

WHAT IF THE BULLY IS YOU?

Using the Likert Scale below, please read and answer the questions below. You will get the best result if you are honest! Then, using the Likert Scale 1 - 3, circle the appropriate response that best represents your experience.

1 – Never 2 – Sometimes 3 - Frequently

In my work environment...		Experienced
1	I roll my eyes or make mean faces behind other people's backs	1 2 3
2	I enjoy confrontations with people I know I can dominate	1 2 3
3	I talk about other people in negative ways when they are not around	1 2 3
4	I have purposely not invited somebody to a work party or event	1 2 3
5	I have made fun of others because they are different	1 2 3
6	I go out of my way to help some of my co-workers but not others	1 2 3
7	If I'm in charge, I deliberately give the easier assignments to nurses I like	1 2 3
8	I justify behaviors that help new nurses "toughen up"	1 2 3
9	I sometimes ridicule a new or inexperienced co-worker	1 2 3
10	Sometimes I make people cry at work	1 2 3
11	Other people seem unreasonably upset by the things I say or do	1 2 3
12	I think most of my co-workers are incompetent	1 2 3
13	Other people seem scared to give me their opinions	1 2 3
14	New or inexperienced nurses rarely ask me for help more than once or twice	1 2 3
15	I've been told that I intimidate other people	1 2 3
TOTAL		

If you answered sometimes or frequently to one or more questions, you are displaying behaviors that **could be** considered bullying if repeated over time. Remember, the first step to success is self-awareness. The second step is adapting your behavior.

"Be the change you want to see in the world."
-Mahatma Gandhi

For more anti-bullying tools and resources, go to reneethompsonspeaks.com

