



Workplace Bullying Questionnaire

Workplace bullying comes in many forms which may make it difficult to know if you are being targeted. Sometimes it's not until you see a list of behaviours perpetrated against you that you realize you are the target of a workplace bully. The following questionnaire is not a comprehensive list, however it outlines the most common that bullies used against their chosen targets. Read through each statement and select which apply to you.

1. You are taunted where the intention is clearly to embarrass, intimidate and humiliate.
2. You are subjected to disparaging remarks about your work or personal life.
3. You have false concerns raised about your performance, or your ability to do your job.
4. Your manager or another staff subject you to excessive monitoring or micro-management.
5. You are increasingly being overloaded with work making it difficult to achieve your targets.
6. Your work is being plagiarized intentionally or the credit for your work is being stolen.
7. Your responsibilities are being increased but your authority removed.
8. Your normal work is being removed and replaced with inappropriate and/or menial jobs.
9. You are undermined and humiliated in front of others.
10. You are unfairly blamed, accused or feel like your character is being assassinated.
11. You are treated differently from the remainder of your colleagues.
12. You are excluded (i.e.: not invited to meetings, left off important emails).
13. You are denied the resources necessary for completing your work and achieving you goals.
14. You are given unrealistic goals, which are then changed without notice or reason.
15. You are asked for explanations, which are then ridiculed, overruled, dismissed or ignored.
16. You receive instructions only via memos, emails, or a series of notes.
17. You are punished with the silent treatment (i.e.: you are avoided, no eye contacts).
18. You are frequently denied support by your management.



Project Millie is an organization dedicated to bringing visibility to workplace bullying. We share personal stories, help start conversations and advocate for positive change.

If you repeatedly experience any of the statements above you may be the target of a workplace bully. If you are not already keeping a diary of the incidents, now is the time to start. Include details such as date, time, what occurred, the names of those involved and those of any witnesses.

Workplace bullying matters can be complex to navigate and the outcomes of speaking out can vary by organization. When faced with workplace bullying concerns it is worthwhile to consider the different options available to you, including: employer resources (i.e.: Manager, Human Resources, policies), employee assistance program (EAP), union representative, independent legal assistance, or mental health care professional.

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