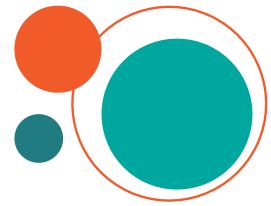


# Bullying Behavior Assessment

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Read the items below. For each item, indicate if you personally experienced, only witnessed the behaviors, or both experienced and witnessed. Then, using the Likert Scale 1 - 3, circle the appropriate response that best represents your experience.

1 – Never    2 – Sometimes    3 - Frequently

Have you experienced or witnessed these behaviors?		Experienced	Witnessed
1.	Being yelled at, criticized, or cursed at in front of others	1 2 3	1 2 3
2.	Being mocked or having a nurse roll his or her eyes	1 2 3	1 2 3
3.	Receiving an uneven workload assignment, seemingly based on favoritism	1 2 3	1 2 3
4.	Having a co-worker break confidence by sharing private or embarrassing information	1 2 3	1 2 3
5.	Having a co-worker withhold information, leading to a negative impact on performance	1 2 3	1 2 3
6.	Being excluded by certain nurses from routine lunches, celebratory, or social events	1 2 3	1 2 3
7.	Having accomplishments downplayed, such as awards, advanced degrees	1 2 3	1 2 3
8.	Being ignored or given the silent treatment by certain nurses	1 2 3	1 2 3
9.	Seeing nurses treated nicely to their faces but mocked or insulted behind their backs	1 2 3	1 2 3
10.	Hearing nurses name calling, making ethnic slurs, jokes, or inappropriate sexual comments	1 2 3	1 2 3
11.	Being micromanaged and repeatedly reminded of your mistakes	1 2 3	1 2 3
12.	Being the target of gossip or false rumors	1 2 3	1 2 3
13.	Receiving threats of physical violence	1 2 3	1 2 3
14.	Being retaliated against for speaking up or not following the crowd	1 2 3	1 2 3
15.	Being made to feel stupid or incompetent	1 2 3	1 2 3
<b>TOTAL</b>			

Enter the total number of behaviors you've EXPERIENCED here: \_\_\_\_\_  
 Mild = 15-24 | Moderate = 25-35 | Severe = 36-45

Enter the total number of behaviors you've WITNESSED here: \_\_\_\_\_  
 Mild = 15-24 | Moderate = 25-35 | Severe = 36-45

The first step to stopping the cycle of bullying is to **RECOGNIZE** bullying behaviors!

For more anti-bullying tools and resources,  
 go to [www.nursesdonoharm.com](http://www.nursesdonoharm.com)



rtconnections  
**DO NO HARM applies to nurses too!**