



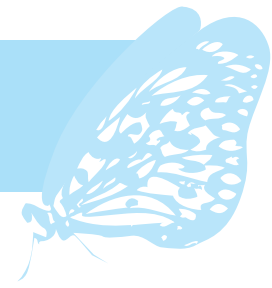
WORKPLACE BULLYING

Are you being bullied at work? Take a free assessment test – [employee](#)

BULLYING BEHAVIOURS CHECKLIST:

Does someone else regularly use these behaviours against you and your work-mates and do you use these behaviours towards others at work ?

- Shout, groan, snarl, interrupts, won't listen, impatient?
- Jiggles, points, threatens, scowls, traps you when no one is around?
- Dogmatic, patronising, arrogant, bossy?
- Gives critical personal or professional comments?
- Blame, denigrate, humiliate?
- Spread malicious rumours?
- Make fun of or use sarcasm?
- Exploit and humiliate staff publicly or privately?
- Control freak- micro-manage, intimidate?
- Ignore your verbal and non-verbal feedback,
- Lacks empathy, enjoys target's powerlessness, fear, anger and tears?
- Sabotage or prevent employees fulfilling their work requirements?
- Single out a few targets?
- Attack or exclude successful achievers?
- Bullies to show their power and maintain their status?
- Protect non-threatening, lazy but compliant employees?
- Hide their incompetencies by blaming the target for problems?
- Nice to your face but nasty behind your back?
- Bullies people with less power and sucks up to those with more?
- Uses convincing, compulsive lies?



- Bullies to hide fraud or mismanagement?
- Avoid any requests to resolve conflicts?
- Has a history of bullying behaviours?
- Denigrate workplace bullying and harassment training sessions?
- Control your work environment by bullying?
- Harass people who are emotionally or physically vulnerable or injured?

‘WHODUNIT EXERCISE’

1. The bully:

- Boss bully 1..... Bully 2..... Bully 3..... Bully 4
Bully 5.....
- Shouts, groans, snarls, interrupts, won't listen, impatient?
- Pushes, punches, hits, kicks, threatens?
- Excludes, spreads malicious rumours, threatens?
- Sends mean text messages, emails and cyber lies

2. I think that:

- The bully is fooling around and doesn't mean to upset me yes/no
- The bully enjoys hurting me yes/no
- Just follows their bully boss yes/no
- Is still a nice colleague yes/no
- Was my friend yes/no
- Bullies other staff yes/no
- Became a bully after our disagreement yes/no



3. I am bullied(fill in what applies to you)

Every day.....

Once a week.....

Once a month.....

I have been bullied at these jobs (*mention different states, countries*)

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I have been bullied for years

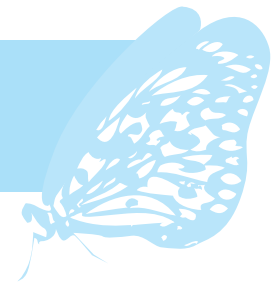
4. This is where I am bullied: draw map.....

Lunch room, open office, closed office, board room, etc?

5. This is what I say and do when I am bullied:

eg 'I try to defend myself,' 'I am too scared so I say nothing'

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6. The onlookers who witnessed the bullying...

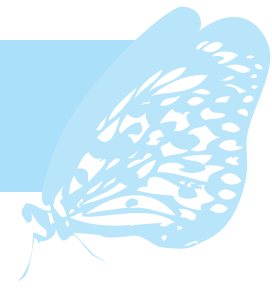
- While it was happening they did
- Employees who tried to help me were
- While it was happening my friends did
- Who else is being bullied?.....

7. I reported it to my line manager, human resources, occupational health and safety union, lawyer: *When? Where? How often?*

- These staff were helpful.....
- These staff were unsympathetic.....
- These staff tried but weren't successful
- These staff made it worse and bullied me too.....

8. What actions did your organization take?.....

- Did it validate your experience?
- Make you safe?.....
- Do nothing?.....
- Make it worse?.....



9. Have you involved your family or friends?

- I told my partner, friends and they.....
.....
- They helped me by.....
.....
- They made it worse by not believing me or
.....

10. What else is happening at your organization?

e.g. profits are down, a takeover is imminent, a new manager needs to prove himself, a culture of bullying, the organization believes bullying is profitable, their anti-bullying policies aren't implemented.

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