Mulder, R. & Mikkelsen, E. G., 4. Sept 2018, *Pathways of Job-related Negative Behaviour*. D'Cruz, P., Noronha, E., Baillien, E., Catley, B., Harlos, K., Høgh, A. & Gemzøe Mikkelsen, E. (eds.). Springer, 39 p. (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

A cohort study on self-reported role stressors at work and poor sleep: does sense of coherence moderate or mediate the associations?

Hansen, Å. M., Grynderup, M. B., Rugulies, R., Conway, P. M., Garde, A. H., Török, E., Mikkelsen, E. G., Persson, R. & Høgh, A., 1. May 2018, In: *International Archives of Occupational and Environmental Health*. 91, 4, p. 445-456

Optimal Cut-Off Points for the Short-Negative Act Questionnaire and Their Association with Depressive Symptoms and Diagnosis of Depression

Conway, P. M., Høgh, A., Nabe-Nielsen, K., Grynderup, M. B., Mikkelsen, E. G., Persson, R., Rugulies, R., Bonde, J. P. E., Francioli, L. & Hansen, Å. M., 1. Apr 2018, In: *Annals of Work Exposures and Health*. 62, 3, p. 281-294 14 p.

Quality of Leadership and Workplace Bullying: The Mediating Role of Social Community at Work in a Two-Year Follow-Up Study

Francioli, L., Conway, P. M., Hansen, Å. M., Holten, A. L., Grynderup, M. B., Persson, R., Mikkelsen, E. G., Costa, G. & Høgh, A., 1. Feb 2018, In: *Journal of Business Ethics*. 147, 4, p. 889-899

**A case study of the dynamics involved in the development and management of bullying in a minimum security prison**

Mikkelsen, E. G., 2018.

**The Role of Personality in Workplace Bullying Research**

Persson, R., Mikkelsen, E. G. & Høgh, A., 2018, *Pathways of Job-related Negative Behaviour*. D'Cruz, P., Noronha, E., Baillien, E., Cattle, B., Harlos, K., Høgh, A. & Gemzøe Mikkelsen, E. (eds.). Springer, 27 p. (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

Whistleblowing and Bullying at Work: The Role of Leaders

Bjørkelo, B., Thorsen, C., D'Cruz, P. & Mikkelsen, E. G., 2018, *Special topics and particular occupations, professions and sectors*. D'Cruz, P., Noronha, E., Keashly, L. & Tye-Williams, S. (eds.). Springer, 34 p. (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 4).

The longitudinal effects of organizational change on experienced and enacted bullying behaviour

Holtén, A. L., Hancock, G. R., Mikkelsen, E. G., Persson, R., Hansen, Å. M. & Høgh, A., 2. Jan 2017, In: *Journal of Change Management*. 17, 1, p. 67-89

Prevalence and Risk Factors for Workplace Bullying

Høgh, A., Conway, P. M. & Mikkelsen, E. G., 2017, *The Wiley Handbook of Violence and Aggression*. Sturmeijer, P. (ed.). Wiley

**Relationship between Changes in Workplace Bullying Status and the Reporting of Personality Characteristics**

Persson, R., Høgh, A., Grynderup, M. B., Vejs Willert, M., Gullander, M., Hansen, Å. M., Kolstad, H. A., Mors, O., Mikkelsen, E. G., Kristensen, A. S., Kaerlev, L., Rugulies, R. & Peter Ellekilde Bonde, J., Sept 2016, In: *Journal of Occupational and Environmental Medicine*. 58, 9, p. 902-910

**Negative acts at work as potential bullying behavior and depression: Examining the Direction of the Association in a 2-Year Follow-Up Study**

Høgh, A. L., Conway, P. M., Grynderup, M. B., Gullander, M., Vejs Willert, M., Mikkelsen, E. G., Persson, R., Bonde, J. P., Kolstad, H. A., Mors, O., Rugulies, R., Kaerlev, L. & Hansen, Å. M., Mar 2016, In: *Journal of Occupational and Environmental Medicine*. 58, 3, p. e72-e79

**Prevention of bullying at work: Evaluation of a dialogue-based intervention**

Mikkelsen, E. G., Holmegaard, T. R. & Høgh, A., 2016.

