



## AM I A WORKPLACE BULLY?

**I don't believe I am a bullying supervisor, but several employees recently complained about my supervision style as being such. I think the whole idea of bullying is a craze and an opportunity for employees to escape responsibility for having subpar performance. Am I correct?**

A wise response to complaints that you are a bully is to ask yourself a key question... "How does being known as a bully supervisor affect productivity, stability, profitability and achieving other important goals in your department and organization?" Research has documented the true cost of bullying in the workplace.

A look in the mirror will be the most efficient way to achieve positive change. Do you ridicule employees? Have you put employees down in front of others? Have you accused them of incompetence, kept them away from "the good assignments," not given them credit for their work, yelled at them, or invaded their privacy by asking probing personal questions? Maybe these behaviors were once considered natural elements of the traditional workplace, however we know there is a significant cost to ignoring these behaviors. Research reveals that more talented employees leave bad supervisors – rather than leave because of pay and benefits. However, mentioning "pay and benefits" as a reason for leaving may be easier than honestly labeling

a 'bully' supervisor. After all, why be honest about the bully supervisor who may have one last chance to intimidate and degrade the employee who is headed to a new job?

Talk to the EAP about making changes. Your EAP consultants are experts in coaching positive team behaviors. Most employees who complain to supervisors about bullying say they do not see substantive changes from their tormentors. This implies that there may be few bullies willing to look carefully in the mirror and make changes that are hard work. Can you work hard? Hard work may be better than losing talented people and risking employment or legal claims if your tactics don't shift.

### Leadership Development Seminars

May 25, 2021 9:00am - 11:30am

### Leadership Orientation

Jun 18, 2021 9:00am - 11:30pm

### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

[www.connectionseap.com](http://www.connectionseap.com)

### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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