

5 Signs That Bullying is Occurring in Your Workplace

Twenty-seven percent of the workforce has current or past experience with abusive conduct at work, according to the 2014 Workplace Bullying Institute's U.S. Workplace Bullying Survey. Bosses comprise the majority of bullies.

Workplace bullying can take place for even a year or two before anyone recognizes it for what it is. Here are five signs that it is going on:

1. **Toxic environment:** Characterized by inappropriate behavior, one person to another, that goes unchecked.
2. **Spiritual armor required:** A sense of needing to be fortified or on guard when going into an environment such as a meeting.
3. **One-upmanship:** This is not regular competition that can be essential to a workplace but rather a constant atmosphere of disparaging remarks.
4. **Claims dismissed:** Rather than claims of bullying being taken seriously, the person raising them is thought to be too sensitive or imagining things.
5. **Emotional feelings:** Having feelings of being emotionally intimidated, threatened or humiliated and not really understanding why or what you did to deserve the behavior.

For more information, visit http://www.familydesign.org/programs/bully_prevention/workplacebullying.html or call Family Design Resources, Inc. at **717.558.1246**.