**Quality of leadership and workplace bullying: The mediating role of social community at work in a two-year follow-up study**

Francioli, L., Høgh, A., Holtén, A.-L., Conway, P. M., Grynderup, M. B., Mikkelsen, E. G., Persson, R., Costa, G. & Hansen, Å. M., 2015.

**Activating bystanders: Development and evaluation of a dialogue-based tool**

Mikkelsen, E. G., Holmegaard, T. R., Keller, L. & Scherfig, N., 2014.

**Interpersonal conflicts and quarrels as predictors of bullying behaviour and self-reported role as a target, perpetrator or bystander of bullying in the workplace: A two-year follow-up study**

Høgh, A., Mikkelsen, E. G., Holten, A.-L. & Hansen, Å. M., 2014.

**Risk of Depression among Employees Exposed to Negative Acts at Work: A 2-year Follow-up Study**

Høgh, A., Hansen, Å. M., Mikkelsen, E. G. & Persson, R., 2013.

**Exposure to negative acts at work, psychological stress reactions and physiological stress response**

Høgh, A., Hansen, A. M., Mikkelsen, E. G. & Persson, R., Jul 2012, In: *Journal of Psychosomatic Research*. 73, 1, p. 47-52

**Impact of bullying on workers**

Høgh, A., Mikkelsen, E. G. & Hansen, Å. M., 2012, *Workplace Bullying: Symptoms and Solutions*. Tehrani, N. (ed.). Routledge, p. 21-34

**Physiological Response as Biomarkers of Adverse Effects of the Psychosocial Work Environment**

Hansen, Å. M., Høgh, A. & Mikkelsen, E. G., 2012, *Essential Notes in Psychiatry*. Olisah, V. (ed.). InTech - Open Access Publisher, p. 566-580

**Prevention of bullying and conflicts: results from post intervention and follow-up interviews**

Mikkelsen, E. G. & Høgh, A., 2012.

**Prevention of bullying and conflicts at work: Process factors influencing the implementation and effects of interventions**

Mikkelsen, E. G., Høgh, A. & Puggaard, L. B., 15. Apr 2011, In: *International Journal of Workplace Health Management*. 4, 1, p. 84-100

**Individual consequences of workplace bullying/mobbing**

Høgh, A., Mikkelsen, E. G. & Hansen, Å. M., 2011, *Bullying and Harassment in the Workplace: Developments in Theory, Research and Practice*. Einarsen, S., Hoel, H., Zapf, D. & Cooper, C. L. (eds.). 2.ed. ed. CRC Press, p. 107-128

**Is bullying preventable, reducible, or just unavoidable? Results from a workplace intervention study**

Høgh, A., Mikkelsen, E. G. & Hansen, Å. M., 2011.

**Mobning - en traumatisk oplevelse?**

Høgh, A., Mikkelsen, E. G. & Hansen, Å. M., 2011, In: *Psyke og Logos*. 32, 4, p. 496-514 4.

**Prevention of bullying and destructive interpersonal conflicts at work: Using process-evaluation to identify change factors and their prerequisites**

Mikkelsen, E. G., Høgh, A. & Puggaard, L. B., 2011.

**Forebyggelse af mobning på arbejdspladsen - en håndbog: en håndbog**

Mikkelsen, E. G. & Høgh, A., 2010, København: Det Nationale Forskningscenter for Arbejdsmiljø. 82 p.

**Organizational development as a means of increasing trust and co-operation and reducing bullying in a maximum security prison**

Mikkelsen, E. G. & Frederiksen, B., 2010.

**Prevention of bullying and destructive interpersonal conflicts at work: Using process-evaluation to identify change factors and their prerequisites**

Mikkelsen, E. G. & Høgh, A., 2010.

**Prevention of workplace bullying: a prospective intervention study**

Høgh, A., Mikkelsen, E. G. & Pedersen, J., 2010.

**Prevention of workplace bullying: a prospective intervention study**

Høgh, A., Mikkelsen, E. G. & Hansen, Å. M., 2010.

**Bullying behaviour and psychological and physiological stress reactions**

Høgh, A., Mikkelsen, E. G. & Pedersen, J., 2009.

**Bullying behaviour and psychological and physiological stress reactions**

Mikkelsen, E. G., Høgh, A. & Hansen, Å. M., 2009.

