



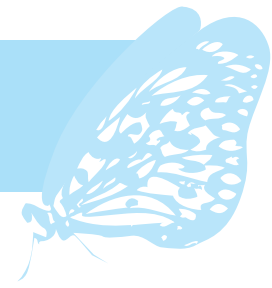
## WORKPLACE BULLYING

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)*

.....  
.....

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'*

.....  
.....  
.....  
.....



**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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