



National Survey Results

Q1 Workplace bullying, like childhood bullying, is the tendency of individuals or groups to use persistent aggressive or unreasonable behavior against a co-worker or subordinate. Workplace bullying can include tactics such as verbal, non-verbal, psychological, physical abuse and humiliation. Have you ever felt you were a victim of workplace bullying?

Yes..... 31%
No..... 69%

Q2 Have you ever witnessed, or do you know someone who has been a victim of workplace bullying?

Yes..... 47%
No..... 53%

Q3 Which of the following would you consider the most debilitating form of bullying in the workplace: verbal abuse, disrespect or spreading malicious rumors; harassment from superiors; forced overworking and devaluation of personal life; taking credit for your work; or limiting career growth potential?

Verbal abuse/disrespect/spreading malicious rumors..... 38%
Harassment from superiors..... 23%
Forced overworking, devaluation of personal life..... 18%
Taking credit for your work..... 6%
Limiting career growth potential..... 5%
Not sure..... 10%

Q4 If you experienced bullying at work, would you feel comfortable discussing it with your supervisor or someone from HR?

Yes..... 63%
No..... 37%

Q5 If your employer offered assistance dealing with a bully in the form of a third party you could talk with, would you take advantage of such a service as a coping mechanism?

Yes..... 65%
No..... 23%
Not sure..... 12%

Q6 Would being bullied in the workplace cause you to leave your job?

Yes, would not tolerate it..... 39%
Maybe, depending on the situation..... 49%
No, would put up with it to keep job..... 12%

Q7 If you noticed one of your co-workers being bullied, what would you be most likely to do: confront the bully, report the incident to HR or a supervisor, offer help to the individual being bullied, discuss the incident with other co-workers, or do nothing?

Confront the bully..... 26%
Report the incident to HR/supervisor..... 40%
Offer help to individual being bullied..... 29%
Discuss the incident with co-workers..... 3%
Do nothing..... 2%

Q8 If you heard an interesting rumor about one of your co-workers, how would you react?

Would ignore the rumors..... 49%
Would confront those gossiping, ask them to stop..... 28%
Would continue discussing rumor with co-workers..... 5%
Would alert subject of the rumors..... 10%
Would alert supervisor/HR..... 8%





Q9 Have you ever made a co-worker feel inadequate, or dismissed their ideas or feelings in a meeting?

- Yes, *intentionally*..... 6%
- Yes, *unintentionally*..... 27%
- No..... 58%
- Not sure..... 10%

Q10 Workplace bullying has the potential to negatively affect individuals in the workplace. Do you believe bullying can cause an inability to concentrate?

- Yes..... 91%
- No..... 9%

Q11 Do you believe bullying can cause feelings of frustration or helplessness?

- Yes..... 92%
- No..... 8%

Q12 Do you believe bullying can cause panic or anxiety about going to work?

- Yes..... 91%
- No..... 9%

Q13 Do you believe bullying can cause low morale and productivity?

- Yes..... 94%
- No..... 6%

Q14 Do you believe bullying can cause physical symptoms such as an inability to sleep or a loss of appetite?

- Yes..... 90%
- No..... 10%

Q15 Do you feel your employer takes appropriate measures to discourage and reprimand bullies?

- Yes..... 50%
- No..... 26%
- Not sure..... 24%

Q16 Are employees encouraged to communicate openly with HR about incidents of bullying?

- Yes..... 51%
- No..... 27%
- Not sure..... 23%

Q17 Do you consider your workplace to be a friendly working environment where employees are treated fairly by supervisors and peers alike?

- Yes..... 64%
- No..... 23%
- Not sure..... 13%

Q18 An "engaged employee" is defined as one who is fully involved in, and enthusiastic about, his or her work, and thus will act in a way that furthers their organization's interests. Do you feel your employer keeps you fully engaged in your workplace?

- Yes, *fully engaged*..... 59%
- Somewhat engaged*..... 31%
- No, *not at all engaged*..... 10%

Q19 How would you describe the emotional attachment you feel to your job, colleagues and workplace?