**Mobning og negativ adfærd på arbejdspladsen**

Høgh, A., Hansen, Å. M., Bloch, C., Mikkelsen, E. G., Maier, C. M., Persson, R., Pedersen, J., Giver, H. & Olsen, O., 2009 , København: Det Nationale Forskningscenter for Arbejdsmiljø. (NFA-rapport).

**Prevention of conflicts and bullying at work: An intervention study**

Mikkelsen, E. G., Høgh, A. & Olesen, L., 2008.

**Bullying, basic assumptions and symptoms of posttraumatic stress**

Mikkelsen, E. G. & Einarsen, S., 2007.

Mobning: et eller flere fænomener?

Mikkelsen, E. G., 2007, *Den stille epidemi: om mobning på arbejdspladsen*. Perlt, D. & Pedersen, K. (eds.). Socialt Udviklingscenter, p. 9-35

Mobning på arbejdspladsen: årsager og løsninger

Mikkelsen, E. G., Kullberg, K. & Eriksen-Jensen, I. L., 2007, København: FADL's Forlag. 415 p.

**Psychosocial rehabilitation of victims of bullying at work**

Mikkelsen, E. G. & Einarsen, S., 2007.

**Psychosocial rehabilitation positively affects victims' health and well-being**

Mikkelsen, E. G. & Einarsen, S., 2006.

**The way forward: Design of a 3-year prospective study on bullying and harassment in Danish workplaces**

Høgh, A., Bloch, C., Hansen, Å. M., Mikkelsen, E. G. & Ortega, A., 2006.

Is sense of coherence a mediator or moderator of relationships between violence at work and stress reactions?

Høgh, A. & Mikkelsen, E. G., Oct 2005, In: *Scandinavian Journal of Psychology*. 46, 5, p. 429-437

**A new start? Psychosocial rehabilitation of victims of bullying at work**

Mikkelsen, E. G. & Einarsen, S., 2005.

Relationships between bullying, psychosocial work environment and individual stress reactions

Agervold, M. & Mikkelsen, E. G., 1. Oct 2004, In: *Work & Stress*. 18, 4, p. 336-351

**Coping with bullying at work: Results from an interview study**

Mikkelsen, E. G., 2004.

Individual Effects of Exposure to Bullying at Work

Einarsen, S. & Mikkelsen, E. G., 2003, *Bullying and Emotional Abuse in the Workplace*. Einarsen, S., Hoel, H., Zapf, D. & Cooper, C. L. (eds.). 1 ed. Taylor & Francis, p. 127-144

Relationships between exposure to bullying at work and psychological and psychosomatic health complaints: the role of state negative affectivity and generalized self-efficacy

Mikkelsen, E. G. & Einarsen, S., Dec 2002, In: *Scandinavian Journal of Psychology*. 43, 5, p. 397-405

Basic assumptions and symptoms of posttraumatic stress among victims of bullying at work

Mikkelsen, E. G. & Einarsen, S., 2002, In: *European Journal of Work and Organizational Psychology*. 11, 1, p. 87-111

### **Bullying at work: Perceived effects on health, well-being and present job situation**

Mikkelsen, E. G. & Iversen, G. F., 2002.

### **Basic assumptions and post-traumatic stress among victims of bullying at work**

Mikkelsen, E. G. & Einarsen, S., 2001.

Bullying in Danish Work-life: Prevalence and Health Correlates

Mikkelsen, E. G. & Einarsen, S., 2001, In: *European Journal of Work and Organizational Psychology*. 10, 4, p. 393-413

Mobning i arbejdslivet: Hvorfor og for hvem er den så belastende?

Mikkelsen, E. G., 2001, In: *Nordisk Psykologi: teori, forskning, praksis*. p. 109-131

Workplace bullying: Its prevalence, aetiology and health correlates

Mikkelsen, E. G., 2001, Aarhus Universitet.

Mobning i arbejdslivet: Hvad er det og hvad ved vi om det?

Einarsen, S. & Mikkelsen, E. G., 2000, In: *Tidsskrift for Arbejdsliv*. 2, 1, p. 7-24

### **The role of victim personality in workplace bullying**

Mikkelsen, E. G. & Einarsen, S., 1999.

Tiden leger alle sår? Senvirkninger af mobbing i arbejdslivet.

Einarsen, S., Matthiesen, S. B. & Mikkelsen, E. G., 1999, University of Bergen.

