


# Workplace Respect and Workplace Bullying

By Deb Chappell NZNO

# Nurses a voice to Lead

## Health is a human right

- ▶ As nurses we are trained to care for others
  - ▶ Who trains us to care for ourselves
  - ▶ We should be caring for our colleagues
  - ▶ Health is a human right ...nurses are human
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# Description of a Respectful Workplace

- A respectful workplace is one where. Everyone works to support, not put down, each other.

# Bullying

Repeated disrespectful behavior toward an individual or group

# Scope and Prevalence of Bullying in the Workplace (continued)

- Bullying varies greatly from organization to organization.
- It is prevalent in organizations that condone bullying as part of a “tough” management style.

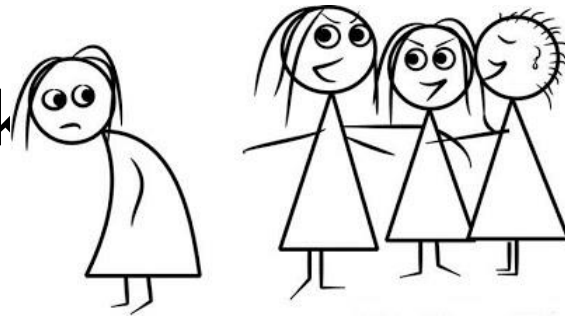




# Bullying Behaviors

Often a sequence of small events and not dramatic.  
Hard for targets to spot, hard to complain about,  
sometimes hard to believe it is a problem.

- Withholding information
- Use of sarcasm
- Excessive monitoring of work
- Systematic ignoring
- Isolation from other workers
- Persistent public criticism and/or humiliation







# Bullying Behaviors (continued)

- Setting unrealistic goals
- Intimidation to prevent taking vacation or sick leave
- Pattern of assigning meaningless tasks
- Spreading malicious rumors
- Shouting and verbal abuse
- **Physical threats**



# Bullying Behaviors (continued)

- Blocking promotions
- Refusing reasonable requests
- Invading privacy, such as by reading mail or inspecting computer hard drive
- Demanding perfection in trivial matters
- Setting objectives that cannot be achieved

# The Screaming Mimi



# Bullying Behaviors (cont.)

- Taking undeserved credit and/or improperly shifting blame
- Displaying uncontrolled anger, shouting, and/or using vulgar language
- Discounting or denial of accomplishments
- Sending memos designed to intimidate
- Undermining authority

**BULLYING  
HURTS  
PHYSICALLY  
AND  
MENTALLY**



Created by James Matthews



NEW ZEALAND  
**NURSES**  
ORGANISATION

**TŌPŪTANGA  
TAPUHI**  
KAITIAKI O AOTEAROA





# BULLYS HATE WITNESSES



# This is a safe zone

Using the five principles listed below as guidelines will assure a respectful workplace and absence of bullying.

1. Maintain the self-respect and motivation of others.
2. Criticize actions and ideas, not people.
3. Support others, rather than undermining them.
4. Set realistic and attainable goals (for self and others).
5. Act assertively, not passively or aggressively.



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