- Positive emotional attachment*..... 60%
- Somewhat emotionally attached*..... 23%
- Negative emotional attachment*..... 7%
- Job is a job/Indifferent*..... 8%
- Not sure..... 2%

Q20 How would you describe the level of commitment you feel to your job?

- Highly committed*..... 76%
- Somewhat committed*..... 20%
- No commitment*..... 4%





Q21 Does your employer use regular feedback and dialogue with superiors to increase employee engagement?

Yes..... 61%
No..... 39%

Q22 Does your employer use effective internal employee communications to increase employee engagement?

Yes..... 64%
No..... 36%

Q23 Does your employer use career advancement/improvement opportunities to increase employee engagement?

Yes..... 53%
No..... 47%

Q24 Does your employer use reward or recognition systems to increase employee engagement?

Yes..... 57%
No..... 43%

Q25 If you are a woman, press 1. If a man, press 2.

Woman 54%
Man..... 46%

Q26 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

Hispanic..... 14%
White 68%
African-American 12%
Other..... 6%

Q27 If you are 18 to 29 years old, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If you are older than 65, press 4.

18 to 29..... 10%
30 to 45..... 18%
46 to 65..... 60%
Older than 65..... 12%

Q28 What kind of industry do you work in?

Service industry 27%
Retail or wholesale trade 8%
Finance, insurance, or real estate..... 7%
Construction or minerals industry..... 5%
Manufacturing business 7%
Transportation, communication, or utilities..... 3%
Education..... 12%
Health care 10%
Government employee..... 8%
Other..... 14%

Q29 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

Less than \$25,000 28%
\$25,000 to \$50,000..... 32%
\$50,000 to \$75,000..... 19%
\$75,000 to \$100,000..... 10%
More than \$100,000..... 12%





Crosstabs

	Base	Gender	
		Woman	Man
Victim of Workplace Bullying?			
Yes	31%	34%	28%
No	69%	66%	72%

	Base	Gender	
		Woman	Man
Witnessed Workplace Bullying?			
Yes	47%	47%	48%
No	53%	53%	52%

	Base	Gender	
		Woman	Man
Most Debilitating Form of Workplace Bullying			
Verbal abuse/disrespect/spreading malicious rumors	38%	38%	39%
Harassment from superiors	23%	24%	23%
Forced overworking, devaluation of personal life	18%	18%	17%
Taking credit for your work	6%	5%	6%
Limiting career growth potential	5%	4%	6%
Not sure	10%	10%	10%





Crosstabs

	Base	Gender	
		Woman	Man
Would Feel Comfortable Discussing Bullying with Supervisor/HR?			
Yes	63%	62%	64%
No	37%	38%	36%

	Base	Gender	
		Woman	Man
Take Advantage of Employer-offered Assistance?			
Yes	65%	71%	58%
No	23%	17%	29%
Not sure	12%	11%	13%

	Base	Gender	
		Woman	Man
Would Bullying Cause You to Leave Job?			
Yes, would not tolerate it	39%	43%	33%
Maybe, depending on the situation	49%	46%	53%
No, would put up with it to keep job	12%	11%	13%





Crosstabs

	Base	Gender	
		Woman	Man
Reaction to Co-workers Being Bullied			
Confront the bully	26%	18%	35%
Report the incident to HR/supervisor	40%	46%	33%
Offer help to individual being bullied	29%	31%	26%
Discuss the incident with co-workers	3%	3%	3%
Do nothing	2%	2%	2%

	Base	Gender	
		Woman	Man
Reaction to Rumor About Co-worker			
Would ignore the rumors	49%	48%	50%
Would confront those gossiping, ask them to stop	28%	29%	26%
Would continue discussing rumor with co-workers	5%	5%	6%
Would alert subject of the rumors	10%	11%	10%
Would alert supervisor/HR	8%	8%	8%

	Base	Gender	
		Woman	Man
Made Co-worker Feel Inadequate/Dismissed?			
Yes, intentionally	6%	3%	8%
Yes, unintentionally	27%	25%	29%
No	58%	63%	52%
Not sure	10%	9%	10%