## **Activities**

### **"Speak Up!": A practice-oriented research project on the prevention of Sexual Harassment (SUSH)**

Bjørkelo, B. (Speaker), Lane, L. (Speaker), Mikkelsen, E. G. (Speaker), Hedin, U.-C. (Co-author) & Nielsen, K. S. (Co-author)

30. Nov 2023

### **International research seminar on "Speak Up!": A practice-oriented research project on the prevention of Sexual Harassment (SUSH)**

Nielsen, K. S. (Participant), Mikkelsen, E. G. (Participant), Lane, L. (Participant), Pedersen, C. (Participant), Bjørkelo, B. (Participant) & Hedin, U.-C. (Participant)

24. Oct 2022

### **The 13th International Association on Workplace Bullying and Harassment HYBRID Conference**

Hovman, A. (Speaker), Mikkelsen, E. G. (Co-author), Meng, A. (Co-author) & Kristiansen, J. (Co-author)

21. Sept 2022 → 24. Sept 2022

**The 13th International Association on Workplace Bullying and Harassment HYBRID Conference**

Gamian-Wilk, M. (Speaker), Bjorkelo, B. (Co-author), Mikkelsen, E. G. (Co-author) & D'Cruz, P. (Co-author)  
21. Sept 2022 → 24. Sept 2022

**13th International Association on Workplace Bullying & Harassment Conference**

Mikkelsen, E. G. (Participant) & Nielsen, K. S. (Participant)  
20. Sept 2022 → 24. Sept 2022

**Bergen International Symposium on Workplace Bullying 2022**

Mikkelsen, E. G. (Guest lecturer) & Hovman, A. (Co-author)  
2. Jun 2022 → 3. Jun 2022

**Ekspertgennemlæsning og kommentering på "Riktlinje för förebyggande och hantering av kränkande särbehandling och mobbing i arbetslivet" for Myndigheten för Arbetsmiljökunskap i Sverige**

Mikkelsen, E. G. (Consultant)  
Dec 2020 → ...

**Forskningsseminar i Bergen Bullying Research Group**

Mikkelsen, E. G. (Guest lecturer)  
16. Dec 2019

**A case study of the management of bullying in a minimum-security prison**

Mikkelsen, E. G. (Guest lecturer)  
5. Apr 2019

**Hvordan kan vidner medvirke til at forebygge mobning?**

Mikkelsen, E. G. (Guest lecturer)  
2. Feb 2017

**Springer (Publisher)**

D'Cruz, P. (Editor), Noronha, E. (Editor), Ballien, E. (Associate editor), Catley, B. (Associate editor), Harlos, K. (Associate editor), Høgh, A. (Associate editor) & Mikkelsen, E. G. (Associate editor)  
2017 → 2018

**Stopping the rot: Insights into preventing and managing workplace bullying**

Mikkelsen, E. G. (Guest lecturer)  
2. Dec 2015

**Keynote: Ta' det onde med det gode – interventioner i sager om mobning**

Mikkelsen, E. G. (Guest lecturer)  
16. Nov 2015

**Meeting of the Nordic Bullying Research Network**

Mikkelsen, E. G. (Participant)  
2010

**Press/Media**

15 pct.

Mikkelsen, E. G.

16/11/2020

1 Media contribution



**689 underskrifter mod sexismen i dansk forskning**

Mikkelsen, E. G.

09/10/2020

1 Media contribution

**7 pct mobbes på arbejdspladsen**

Mikkelsen, E. G.

25/07/2019

1 Media contribution

**AI forebyggelse af mobning starter med os selv**

Mikkelsen, E. G.

07/03/2019

1 Media contribution

**Arbejdsmiljøekspert: Gymnasier skal skrue op for sexchikane-spørgsmål**

Mikkelsen, E. G.

10/12/2020

1 Media contribution

**Det er en myte, at kvindearbejdspladser er værst for arbejdsmiljøet**

Mikkelsen, E. G.

22/10/2020

1 Media contribution

**- Det tal er jo alt, alt for højt**

Mikkelsen, E. G.

29/09/2020

1 Media contribution

**Det usynlige problem på arbejdspladsen - og hvad du kan gøre ved det**

Mikkelsen, E. G.

26/08/2020

1 Media contribution

**Digital mobning: Onlineundervisningen gør lærerne sårbare**

Mikkelsen, E. G.

