

## Am I A Bully?



These questions are intended to stimulate thought, discussions, and self-discovery. Only you can determine if you are or have been a bully. Take it slow for these can be difficult questions to work through. Ask for feedback and support if needed. If you are willing to explore these sections, this experience will help you find your answers and much more. Awareness and personal growth is for you. No matter what the answer is, those around you will appreciate your courage of seeking.

- Do you yell, raise your voice, or swear at your staff or colleagues? Often? Are you able to apologize (be authentically accountable) and correct/learn from this behaviour? Do you ask or expect your staff to be accountable and then avoid being accountable yourself?
- Do you ignore, dismiss, or exclude a staff or staff members? Do you abuse your staff with insults - stated or implied? Do you talk negatively about your staff behind their back? Do you talk to specific staff about their colleagues?
- Do you have favourite staff and is it obvious? Have people complained?
- Do your staff 'walk on eggshells' around you? Are you alright with this? Do you treat your clients differently than you do your staff? i.e.: express empathy, offer positives?
- Does staff respond confidently to you and do they appear to feel free to act like themselves with you? Are they quiet or closed in meetings? Do you prefer it this way?
- Do you 'win' discussions with statements like: "I'm the boss", "I'm the owner", or "I am the expert around here". Have you been told you behave or communicate in passive aggressive ways? Is your most often used management tool to: threaten? Intimidate? Or to use subtle acts of oppression?
- Do staff members make complaints about you? Is there any consistency in complaints or themes? Do you want to make things better for them? Do you care about the impact of your behaviour on staff? Are you transparent in your leadership and decisions? If not, why not?
- If someone rubs you the wrong way, questions you or disagrees with you, do you feel resentful and plan to somehow get even?
- Do you 'feel the need' to control? (Most of the time?)
- Do you often feel inadequate? Are you threatened when staff has answers that you don't? Or, if they are more skilled in some areas than you?
- Are you part of a clique that dismisses or avoids others? Are you willing to invite others in occasionally? Is there safety in your clique? Are you willing to step outside of your clique? What is this really about?

***If you need professional support call ABRC Inc. Linda Crockett 780-965-7480***