Crosstabs

	Base	Gender	
		Woman	Man
Can Bullying Cause Inability to Concentrate?			
Yes	91%	93%	88%
No	9%	7%	12%

	Base	Gender	
		Woman	Man
Can Bullying Cause Feelings of Frustration/Helplessness?			
Yes	92%	92%	91%
No	8%	8%	9%

	Base	Gender	
		Woman	Man
Can Bullying Cause Panic/Anxiety About Going to Work?			
Yes	91%	92%	90%
No	9%	8%	10%





Crosstabs

	Base	Gender	
		Woman	Man
Can Bullying Cause Low Morale/Productivity?			
Yes	94%	93%	94%
No	6%	7%	6%

	Base	Gender	
		Woman	Man
Can Bullying Cause Phys. Symptoms?			
Yes	90%	94%	85%
No	10%	6%	15%

	Base	Gender	
		Woman	Man
Does Employer Take Measures to Discourage/Reprimand Bullies?			
Yes	50%	49%	52%
No	26%	26%	26%
Not sure	24%	25%	22%





Crosstabs

	Base	Gender	
		Woman	Man
Employees Encouraged to Communicate Openly w/ HR About Bullying?			
Yes	51%	49%	54%
No	27%	27%	26%
Not sure	23%	25%	20%

	Base	Gender	
		Woman	Man
Is Workplace a Friendly Enviro., Employees Treated Fairly?			
Yes	64%	62%	67%
No	23%	22%	23%
Not sure	13%	17%	9%

	Base	Gender	
		Woman	Man
Does Employer Keep You Fully Engaged?			
Yes, fully engaged	59%	60%	58%
Somewhat engaged	31%	31%	32%
No, not at all engaged	10%	9%	10%





Crosstabs

	Base	Gender	
		Woman	Man
Emotional Attachment to Workplace			
Positive emotional attachment	60%	57%	63%
Somewhat emotionally attached	23%	27%	18%
Negative emotional attachment	7%	7%	7%
Job is a job/Indifferent	8%	6%	9%
Not sure	2%	2%	2%

	Base	Gender	
		Woman	Man
Level of Commitment to Job			
Highly committed	76%	74%	78%
Somewhat committed	20%	21%	19%
No commitment	4%	5%	3%

	Base	Gender	
		Woman	Man
Does Employer Use Reg. Feedback to Increase Engagement?			
Yes	61%	59%	64%
No	39%	41%	36%





Crosstabs

	Base	Gender	
		Woman	Man
Does Employer Use Effective Internal Comm. to Increase Engagement?			
Yes	64%	63%	66%
No	36%	37%	34%

	Base	Gender	
		Woman	Man
Does Employer Use Career Advancement to Increase Engagement?			
Yes	53%	50%	57%
No	47%	50%	43%

	Base	Gender	
		Woman	Man
Does Employer Use Reward/Recognition Syst. to Increase Engagement?			
Yes	57%	52%	64%
No	43%	48%	36%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Victim of Workplace Bullying?					
Yes	31%	38%	27%	40%	43%
No	69%	63%	73%	60%	57%

	Base	Race			
		Hispanic	White	African-American	Other
Witnessed Workplace Bullying?					
Yes	47%	39%	48%	49%	55%
No	53%	61%	52%	51%	45%

	Base	Race			
		Hispanic	White	African-American	Other
Most Debilitating Form of Workplace Bullying					
Verbal abuse/disrespect/spreading malicious rumors	38%	38%	42%	23%	35%
Harassment from superiors	23%	17%	24%	31%	20%
Forced overworking, devaluation of personal life	18%	25%	16%	17%	20%
Taking credit for your work	6%	8%	5%	3%	8%
Limiting career growth potential	5%	4%	3%	14%	3%
Not sure	10%	8%	10%	11%	15%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Would Feel Comfortable Discussing Bullying with Supervisor/HR?					
Yes	63%	48%	64%	77%	59%
No	37%	52%	36%	23%	41%