17/03/2021

1 Media contribution

**Ekspert: Der skal slås hårdt ned på konkret sexchikane - anonyme spørgeskemaer er ikke nok**

Mikkelsen, E. G.

07/10/2020

1 Media contribution

**Ekspert: DR's forsøg på at undertrykke 17-årig korpiges klage er et »dobbelt overgreb« og et »voldsomt forløb«**

Mikkelsen, E. G.

05/06/2021

1 Media contribution

**Ekspert efter afsløring i DR Pige-koret: Man kan ikke forsvare at belønne mindreårige for at klæde sig udfordrende**

Mikkelsen, E. G.

04/06/2021

1 Media contribution

**Ekspert efter TV 2-historie: Sex mellem chefer og medarbejdere kan ramme alle på arbejdspladsen**

Mikkelsen, E. G.

23/11/2020

1 Media contribution

**Ekspert: Gymnasier skal sætte sexchikane på dagsordenen**

Mikkelsen, E. G.

10/11/2020

1 Media contribution

**Ekspert om krænkelse: Branchen har et massivt problem med ledere**

Mikkelsen, E. G.

25/03/2022

1 Media contribution

**Ekspert: Jeanette Ottesen gentog en gammel myte om mobning i sin bog**

Mikkelsen, E. G.

20/10/2021

1 Media contribution

**Ekspert om Efb-kaos: Jeg frygter sygemeldinger**

Mikkelsen, E. G.

30/07/2021

1 Media contribution

**Er der mobning på din arbejdsplads?**

Mikkelsen, E. G.

17/05/2022

1 Media contribution

**Fællesskabet på arbejdet er et af de vigtigste i vores liv**

Mikkelsen, E. G.

19/10/2020

1 Media contribution

**Fire kolleger står frem: Sådan opleves den interne racisme i mediebranchen**

Mikkelsen, E. G.

26/10/2020

1 Media contribution

**Forældre spiller en rolle for opførelsen i det virtuelle klasserum**

Mikkelsen, E. G.

17/04/2021

1 Media contribution

**Gode råd: Sådan håndteres krænkelse bedst**

Mikkelsen, E. G.

22/02/2019

1 Media contribution

**God tone på arbejdspladsen**

Kristiansen, J., Mikkelsen, E. G. & Mengel, A.

01/11/2020

1 item of Media coverage

**Høj risiko for digital mobning**

Mikkelsen, E. G.

16/04/2021

1 Media contribution

**Høj risiko for digital mobning**

Mikkelsen, E. G.

15/04/2021

1 Media contribution

**Hundredvis af krænkelse er kortlagt, men det har ikke ført til handling fra bestyrelserne**

Mikkelsen, E. G.

06/11/2020

1 Media contribution

**Hver anden unge kvinde sexchikaneret i reklamebranchen**

Mikkelsen, E. G.

28/03/2022

1 Media contribution

**Julefrokost**

Mikkelsen, E. G.

17/11/2020

1 Media contribution

**Lærer ramt af eleveres cyberbullying**

Mikkelsen, E. G.

11/03/2021

1 Media contribution

**Lærer ramt af eleveres cyberbullying**

Mikkelsen, E. G.

11/03/2021

1 Media contribution

**LEDERE ER NØGLEPERSONER FOR ET TRYGT MILJØ**

Mikkelsen, E. G.

16/11/2020

1 Media contribution

**MÆND & KVINDER**

Mikkelsen, E. G.

09/10/2020

1 Media contribution

**Mænd og kvinder skal arbejde sammen - ikke hver for sig**

Mikkelsen, E. G.

12/10/2020

1 Media contribution

**Mange lærere siger ikke fra over for sexchikane**

Mikkelsen, E. G.

16/11/2020

1 Media contribution

**Mobbekspert: Stor fejl i Jeanette Ottesen-bog gemmer på vigtig læring**

Mikkelsen, E. G.

19/10/2021

1 Media contribution

**'MOBNING RAMMER DE SAMME CENTRE I HJERNEN SOM SMERTE'**

Mikkelsen, E. G.

02/04/2020

1 Media contribution

**"MOBNING RAMMER DE SAMME CENTRE I HJERNEN SOM SMERTE"**

Mikkelsen, E. G.

20/07/2020

1 Media contribution

**Mobning stopper ikke, før konflikten bag løses**

Mikkelsen, E. G.

