



## SUPERVISORS THAT BULLY, WHAT TO LOOK FOR

### What is the underlying reason some supervisors bully employees? What are the most common types of bullying exhibited by supervisors?

Research shows that the motivation to bully is predominantly a need to control subordinates. Leaders who bully fear that they won't motivate team members without intimidation.

Common types of bullying include:

- Yelling at employees or speaking in an intimidating manner.
- Making inappropriate personal criticisms.
- Giving unreasonable deadlines.

- Showing favoritism.
- Constantly criticizing.
- Threatened discipline or termination.
- Micromanaging (nitpicking details) after delegating work.

One study, in settings from manufacturing to education, conducted in both the United States and China revealed that bullying produced...

- Low trust, little support and reduced productivity exist under abusive bosses.
- Temporary increased work speed & quality improvement, which is short-lived, lasting one week or less.

- Abusive supervisors experience long term decreased team trust, support and productivity.
- Abusive leadership behavior generates further aggressive behaviors, requested transfers or employee departures.

Supervisors, serious about reducing intimidation & bullying, must take well-timed breaks, reduce their workloads and genuinely recognize others' success. Courteous sharing & social support builds positive relational energy in the team. Consulting the EAP may be an important resource to reduce bullying.

<https://msutoday.msu.edu/news/2017/abusive-bosses-experience-short-lived-benefits>

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### Leadership Orientation Training - Session B

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#### CONTACT US TODAY:

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### 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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