	Base	Race			
		Hispanic	White	African-American	Other
Take Advantage of Employer-offered Assistance?					
Yes	65%	54%	66%	80%	57%
No	23%	29%	23%	11%	30%
Not sure	12%	17%	12%	9%	13%

	Base	Race			
		Hispanic	White	African-American	Other
Would Bullying Cause You to Leave Job?					
Yes, would not tolerate it	39%	50%	36%	46%	28%
Maybe, depending on the situation	49%	33%	52%	46%	55%
No, would put up with it to keep job	12%	17%	11%	9%	18%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Reaction to Co-workers Being Bullied					
Confront the bully	26%	17%	29%	17%	23%
Report the incident to HR/supervisor	40%	58%	35%	51%	30%
Offer help to individual being bullied	29%	21%	30%	29%	38%
Discuss the incident with co-workers	3%	-	4%	3%	8%
Do nothing	2%	4%	2%	-	3%

	Base	Race			
		Hispanic	White	African-American	Other
Reaction to Rumor About Co-worker					
Would ignore the rumors	49%	54%	47%	54%	45%
Would confront those gossiping, ask them to stop	28%	33%	28%	23%	28%
Would continue discussing rumor with co-workers	5%	8%	6%	-	5%
Would alert subject of the rumors	10%	-	12%	11%	15%
Would alert supervisor/HR	8%	4%	8%	11%	8%

	Base	Race			
		Hispanic	White	African-American	Other
Made Co-worker Feel Inadequate/Dismissed?					
Yes, intentionally	6%	8%	5%	6%	3%
Yes, unintentionally	27%	25%	27%	23%	33%
No	58%	67%	56%	57%	57%
Not sure	10%	-	11%	14%	8%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Can Bullying Cause Inability to Concentrate?					
Yes	91%	79%	93%	94%	87%
No	9%	21%	7%	6%	13%

	Base	Race			
		Hispanic	White	African-American	Other
Can Bullying Cause Feelings of Frustration/Helplessness?					
Yes	92%	75%	94%	97%	98%
No	8%	25%	6%	3%	3%

	Base	Race			
		Hispanic	White	African-American	Other
Can Bullying Cause Panic/Anxiety About Going to Work?					
Yes	91%	78%	93%	97%	90%
No	9%	22%	7%	3%	10%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Can Bullying Cause Low Morale/Productivity?					
Yes	94%	79%	96%	97%	100%
No	6%	21%	4%	3%	-

	Base	Race			
		Hispanic	White	African-American	Other
Can Bullying Cause Phys. Symptoms?					
Yes	90%	70%	92%	94%	95%
No	10%	30%	8%	6%	5%

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Take Measures to Discourage/Reprimand Bullies?					
Yes	50%	54%	51%	40%	48%
No	26%	25%	27%	23%	25%
Not sure	24%	21%	21%	37%	28%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Employees Encouraged to Communicate Openly w/ HR About Bullying?					
Yes	51%	50%	52%	49%	45%
No	27%	33%	26%	20%	30%
Not sure	23%	17%	22%	31%	25%

	Base	Race			
		Hispanic	White	African-American	Other
Is Workplace a Friendly Enviro., Employees Treated Fairly?					
Yes	64%	63%	67%	51%	65%
No	23%	21%	22%	26%	28%
Not sure	13%	17%	11%	23%	8%

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Keep You Fully Engaged?					
Yes, fully engaged	59%	58%	58%	63%	65%
Somewhat engaged	31%	38%	34%	11%	30%
No, not at all engaged	10%	4%	8%	26%	5%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Emotional Attachment to Workplace					
Positive emotional attachment	60%	71%	57%	65%	55%
Somewhat emotionally attached	23%	17%	26%	12%	30%
Negative emotional attachment	7%	-	6%	21%	10%
Job is a job/Indifferent	8%	13%	8%	3%	3%
Not sure	2%	-	3%	-	3%

	Base	Race			
		Hispanic	White	African-American	Other
Level of Commitment to Job					
Highly committed	76%	88%	73%	74%	80%
Somewhat committed	20%	8%	22%	17%	20%
No commitment	4%	4%	4%	9%	-

