

## Does Your Organization Foster a Culture of Workplace Bullying?

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Bullying behaviors often occur because the organizational culture 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 regularly acknowledge and reward effective communication skills?	Yes	No
2. Does your organization regularly celebrate successes? Even the little ones?	Yes	No
3. Does your organization provide regular manager and supervisor training on how to “do” performance management?	Yes	No
4. Have managers been provided with tools to coach negative employee behavior?	Yes	No
5. Do staff meetings start with an open forum, where people are allowed to share ideas, thoughts, questions and concerns?	Yes	No
6. Does your organization regularly provide training programs under the umbrella of respect and civility (e.g., interpersonal skills, teamwork, professionalism, diversity, etc)?	Yes	No
7. Is leadership transparent about their support for a healthy workplace?	Yes	No
8. Is there a general sense of collaboration, where everyone feels free to offer suggestions and information without backlash?	Yes	No
9. Do your managers encourage employees to think for themselves, and trust employees to make the right decisions?	Yes	No
10. Does your organization keep competition among employees at bay (avoid having a highly competitive sales team, for example)?	Yes	No
11. Does the C-Suite communicate regularly with all levels in the organization?	Yes	No
12. Do employees talk about “the way it is around here” in a positive light?	Yes	No
13. Is feedback usually focused on what’s being done right, instead of what’s being done wrong?	Yes	No
14. Do your performance evaluation forms define effective communication skills?	Yes	No
15. Do performance evaluation forms <i>require</i> managers to provide goals, resources, timelines and other items for problem areas in performance?	Yes	No

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16. If an employee, supervisor or manager gets a low score on their performance evaluation for communication, are they placed on an improvement plan?	Yes	No
17. Do you have a Healthy Workplace policy or an Anti-Bullying policy in place?	Yes	No
18. Do your corporate values match the values of your employees?	Yes	No
19. Would you say your organization has a strong culture that everyone knows and can describe easily?	Yes	No
20. Do your peers and colleagues speak with a positive tone of voice and use positive language?	Yes	No

### Results

Hopefully you answered “yes” to all of the questions! If you did, it is likely your organization is free and clear from any bullying behaviors (though human behavior is never predictable).

If you answered “no” to some of the questions, then those are possibly opportunities for improvement. Take a closer look at those items and decide if they might evolve into action items for you. Are those things you can implement to make a difference in your organization’s culture?

*Please note that this assessment cannot and should not replace a corporate culture assessment completed by a trained consultant. This assessment is meant to help you gauge what part your 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.*

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