

## Are You a Workplace Bully?

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Take this assessment to find out. Then read on to learn more about why these behaviors might be considered bullying behaviors by your co-workers and peers, and what you can do to make some changes.

Be honest with yourself as you rate the statements below.

	This definitely does not describe me	This describes me a little bit, or sometimes	Yes, this definitely describes me
I am easily frustrated by the shortcomings of others.	1	2	3
I don't really think about how other people might feel if I do or say hurtful things.	1	2	3
I yell at people at work sometimes.	1	2	3
Arguments are about winning.	1	2	3
If a co-worker is not performing to my standards I will point it out without sugarcoating it or first sharing something they are doing well.	1	2	3
I am definitely one of the most competent person in my workplace.	1	2	3
When people make mistakes I let them know right away, and to be honest, am fairly blunt about it.	1	2	3
I am a micromanager, because the people I work with can't be trusted to the work to my standards.	1	2	3
There is no need for performance conversations to address what is being done right; the employee simply needs to know what is wrong, and that they need to fix it.	1	2	3
I tell people they are doing a good job once a month or less.	1	2	3
If someone is talking and I don't think their view matters, I just stop listening and I don't ask questions.	1	2	3

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I am guilty of talking badly about peers to higher-ups.	1	2	3
I don't really pay attention to nonverbal signals.	1	2	3
I notice I get frustrated when people don't see the problem or solution (or vision, or issues, or whatever it is) that I see.	1	2	3

Now add up your score: \_\_\_\_\_

**14-20: You are not a workplace bully.** It seems you understand the work environment well, you know that relationships are important, and you are a great communicator. Co-workers likely respect you a lot, and enjoy working with you.

**21-32: You might sometimes be aggressive.** You may exhibit some aggressive behaviors at work, and should consider alternative behaviors to get your needs met. Remember that healthy relationships at work are important to the organization's goals and success, and to your ability to be a good manager.

**33-42: There's a good chance others perceive you as a workplace bully.** Your behavior is disrupting the workflow, keeping employees from performing at their best, and causing the people around you some major hurt. It's time to really re-think how you deal with people at work. Food for thought: What's your communication like at home.