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Use Reg. Feedback to Increase Engagement?					
Yes	61%	63%	61%	66%	48%
No	39%	38%	39%	34%	53%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Use Effective Internal Comm. to Increase Engagement?					
Yes	64%	79%	62%	63%	53%
No	36%	21%	38%	37%	48%

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Use Career Advancement to Increase Engagement?					
Yes	53%	57%	53%	50%	46%
No	47%	43%	47%	50%	54%

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Use Reward/Recognition Syst. to Increase Engagement?					
Yes	57%	74%	56%	53%	42%
No	43%	26%	44%	47%	58%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Victim of Workplace Bullying?					
Yes	31%	43%	29%	30%	31%
No	69%	57%	71%	70%	69%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Witnessed Workplace Bullying?					
Yes	47%	39%	44%	50%	47%
No	53%	61%	56%	50%	53%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Most Debilitating Form of Workplace Bullying					
Verbal abuse/disrespect/spreading malicious rumors	38%	34%	42%	38%	39%
Harassment from superiors	23%	17%	25%	24%	23%
Forced overworking, devaluation of personal life	18%	24%	18%	17%	15%
Taking credit for your work	6%	7%	9%	4%	9%
Limiting career growth potential	5%	8%	4%	5%	2%
Not sure	10%	10%	3%	12%	12%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would Feel Comfortable Discussing Bullying with Supervisor/HR?					
Yes	63%	67%	70%	62%	55%
No	37%	33%	30%	38%	45%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Take Advantage of Employer-offered Assistance?					
Yes	65%	57%	62%	68%	61%
No	23%	37%	27%	20%	18%
Not sure	12%	5%	11%	12%	21%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would Bullying Cause You to Leave Job?					
Yes, would not tolerate it	39%	34%	44%	41%	25%
Maybe, depending on the situation	49%	51%	48%	47%	58%
No, would put up with it to keep job	12%	15%	8%	12%	17%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Reaction to Co-workers Being Bullied					
Confront the bully	26%	23%	31%	25%	22%
Report the incident to HR/supervisor	40%	30%	37%	42%	46%
Offer help to individual being bullied	29%	44%	25%	28%	27%
Discuss the incident with co-workers	3%	-	5%	3%	4%
Do nothing	2%	3%	2%	2%	1%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Reaction to Rumor About Co-worker					
Would ignore the rumors	49%	62%	49%	50%	31%
Would confront those gossiping, ask them to stop	28%	20%	21%	29%	39%
Would continue discussing rumor with co-workers	5%	10%	4%	4%	8%
Would alert subject of the rumors	10%	7%	13%	10%	9%
Would alert supervisor/HR	8%	1%	12%	7%	12%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Made Co-worker Feel Inadequate/Dismissed?					
Yes, intentionally	6%	16%	6%	3%	8%
Yes, unintentionally	27%	43%	33%	24%	16%
No	58%	39%	54%	61%	62%
Not sure	10%	1%	7%	11%	14%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Can Bullying Cause Inability to Concentrate?					
Yes	91%	80%	94%	91%	89%
No	9%	20%	6%	9%	11%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Can Bullying Cause Feelings of Frustration/Helplessness?					
Yes	92%	74%	93%	94%	91%
No	8%	26%	7%	6%	9%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Can Bullying Cause Panic/Anxiety About Going to Work?					
Yes	91%	80%	94%	93%	89%
No	9%	20%	6%	7%	11%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Can Bullying Cause Low Morale/Productivity?					
Yes	94%	84%	99%	95%	89%
No	6%	16%	1%	5%	11%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Can Bullying Cause Phys. Symptoms?					
