

ABRASIVE LEADER



ASSESSMENT

Abrasive leaders, also known as “workplace bullies,” engage in aggressive behavior because they are truly unaware that their actions cause so much damage to those around them.

This lack of awareness is the reason your conversations about behavior change aren’t working. They discount your feedback, or think employees are incompetent.

This assessment is designed to evaluate abrasive leadership behavior and its presence within your organization. The goal is for you to gain a better understanding of the dynamics at play within your team.

1. What behaviors are they displaying? Check all that apply.

- | | |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Frequently raises their voice | <input type="checkbox"/> Misses opportunities to uplift/help others |
| <input type="checkbox"/> Uses harsh language (e.g., cussing, name-calling) | <input type="checkbox"/> Makes inappropriate or offensive comments or jokes |
| <input type="checkbox"/> Blows things out of proportion/exaggerates | <input type="checkbox"/> Dominates conflicts |
| <input type="checkbox"/> Lashes out | <input type="checkbox"/> Overly critical, or criticizes without offering constructive guidance |
| <input type="checkbox"/> Reacts angrily or aggressively to others’ mistakes | <input type="checkbox"/> Attacks the critic when given constructive criticism |
| <input type="checkbox"/> Harsh/aggressive tone of voice | <input type="checkbox"/> Rarely considers others' opinions; makes unilateral decisions |
| <input type="checkbox"/> Condescending or belittling tone of voice | <input type="checkbox"/> Focuses on blaming others rather than solutions |
| <input type="checkbox"/> Harsh/aggressive body language (e.g., intimidating facial expressions, slamming hand on desk) | <input type="checkbox"/> Operates with rigidity (e.g., follows rules to the detriment of relationships or productivity, hyper-focused on solving an issue or a very specific output) |
| <input type="checkbox"/> Unable to control/maintain emotions | <input type="checkbox"/> Reactions are unpredictable |
| <input type="checkbox"/> Distant or cold | <input type="checkbox"/> Lacks self-awareness about their impact on others |
| <input type="checkbox"/> Unforgiving; shuts people out if they engage in a perceived transgression | <input type="checkbox"/> Gives untimely feedback that causes stress |
| <input type="checkbox"/> Dismissive of people or their ideas | <input type="checkbox"/> Uses punitive and/or inconsistent punishment, whether formal or informal |
| <input type="checkbox"/> Publicly shames others | <input type="checkbox"/> Perceived as not genuine, or even manipulative |
| <input type="checkbox"/> Shows favoritism | <input type="checkbox"/> Bends rules for themselves or their team |
| <input type="checkbox"/> Judges others harshly; unrealistic expectations | |
| <input type="checkbox"/> Gossips; makes exaggerated or false statements | |

2. How long has this been going on?

- | | |
|------------------------------------------|-----------------------------------------|
| <input type="radio"/> Less than 6 months | <input type="radio"/> 1 to 3 years |
| <input type="radio"/> 6 months to 1 year | <input type="radio"/> More than 3 years |

3. What consequences have been given to date?

- Leader is on a formal performance improvement plan
- Leader is on an informal performance improvement plan
- Conversations have been held, but no disciplinary actions have been taken
- There have been no conversations or consequences
- Other: _____

4. Have you noticed any decline in team performance or productivity linked to this leader's behavior?

- Yes
- No

5. Is there a noticeable trend in employee turnover or increased absenteeism within the leader's team?

- Yes
- No

6. Is there a clear and safe channel for team members to report issues related to the leader's behavior?

- Yes, there is a formal reporting system
- Yes, but it's not formalized
- No, there isn't a clear channel

7. Does the leader's direct boss have strong ability to help this leader make change?

- Yes, the boss has been working with this leader for a while and we're seeing positive change
- The boss is working with the leader but we haven't seen much change in their behavior
- The boss has had a minimal number of conversations with the leader and we haven't seen much change in their behavior
- The boss hasn't addressed the leader or the need for behavior change

8. Has an investigation for a hostile work environment been conducted?

- Yes, recently
- Yes, in the past
- No

9. Where does change in this leader's behavior fall on your priority list?

- Less important
- Important
- Most important

10. If you hired a coach to help this leader, how much time would you be willing to invest in their success?

- We'd like to have minimal involvement
- Moderate involvement, we understand this behavior needs our attention
- Full involvement, we will do whatever we need to address this issue

Workplace bullying and other negative behaviors can take a toll on the heart of your organization – employees.

Employees that are targets or witnesses of workplace bullying can suffer from anxiety, stress, depression and other serious health problems such as high blood pressure and heart disease.

Consider your answers above and present your case to your CEO or decision makers.

Contact us if you'd like to discuss leadership coaching or training for your whole team.



**PLEASE EMAIL US AT INFO@CIVILITYPARTNERS.COM
OR CALL AT [858-598-3416](tel:858-598-3416) WITH ANY QUESTIONS.**

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