



Workplace Bullying Assessment/Quiz

Based upon the Workplace Aggression Research Questionnaire (WAR-Q)
March 24, 2008

Instructions: This is a screening test to help you determine whether you might have been involved in workplace aggression or bullying. Use this assessment to determine if you're a victim of bullying. Occasional insults don't count. Bullying occurs when the behavior has occurred consistently during the past six months. *Circle the number that corresponds to each answer. After answering all the questions, add up all circled numbers; this total is your assessment score.*

1. Been glared at in a hostile manner?

- No 0
- Sometimes 1
- Regularly 2

2. Been excluded from work-related social gatherings?

- No 0
- Sometimes 1
- Regularly 2

3. Had others storm out of the work area when you entered?

- No 0
- Sometimes 1
- Regularly 2

4. Had others consistently arrive late for meetings that you called?

- No 0
- Sometimes 1
- Regularly 2

5. Been given the "silent treatment"?

- No 0
- Sometimes 1
- Regularly 2

6. Not been given the praise for which you felt entitled?

- No 0
- Sometimes 1
- Regularly 2

7. Been treated in a rude or disrespectful manner?

- No 0
- Sometimes 1
- Regularly 2

8. Had others refuse your requests for assistance?

- No 0
- Sometimes 1
- Regularly 2

9. Had others fail to deny false rumors about you?

- No 0
- Sometimes 1
- Regularly 2

10. Been given little or no feedback about your performance?

- No 0
- Sometimes 1
- Regularly 2

11. Had others delay action on matters that were important to you?

- No 0
- Sometimes 1
- Regularly 2

12. Been yelled at or shouted at in a hostile manner?

- No 0
- Sometimes 1
- Regularly 2

13. Been subjected to negative comments about your intelligence or competence?

- No 0
- Sometimes 1
- Regularly 2

14. Had others consistently fail to return your telephone calls or respond to your memos or e-mail?

- No 0
- Sometimes 1
- Regularly 2

15. Had your contributions ignored by others?

- No 0
- Yes 1
- Not Applicable 0

16. Had someone interfere with your work activities?

- No 0
- Sometimes 1
- Regularly 2

17. Been subjected to mean pranks?

No 0
Sometimes 1
Regularly 2

18. Been lied to?

No 0
Sometimes 1
Regularly 2

19. Had others fail to give you information that you really needed?

No 0
Sometimes 1
Regularly 2

20. Been denied a raise or promotion without being given a valid reason?

No 0
Sometimes 1
Regularly 2

21. Been subjected to derogatory name calling?

No 0
Sometimes 1
Regularly 2

22. Been the target of rumors or gossip?

No 0
Sometimes 1
Regularly 2

23. Shown little empathy or sympathy when you were having a tough time?

No 0
Sometimes 1
Regularly 2

24. Had co-workers fail to defend your plans or ideas to others?

No 0
Sometimes 1
Regularly 2

25. Been given unreasonable workloads or deadlines -- more than others?

No 0
Sometimes 1
Regularly 2

26. Had others destroy or needlessly take resources that you needed to do your job?

No 0
Sometimes 1
Regularly 2

27. Been accused of deliberately making an error?

No 0
Sometimes 1
Regularly 2

28. Been subjected to temper tantrums when disagreeing with someone?

No 0
Sometimes 1
Regularly 2

29. Been prevented from expressing yourself (for example, interrupted when speaking)?

No 0
Sometimes 1
Regularly 2

30. Had attempts made to turn other employees against you?

No 0
Sometimes 1
Regularly 2

31. Had someone flaunt his or her status or treat you in a condescending manner?

No 0
Sometimes 1
Regularly 2

32. Had someone else take credit for your work or ideas?

No 0
Sometimes 1
Regularly 2

33. Been reprimanded or "put down" in front of others?

No 0
Sometimes 1
Regularly 2

Total = _____

Scoring Interpretation:

If you scored...	Then...
34 & up	Serious Bullying Likely
17 - 33	Bullying Likely
16 - 12	Bullying Possible
0 - 11	Bullying Unlikely

Source: Neuman, J. H., & Keashly, L. (2004, April 4). *Development of the Workplace Aggression Research Questionnaire (WAR-Q): Preliminary data from the Workplace Stress and Aggression Project*. In R. J. Bennett & C. D. Crossley (Chairs), *Theoretical advancements in the study of antisocial behavior at work*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.