Yes	90%	73%	93%	92%	87%
No	10%	27%	7%	8%	13%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Take Measures to Discourage/Reprimand Bullies?					
Yes	50%	68%	55%	50%	32%
No	26%	22%	26%	25%	36%
Not sure	24%	10%	20%	25%	32%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employees Encouraged to Communicate Openly w/ HR About Bullying?					
Yes	51%	57%	61%	52%	27%
No	27%	31%	19%	26%	35%
Not sure	23%	11%	20%	22%	38%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Is Workplace a Friendly Enviro., Employees Treated Fairly?					
Yes	64%	71%	73%	64%	46%
No	23%	20%	18%	23%	30%
Not sure	13%	9%	9%	13%	24%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Keep You Fully Engaged?					
Yes, fully engaged	59%	57%	68%	60%	43%
Somewhat engaged	31%	39%	20%	32%	40%
No, not at all engaged	10%	4%	12%	8%	17%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Emotional Attachment to Workplace					
Positive emotional attachment	60%	61%	63%	59%	62%
Somewhat emotionally attached	23%	23%	17%	26%	17%
Negative emotional attachment	7%	6%	13%	5%	6%
Job is a job/Indifferent	8%	10%	6%	7%	11%
Not sure	2%	-	2%	2%	4%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Level of Commitment to Job					
Highly committed	76%	67%	75%	76%	83%
Somewhat committed	20%	25%	23%	20%	11%
No commitment	4%	7%	3%	4%	6%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Use Reg. Feedback to Increase Engagement?					
Yes	61%	62%	62%	59%	68%
No	39%	38%	38%	41%	32%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Use Effective Internal Comm. to Increase Engagement?					
Yes	64%	72%	61%	63%	66%
No	36%	28%	39%	37%	34%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Use Career Advancement to Increase Engagement?					
Yes	53%	59%	51%	51%	58%
No	47%	41%	49%	49%	42%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Use Reward/Recognition Syst. to Increase Engagement?					
Yes	57%	51%	52%	60%	60%
No	43%	49%	48%	40%	40%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Victim of Workplace Bullying?												
Yes	31%	32%	30%	18%	27%	38%	24%	31%	26%	47%	31%	
No	69%	68%	70%	82%	73%	62%	76%	69%	74%	53%	69%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Witnessed Workplace Bullying?												
Yes	47%	48%	42%	29%	50%	53%	59%	47%	49%	65%	43%	
No	53%	52%	58%	71%	50%	47%	41%	53%	51%	35%	57%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Most Debilitating Form of Workplace Bullying												
Verbal abuse/disrespect/spreading malicious rumors	38%	46%	33%	43%	40%	46%	29%	31%	30%	30%	39%	
Harassment from superiors	23%	20%	23%	9%	26%	27%	25%	34%	28%	27%	21%	
Forced overworking, devaluation of personal life	18%	16%	24%	26%	15%	5%	17%	15%	24%	23%	16%	
Taking credit for your work	6%	4%	5%	2%	3%	4%	12%	9%	4%	11%	6%	
Limiting career growth potential	5%	8%	-	8%	-	5%	-	5%	4%	5%	3%	
Not sure	10%	6%	14%	13%	16%	13%	16%	7%	11%	3%	15%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Would Feel Comfortable Discussing Bullying with Supervisor/HR?												
Yes	63%	63%	52%	82%	72%	62%	63%	63%	59%	57%	62%	
No	37%	37%	48%	18%	28%	38%	37%	37%	41%	43%	38%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Take Advantage of Employer-offered Assistance?												
Yes	65%	68%	47%	76%	47%	62%	66%	85%	66%	54%	59%	
No	23%	24%	36%	15%	44%	18%	21%	12%	16%	39%	18%	
Not sure	12%	8%	17%	9%	8%	20%	13%	3%	18%	7%	23%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Would Bullying Cause You to Leave Job?												
Yes, would not tolerate it	39%	51%	36%	38%	35%	14%	21%	32%	50%	27%	39%	
