Does your organization foster bullying?

Bullying behaviors often occur when the organization allows them to. Take this assessment to find out if your workplace fosters a culture of workplace bullying.

Circle yes or no for each of the following questions.

1.	Does your organization acknowledge or give awards for effective communication skills?	Yes	No
2.	Do company meetings start with an open forum, where people are allowed to openly share ideas, thoughts, questions, and concerns?	Yes	No
3.	Are bonuses and other rewards directly related to positive evaluations of communication and interpersonal skills?	Yes	No
4.	During training sessions, does your organization promote and emphasize a culture of respect and civility?	Yes	No
5.	Is your team generally collaborative, where everyone feels free to offer suggestions and information to make projects successful?	Yes	No
6.	Are yours and other employee evaluations focused on strengths and opportunities for growth?	Yes	No
7.	Do your managers encourage employees to think for themselves, and trust employees to make the right decisions?	Yes	No
8.	Does your organization provide training and other types of programs that focus on topics such as interpersonal skills, leadership, and teamwork?	Yes	No
9.	Have you or a coworker made a complaint to your manager that you were being treated disrespectfully, only to be dismissed?	Yes	No
10.	Is there unhealthy competition among staff?	Yes	No
11.	Is your organization going through stressful organizational changes?	Yes	No
12.	Does your organization strictly enforce and follow rules, policies, and guidelines in order to do *anything*?	Yes	No
13.	Do employees spend a lot of time complaining about "the way it is around here" or about management?	Yes	No
14.	Are you and your co-workers generally stressed out about short deadlines, impossible workloads, and other types of workplace stressors?	Yes	No
15.	Have you seen others yelled at, attacked, ridiculed, or made to look stupid without any intervention from management to get the behavior to stop?	Yes	No
16.	Is feedback from your manager usually focused on what you're doing wrong, instead of what you are doing right? Does this feedback lack suggestions for improvement?	Yes	No

Take a look at your answers. If you answered "no" to any of questions 1–8, or "yes" to any of questions 9–16, it is very possible your organization is allowing bullying to thrive. You can use this assessment as a checklist in terms of where to begin in creating your positive workplace

Organizations that focus on respect, civility, collaboration, innovation, and positive internal relationships generally would not allow bullying. Organizations that have a highly competitive environment and leaders who do not step in when someone is being disrespectful probably have bullying. Organizations that focus only on what is being done wrong and how to fix it, and think about the bottom line more their most valuable asset—employees—likely foster a workplace where bullying is just a normal way of life.

(Please note that this assessment cannot and should not replace a corporate culture assessment or communication audit completed by a trained consultant. This assessment is meant to help you gauge what part your management and workplace culture might play in the issue of workplace bullying, but only an experienced consultant can conduct a climate assessment to determine where and why bullying behaviors occur.)

Reprinted from the book, BACK OFF! Your Kick-Ass Guide to Ending Bullying at Work, by Catherine Mattice and EG Sebastian, with a foreword by Ken Blanchard.

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