

Bully Target Self Assessment

BULLY TARGET SELF ASSESSMENT

This assessment will help you determine the level of bullying in your work place.

Mark the box that reflects your response for each question.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Does this person:							
	Stop you from joining or attending meetings?						
	Ignore or cancel requests for meetings or feedback?						
	Prohibit discussion of salaries or working conditions with other workers?						
	Separate you from co-workers by insisting you work when they are at lunch or on break?						
	Cut off support by physically isolating you from co-workers similar to you in important ways (example: other woman, people of same race, etc.)?						
	Isolate you from others who are also angry about the abuse?						
	Cut you out of communication loop?						
	Suggest isolating or excluding you to others in the workforce?						
	Make up rules and policies without informing you?						
	Limit resources required to accomplish your job (materials, personnel, tools, etc.)?						
	Assign meaningless tasks?						
	Purposely exclude you from group calendars, org publication or charts?						
	Inconsistently apply rules differently with you than co-workers?						
	Isolate you in other ways?						
	Repeatedly threaten to fire, demote or transfer you without provocation?						
	Threaten to hit or hurt you or your family?						
	Hint that he/she will reveal something you've confided if you don't do certain things?						
	Say he/she will deprive you of important responsibilities unless you comply with his/her demands?						
	Imply you'll be sorry if you don't do exactly what he/she wants, down to the finest detail?						
	Tell you about the terrible consequences to him/her or the organization if you resign?						
	Threaten you'll lose your job unless you do physical work that endangers you or that is impossible for you because of known disabilities?						
	Shout, pound the desk, raise a fist, slam doors or talk nonstop to frighten you into submission?						
	TOTAL						

		Mark the box that reflects your response for each question.					
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Does this person:							
	Imply that you could "never make it on your own" but that if you stick with him he'll move you up the ladder?						
	Threaten you?						
	Call you names like "stupid," "idiot," or "crazy?"						
	Ignore your ideas and then accept them from another co-worker or someone else who has more status or power than you?						
	Order you to do things you are ashamed of (example: lie to inspectors, distort sales claims, and withhold information from clients)?						
	Criticize you in front of other workers, customers or the public?						
	Plagiarize or put his/her name on your work or presentations?						
	Tell you no one else would hire you?						
	Criticize your ideas, but take credit for them if accepted or praised?						
	Ask intrusive personal questions about your family, social life or sex life?						
	Prevent you from having privacy for personal or physical care (example: bathroom use)?						
	Shout or raise his/her voice to humiliate you publicly?						
	Check and recheck all your work beyond what's necessary for the job, repeatedly questioning petty details or your judgment?						
	Deliberate attempt to embarrass you?						
	Deliberately give incorrect directions about how to perform a task, and then ridicule your failure?						
	Share information that you intended to keep private?						
	Repeatedly sigh, frown, or roll eyes when you are speaking or giving presentations?						
	Indicate disrespect and imply or 'telegraph' disrespect to peers and subordinates?						
	Blame you for all errors?						
	Insult you or put you down?						
	Discount your accomplishments?						
	Question your ability?						
	Set unnecessary, arbitrary and impossible deadlines?						
	Assign you all the 'dirty' repetitive dangerous or unchallenging work, or the least rewarding work stations, instead of only your share?						
	Insist you do work that is someone else's responsibility?						
	Assign tasks he/she knows you haven't learned to do, and refuse to provide instruction?						
	TOTAL						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Routinely insist that work be accomplished in impossible amounts of time?						
Make other unreasonable demands?						
Take credit for your production, work or ideas?						
Does this person:						
Arbitrarily change agreements without consulting or negotiating with you?						
Demand compliance and loyalty to him/her when you make complaints about work?						
Say his/her recommendation, or lack of it, can make or break you in this company?						
Require you, more than others, to work in potentially dangerous surroundings without proper safety protection?						
Become irate over issues that others find simply annoying or inconvenient?						
Insist you get his/her approval even for small decisions?						
Keep you late at work, talking about work or unrelated personal subjects?						
Repeated claim he could do your job better than you can?						
Demonstrate power over you?						
DO YOU:						
Feel like you're walking on eggshells around a supervisor or co-worker?						
Worry about this person's moods feel anxious about or afraid of his/her ever-changing reactions to you or your work?						
Feel anxious about your faults, even though you didn't feel that way before you took this job?						
Worry about whether this person will approve of unimportant things, such as the appearance of your desk?						
Worry that this person will yell at you, or act in an angry, punishing or unexplained critical manner?						
Work so hard to please that you feel exhausted and find it hard to recover, even on days off?						
Often feel sick, especially on work days, even though no signs of physical illness exist?						
Feel less competent to perform job tasks than you used to?						
Drink or smoke markedly more than you did before this job?						
Feel so worn out from the job, or distracted by it even on days off that you don't have time for friends, family, fun or personal projects?						
Generally feel tired or less able to do things than you did before this job?						
TOTAL						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Since you began work at this job or for this person are you:						
Sleeping too much or too little, awakening in the middle of the night?						
Having nightmares about work?						
Gaining or losing a significant amount or weight unintentionally?						
Are you experiencing:						
Headaches						
Stomach or digestive problems?						
Back, neck or shoulder pain?						
Allergies?						
Menstrual pain or PMS?						
Hyperventilating or breathlessness?						
Hives or a rash?						
Are you:						
Crying more or unexpectedly?						
Experiencing higher blood pressure?						
Developing ulcers?						
Feeling exhausted and always tired?						
Finding your friendships and/or intimate relationships suffered because of work?						
More cynical or needlessly distrustful?						
RATING COLUMN TOTALS						

<http://webpages.charter.net/creeknews/bully/>