

Workplace Aggression Questionnaire

Are you getting verbally or emotionally abused at work? The following *Workplace Aggression Research Questionnaire* was developed by researchers from the State University of New York in New Paltz.

How to take it:

Don't think of it as a typical test where you total points, and check the score to get an answer. This is meant to get you to think about what happens at work, to put it in context.

Please note:

We are not talking about rare and isolated incidents. Think about behaviors that have occurred consistently during the past six months.

In the past six months have you regularly:

- Been glared at in a hostile manner?
- Been excluded from work-related social gatherings?
- Had others storm out of the work area when you entered?
- Had others consistently arrive late for meetings that you called?
- Been given the "silent treatment"?
- Not been given the praise for which you felt entitled?
- Been treated in a rude or disrespectful manner?
- Had others refuse your requests for assistance?
- Had others fail to deny false rumors about you?
- Been given little or no feedback about your performance?
- Had others delay action on matters that were important to you?
- Been yelled at or shouted at in a hostile manner?
- Been subjected to negative comments about your intelligence or competence?
- Had others consistently fail to return your telephone calls or respond to your memos or e-mail?
- Had your contributions ignored by others?

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- Had someone interfere with your work activities?
- Been subjected to mean pranks?
- Been lied to?
- Had others fail to give you information that you really needed?
- Been denied a raise or promotion without being given a valid reason?
- Been subjected to derogatory name calling?
- Been the target of rumors or gossip?
- Shown little empathy or sympathy when you were having a tough time?
- Had co-workers fail to defend your plans or ideas to others?
- Been given unreasonable workloads or deadlines — more than others?
- Had others destroy or needlessly take resources that you needed to do your job?
- Been accused of deliberately making an error?
- Been subjected to temper tantrums when disagreeing with someone?
- Been prevented from expressing yourself (for example, interrupted when speaking)?
- Had attempts made to turn other employees against you?
- Had someone flaunt his or her status or treat you in a condescending manner?
- Had someone else take credit for your work or ideas?
- Been reprimanded or “put down” in front of others?

Source:
State University of New York at New Paltz, as quoted in The New York Times 3/25/08