Maybe, depending on the situation	49%	42%	58%	51%	41%	56%	46%	62%	42%	42%	54%	
No, would put up with it to keep job	12%	7%	7%	12%	24%	29%	32%	6%	7%	31%	6%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Reaction to Co-workers Being Bullied												
Confront the bully	26%	32%	23%	19%	28%	29%	25%	20%	17%	21%	29%	
Report the incident to HR/supervisor	40%	41%	35%	46%	36%	35%	37%	24%	56%	40%	46%	
Offer help to individual being bullied	29%	23%	30%	27%	27%	25%	34%	51%	25%	39%	18%	
Discuss the incident with co-workers	3%	3%	5%	-	6%	10%	-	5%	1%	-	5%	
Do nothing	2%	0%	7%	8%	3%	2%	4%	-	-	-	2%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Reaction to Rumor About Co-worker											
Would ignore the rumors	49%	54%	51%	59%	61%	58%	47%	53%	44%	31%	35%
Would confront those gossiping, ask them to stop	28%	30%	24%	19%	26%	18%	12%	23%	33%	34%	35%
Would continue discussing rumor with co-workers	5%	3%	11%	3%	3%	6%	8%	5%	5%	13%	4%
Would alert subject of the rumors	10%	6%	8%	12%	3%	13%	20%	14%	10%	11%	14%
Would alert supervisor/HR	8%	7%	5%	7%	8%	6%	12%	5%	7%	11%	13%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Made Co-worker Feel Inadequate/Dismissed?											
Yes, intentionally	6%	8%	5%	2%	-	2%	17%	9%	5%	7%	2%
Yes, unintentionally	27%	29%	30%	47%	26%	21%	16%	29%	21%	19%	23%
No	58%	58%	61%	45%	55%	63%	46%	53%	63%	68%	59%
Not sure	10%	5%	3%	7%	18%	14%	20%	9%	10%	7%	17%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Can Bullying Cause Inability to Concentrate?												
Yes	91%	93%	76%	81%	79%	94%	95%	96%	94%	91%	92%	
No	9%	7%	24%	19%	21%	6%	5%	4%	6%	9%	8%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Can Bullying Cause Feelings of Frustration/Helplessness?												
Yes	92%	92%	77%	81%	97%	96%	95%	97%	94%	89%	95%	
No	8%	8%	23%	19%	3%	4%	5%	3%	6%	11%	5%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Can Bullying Cause Panic/Anxiety About Going to Work?												
Yes	91%	94%	75%	91%	92%	91%	83%	98%	91%	89%	92%	
No	9%	6%	25%	9%	8%	9%	17%	2%	9%	11%	8%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Can Bullying Cause Low Morale/Productivity?												
Yes	94%	96%	80%	92%	85%	96%	92%	99%	97%	91%	96%	
No	6%	4%	20%	8%	15%	4%	8%	1%	3%	9%	4%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Can Bullying Cause Phys. Symptoms?												
Yes	90%	92%	75%	84%	91%	84%	88%	97%	90%	81%	96%	
No	10%	8%	25%	16%	9%	16%	12%	3%	10%	19%	4%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Does Employer Take Measures to Discourage/Reprimand Bullies?												
Yes	50%	52%	36%	77%	47%	39%	41%	54%	50%	43%	50%	
No	26%	25%	40%	12%	35%	33%	37%	23%	16%	47%	17%	
Not sure	24%	22%	24%	11%	18%	28%	21%	23%	34%	9%	33%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Employees Encouraged to Communicate Openly w/ HR About Bullying?												
Yes	51%	59%	34%	79%	49%	57%	46%	41%	47%	43%	44%	
No	27%	24%	45%	9%	27%	21%	46%	30%	26%	41%	20%	
Not sure	23%	17%	21%	12%	24%	22%	8%	29%	27%	17%	36%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Is Workplace a Friendly Enviro., Employees Treated Fairly?												
Yes	64%	71%	54%	86%	60%	52%	68%	68%	59%	49%	61%	
No	23%	19%	37%	12%	24%	33%	24%	22%	25%	34%	14%	
Not sure	13%	10%	9%	2%	16%	16%	8%	10%	16%	17%	25%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Does Employer Keep You Fully Engaged?												
Yes, fully engaged	59%	62%	40%	79%	70%	44%	54%	61%	59%	43%	65%	
Somewhat engaged	31%	30%	53%	21%	20%	40%	30%	32%	35%	49%	14%	
No, not at all engaged	10%	8%	8%	-	10%	16%	16%	6%	5%	9%	22%	





