

CEO's and HR:
Is It Time to Address Bullying Behavior?

Check yes or no below:

Do you worry about whether the abrasive leader will go too far?

- Yes
- No

Do other people spend time worrying about the leader and their behaviors? *(FYI, People who experience bullying at work spend 52% of their day talking about it; Canadian Safety Council.)*

- Yes
- No

Have employees made complaints about the behavior, either formal or informal?

- Yes
- No

Have you received complaints from clients?

- Yes
- No

Cost of lost client(s):

Have people transferred departments or changed career tracks to avoid the abrasive leader?

- Yes
- No

Do people on the abrasive leader's team call in sick often?

- Yes
- No

Sick pay paid out in the department:

Has overtime increased as a result of unreasonable work demands?

- Yes
- No

Overtime cost of direct reports:

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Is harassment prevention on your mind right now?

- Yes
- No

Does the thought of telling the abrasive leader that he or she is perceived as too abrasive leave you feeling scared or intimidated?

- Yes
- No

Have other people used words like, "intimidated," "frightened," "trapped," etc, when describing the abrasive leader?

- Yes
- No

Have you heard about, witnessed, or been on the receiving end of any one of the following:

- Aggressive communication (e.g., intimidation, yelling, invasion of space, offensive remarks, threats, nasty emails, etc)
- Humiliation (e.g., public reprimands, gossip, hazing, ignoring peers, cyberbullying, etc)
- Manipulation (e.g., removing tasks imperative to the job, unmanageable workloads, withholding information, isolation from the team, etc)

Has anyone left the organization recently because of bullying behaviors?

- Yes
- No

Calculate Turnover Cost (Each employee's salary x .3):

Scoring:

If you checked yes to even one of the questions above, you **have to address the behavior**. While abrasive leaders can be valuable to your organization because they are high performers, they can cost much more in lost productivity, lowered morale, and turnover, to name a few. If employees aren't thriving, neither will your organization.

And, if you're worried about sexual harassment right now, not stopping the legal, bad behaviors shows employees you don't care about behavior at all. Not stopping abrasive leadership is inviting your employees to tell an attorney, rather than you, about illegal harassment.

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