



Workplace Bullying Awareness

Presented by:



What is workplace bullying?

Bullying is usually seen as acts or verbal comments that could "mentally" hurt or isolate a person in the workplace.

Bullying usually involves repeated incidents or a pattern of behaviour intended to intimidate, offend, degrade or humiliate.

Employers have a general duty to protect employees from risks at work.

Adapted from the Canadian Centre for Occupational Health and Safety

Creating awareness about bullying

Bullying behaviour = Perception vs Intention

Targets of bullying = Checking Assumptions

Bystander influence = Moral Courage

Agreement document = developing norms

But I never meant it that way...

PERCEPTION VS INTENTION

Perception vs Intention

**How do you interact with others
when you are frustrated at work?
What would they see or hear?**

Perception vs Intention

What could be an alternative approach to managing frustration at work, that would be less likely interpreted as bullying?

Perception vs Intention

**What would you see or experience
to indicate that someone
was weak in character?**

Perception vs Intention

**What would you see or experience
to indicate that someone
was strong in character?**

Perception vs Intention

**How do you interact
with the person you perceive to be
the weakest on your work team?**

Perception vs Intention

**How might you interact differently
with a person you perceive to be
strong and confident?**

Perception vs Intention

When do you raise your voice at work?

Perception vs Intention

**When are you more passionate or animated?
What might that look like to others?**

Perception vs Intention

**When do you refuse or avoid
engaging with others at work?**

Perception vs Intention

**When do you expect people to
simply follow directions
and when do you invite collaboration?**

They are out to get me...

CHECKING ASSUMPTIONS

Checking Assumptions

How do you prefer to receive critical feedback?

Checking Assumptions

**When do you feel that criticism
crosses the line into harassment?**

Checking Assumptions

What do you feel is an appropriate way to express frustration at work?

Checking Assumptions

How do you react when your boss or co-workers are frustrated at work?

**How do you respond
to the negativity of others?**

Checking Assumptions

**When do you feel good-natured teasing
crosses the line?**

**What do you feel constitutes
disrespectful behaviour from a manager?**

Checking Assumptions

In cases where you have experienced or witnessed bullying, what could the bully say or do differently for you to believe the bullying behaviour is no longer happening?

Respectful confrontations...

MORAL COURAGE

Moral Courage

When you see someone yelling at a co-worker do you intervene, ignore it, or just stand there?

**Would your response be different
if the person who's yelling
is a senior leader?**

**What are the thoughts and emotions
you might have after witnessing
a bullying incident at work?**

What could we as a group decide is a respectful but direct response to emotionally intense behaviours?

Have the team create their own...

WORKING AGREEMENT

Team interaction agreement

All conversations are one-on-one and confidential.

Only themes and patterns that are part of a majority consensus will be included.

There is no reporting of who did what or negative statements.

Include a process for when someone does not comply.

Process for developing an agreement about team interaction

What is already good about how people interact in this workplace?

Process for developing an agreement about team interaction

What needs to happen differently to make this a place where you are supported to do your best work every day?

Process for developing an agreement about team interaction

What are you personally willing to do differently or continue to do to contribute to great working relationships with everyone?

Process for developing an agreement about team interaction

**What should occur
when someone is unable or unwilling
to honour the agreements
that come from this process?**

Just one more thing...

**What will you now do differently,
as a result of what we have discussed today?**

Creating awareness about bullying

Want to learn more?

For free tools and printable resources, visit:
www.workplacestrategiesformentalhealth.com