02/08/2022

1 Media contribution

**Mytedræber: Kvindearbejdspladser er ikke værst for arbejdsmiljøet**

Mikkelsen, E. G.

15/10/2020

1 Media contribution

**Mytedræber: Kvindearbejdspladser er ikke værst for arbejdsmiljøet**

Mikkelsen, E. G.

15/10/2020

1 Media contribution

**NÅR VOKSNE MOBBER**

Mikkelsen, E. G.

17/08/2020

1 Media contribution

**Navn for navn: 689 underskrifter mod sexismen i dansk forskning**

Mikkelsen, E. G.

08/10/2020

1 Media contribution

**Nyheder 09.00 24-07-2019**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**P1 Brinkmanns Briks**

Mikkelsen, E. G.

03/03/2021

1 Media contribution

**PRM / 2.7 millioner i støtte: Forskere skal undersøge om mindfulness kan forhindre stress i virksomheder**

Mikkelsen, E. G.

17/02/2020

1 Media contribution

**PRM / 2.7 millioner i støtte: Forskere skal undersøge om mindfulness kan forhindre stress i virksomheder**

Mikkelsen, E. G.

17/02/2020

1 Media contribution

**PRM / 2.7 millioner i støtte: Forskere skal undersøge om mindfulness kan forhindre stress i virksomheder**

Mikkelsen, E. G.

17/02/2020

1 Media contribution

**PRM / 2.7 millioner i støtte: Forskere skal undersøge om mindfulness kan forhindre stress i virksomheder**

Mikkelsen, E. G.

17/02/2020

1 Media contribution

**Radiointerview**

Mikkelsen, E. G.

26/11/2020

2 Media contributions

**Så mange bliver udsat for mobning på arbejdspladsen**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Så mange har set sexchikane**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Så mange nordjyske kvinder har været udsat for sexchikane på jobbet: - Spred benene, så jeg bedre kan komme til**

Mikkelsen, E. G.

29/09/2020

1 Media contribution

**Syv procent bliver jævnligt mobbet på jobbet**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Syv procent bliver jævnligt mobbet på jobbet**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Syv procent bliver jævnligt mobbet på jobbet**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Syv procent bliver mobbet på jobbet**

Mikkelsen, E. G.

25/07/2019

1 Media contribution

**Syv procent bliver mobbet på jobbet**

Mikkelsen, E. G.

25/07/2019

1 Media contribution

**Syv procent bliver mobbet på jobbet**

Mikkelsen, E. G.

25/07/2019

1 Media contribution

**Syv procent bliver mobbet på jobbet**

Mikkelsen, E. G.

25/07/2019

1 Media contribution

**Syv procent mobbes på jobbet**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Syv procent mobbes på jobbet**

Mikkelsen, E. G.

24/07/2019

1 Media contribution

**Syv ud ti: Vi ser sexchikane på arbejdet**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Syv ud ti: Vi ser sexchikane på arbejdet**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Syv ud ti: Vi ser sexchikane på arbejdet**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Syv ud ti: Vi ser sexchikane på arbejdet**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Vi ser sexchikane på arbejdet**

Mikkelsen, E. G.

28/09/2020

1 Media contribution

**Webinar: Hvor går grænsen?**

Mikkelsen, E. G.

07/06/2021

1 Media contribution

## **International cooperation and network**

2018 - Board member, The International Association on Bullying and Harassment in the Workplace (IAWBH)

2014-2017 Member of election committee, (IAWBH)

2008-2010 Member of Nordic research network on bullying and harassment at work (supported by the Nordic Council of Ministers)

2002 - Research cooperation (projects, scientific papers, textbook chapters) with Lund University, Sweden, Bergen University, Norway, University of Maryland, USA, Open University, Netherlands, Indian Institute of Management, Ahmedabad, India, SWPS University of Social Sciences and Humanities, Wroclaw, Poland and The Norwegian Police University College, Norway

## **International cooperation and network**

2018 - Board member The International Association on Bullying and Harassment in the Workplace (IAWBH)

2014-2018 Member of the election committee of The International Association on Bullying and Harassment in the Workplace (IAWBH) together with Mieneke Pouwelse, Assistant professor at Open University, The Netherlands

2008-2010 Member of Nordic research network on bullying and harassment at work (supported by the Nordic Council of Ministers)

