



# CEOs and HR: Is it Time to Address Bullying Behavior?

## CHECK YES OR NO BELOW:

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

Yes

No

2. 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

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

Yes

No



4. Have you received complaints from clients?

Yes

No

Cost of lost client(s):

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

Yes

No

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

Yes

No

Sick pay paid out in the department:

7. Has overtime increased as a result of unreasonable work demands?

Yes

No

Overtime cost of direct reports:

8. 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

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

Yes

No



10. 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)

11. Has anyone left the organization recently because of bullying behaviors?

- Yes
- No

## SCORING

**If you checked yes to even one of the questions, 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.**



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