

Disruptive Behavioral Baseline Assessment

Read the items below. For each item, indicate the degree to which you experienced the listed behaviors and the degree to which you witnessed the listed behaviors.

1 – Never 2 – Rarely 3 – Occasionally 4 – Frequently 5 – Very Frequently

Have you experienced or witnessed these behaviors?		Experienced	Witnessed
1	Being yelled at, criticized, or cursed at in front of others	1 2 3 4 5	1 2 3 4 5
2	Having a coworker roll his or her eyes at you	1 2 3 4 5	1 2 3 4 5
3	Receiving an uneven workload assignment, seemingly based on favoritism	1 2 3 4 5	1 2 3 4 5
4	Having a coworker break confidence by sharing private or embarrassing information	1 2 3 4 5	1 2 3 4 5
5	Having a coworker withhold information, leading to a negative impact on performance	1 2 3 4 5	1 2 3 4 5
6	Being excluded by certain coworkers from routine lunches, celebratory, or social events	1 2 3 4 5	1 2 3 4 5
7	Having accomplishments downplayed, such as awards, advanced degrees	1 2 3 4 5	1 2 3 4 5
8	Being ignored or given the silent treatment by certain coworkers	1 2 3 4 5	1 2 3 4 5
9	Seeing coworkers treated nicely to their faces but mocked or insulted behind their backs	1 2 3 4 5	1 2 3 4 5
10	Hearing coworkers name calling, making ethnic slurs, jokes, or inappropriate sexual comments	1 2 3 4 5	1 2 3 4 5
11	Being micromanaged and repeatedly reminded of your mistakes	1 2 3 4 5	1 2 3 4 5
12	Being the target of gossip or false rumors	1 2 3 4 5	1 2 3 4 5
13	Receiving threats of physical violence	1 2 3 4 5	1 2 3 4 5
14	Being retaliated against for speaking up or not following the crowd	1 2 3 4 5	1 2 3 4 5
15	Being made to feel stupid or incompetent	1 2 3 4 5	1 2 3 4 5
TOTAL			

Enter the total number of behaviors you've EXPERIENCED here: _____
Mild = 15-30 | Moderate = 31-59 | Severe = 60-75

Enter the total number of behaviors you've WITNESSED here: _____
Mild = 15-30 | Moderate = 31-59 | Severe = 60-75

The first step to cultivating a healthy and professional workforce culture is to assess!!

For more great resources to help you eliminate disruptive behaviors in your organization, please go to www.healthyworkforceinstitute.com, where you will find cost effective solutions and resources to help you cultivate and sustain a healthy workforce culture!