2008 - Member of The International Association on Bullying and Harassment in the Workplace (IAWBH)

2002 - Cooperation (projects, scientific papers, textbook chapters) with researchers at: Bergen University, Norway, Lund University, Sweden, University of Maryland, USA, Open University, Netherlands, Indian Institute of Management, Ahmedabad, India and The Norwegian Police University College, Norway

## **National cooperation and network**

2011-2017 Invited member of the recruitment panel for the Department of Communication and Psychology at Aalborg University

2009-2012: Invited member of expert monitoring group for 'Project on Rehabilitation of bullied employees and prevention of bullying at work'. Cooperation with University of Copenhagen, the Municipality Department of Health and Care in Aarhus and Specular. Grant from the Prevention Foundation

2007-2010 Invited member of expert group for projects involving the psychosocial work environment for the Danish Prison and Probation Service

2005-2007 Invited member of expert monitoring group at Social Development Centre: Project on bullying at work

2002 - Cooperation (projects, articles, book chapters) with researchers at University of Copenhagen (Department of Psychology, Department of Public Health and Department of Sociology) and The National Research Centre for the Working Environment (NRCWE)

## **Nationalt samarbejde og netværk**

2002 - Forsknings samarbejde (projekter og/eller artikler) med forskere fra bl.a. Københavns Universitet (Institut for Psykologi, Institut for Folkesundhedsvidenskab, Sociologisk Institut) og det Nationale Forskningscenter for Arbejdsmiljø

2011 - Inviteret medlem af Aftagerpanelet for Institut for Kommunikation og Psykologi ved Aalborg Universitet

2009-2011 Inviteret medlem af følgegruppe på "Projekt Rehabilitering af mobningsramte og forebyggelse af mobning på arbejdspladsen". Projektsamarbejde mellem psykologhuset Specular, Århus Kommunes Afdeling for Sundhed og Omsorg og København Universitet.

2007-2010 Inviteret medlem af Kriminalforsorgens Ekspertgruppe for projekter vedr. psykisk arbejdsmiljø

2005-2007 Inviteret medlem af følgegruppe ved Socialt Udviklings Centers projekt: Mobning på arbejdspladsen

## **Editorial work**

2016-2019 Joint section editor of section "Actors involved in bullying, harassment and emotional abuse at work" together with Elfi Baillien (KU Leuven, Belgium), Bevan Catley (Massey University, New Zealand) and Premilla D'Cruz (Indian Institute of Management, Ahmedabad, India) to be published in P.D'Cruz, E. Noronha, E. Baillien, B. Catley, K. Harlos, A. Hogh & E.G. Mikkelsen (Eds). Handbooks of Workplace Bullying, Emotional Abuse and Harassment: Pathways of Job-related Negative Behaviour (Vol 2). Springer.

## **Arbejde som redaktør af bogkapitler eller tidsskrifter**

2016-2019 Redaktør på "Actors involved in bullying, harassment and emotional abuse at work" i samarbejde med Baillien (KU Leuven, Belgium), Bevan Catley (Massey University, New Zealand) og Premilla D'Cruz (Indian Institute of Management, Ahmedabad, India). Publiceres i P.D'Cruz, E. Noronha, E. Baillien, B. Catley, K. Harlos, A. Hogh & E.G. Mikkelsen (Eds). Handbooks of Workplace Bullying, Emotional Abuse and Harassment: Pathways of Job-related Negative Behaviour (Vol 2). Springer.

## **Referee**

Ad hoc peer reviewer for European Journal of Work and Psychology, Journal of Managerial Psychology, Applied psychology - An International Review, Policing: An International Journal of Police Strategies & Management, Journal of Psychosomatic Research, International Journal of Qualitative Studies on Health and Well-being, International Journal of Environmental research, International Journal of Bullying Prevention

## **Peer-reviewer**

Ad hoc peer reviewer for internationale videnskabelige tidsskrifter som fx. European Journal of Work and Psychology, Journal of Managerial Psychology, Policing: An International Journal of Police Strategies & Management, Journal of Psychosomatic Research og International Journal of Qualitative Studies on Health and Well-being, International Journal of Environmental research, International Journal of Bullying Prevention

2017-2018 Lektor i arbejds- og organisationspsykologi ved Aalborg Universitet