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Emotional Attachment to Workplace												
Positive emotional attachment	60%	67%	44%	70%	73%	59%	62%	66%	45%	49%	56%	
Somewhat emotionally attached	23%	20%	35%	14%	14%	21%	26%	29%	39%	13%	19%	
Negative emotional attachment	7%	7%	3%	7%	10%	9%	-	2%	7%	9%	11%	
Job is a job/Indifferent	8%	4%	13%	9%	3%	10%	8%	2%	4%	25%	10%	
Not sure	2%	1%	5%	-	-	-	4%	1%	5%	4%	4%	

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Level of Commitment to Job											
Highly committed	76%	82%	66%	67%	92%	74%	71%	83%	68%	72%	71%
Somewhat committed	20%	15%	30%	31%	8%	21%	25%	16%	30%	15%	17%
No commitment	4%	3%	3%	2%	-	5%	4%	1%	1%	13%	12%

	Base	Sector									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Does Employer Use Reg. Feedback to Increase Engagement?											
Yes	61%	62%	52%	79%	51%	63%	54%	66%	65%	33%	67%
No	39%	38%	48%	21%	49%	37%	46%	34%	35%	67%	33%





Crosstabs

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Does Employer Use Effective Internal Comm. to Increase Engagement?												
Yes	64%	69%	56%	71%	61%	60%	50%	71%	55%	47%	71%	
No	36%	31%	44%	29%	39%	40%	50%	29%	45%	53%	29%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Does Employer Use Career Advancement to Increase Engagement?												
Yes	53%	55%	54%	71%	53%	56%	37%	52%	53%	23%	58%	
No	47%	45%	46%	29%	47%	44%	63%	48%	47%	77%	42%	

	Base	Sector										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Does Employer Use Reward/Recognition Syst. to Increase Engagement?												
Yes	57%	63%	62%	73%	56%	53%	59%	58%	58%	35%	51%	
No	43%	37%	38%	27%	44%	47%	41%	42%	42%	65%	49%	





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Victim of Workplace Bullying?						
Yes	31%	34%	30%	37%	30%	18%
No	69%	66%	70%	63%	70%	82%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Witnessed Workplace Bullying?						
Yes	47%	44%	50%	55%	49%	37%
No	53%	56%	50%	45%	51%	63%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Most Debilitating Form of Workplace Bullying						
Verbal abuse/disrespect/spreading malicious rumors	38%	41%	38%	33%	36%	43%
Harassment from superiors	23%	21%	24%	22%	29%	24%
Forced overworking, devaluation of personal life	18%	17%	19%	18%	17%	19%
Taking credit for your work	6%	2%	5%	12%	5%	5%
Limiting career growth potential	5%	6%	3%	4%	5%	6%
Not sure	10%	12%	10%	11%	8%	3%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would Feel Comfortable Discussing Bullying with Supervisor/HR?						
Yes	63%	62%	61%	61%	69%	68%
No	37%	38%	39%	39%	31%	32%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Take Advantage of Employer-offered Assistance?						
Yes	65%	62%	65%	72%	73%	57%
No	23%	22%	22%	19%	18%	35%
Not sure	12%	17%	12%	9%	9%	7%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would Bullying Cause You to Leave Job?						
Yes, would not tolerate it	39%	43%	37%	33%	42%	42%
Maybe, depending on the situation	49%	45%	53%	50%	52%	46%
No, would put up with it to keep job	12%	12%	10%	18%	6%	12%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Reaction to Co-workers Being Bullied						
Confront the bully	26%	25%	28%	18%	25%	34%
Report the incident to HR/supervisor	40%	44%	36%	40%	48%	38%
Offer help to individual being bullied	29%	27%	31%	32%	26%	26%
Discuss the incident with co-workers	3%	2%	5%	5%	2%	1%
Do nothing	2%	2%	1%	4%	-	-

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Reaction to Rumor About Co-worker						
Would ignore the rumors	49%	47%	48%	45%	56%	56%
Would confront those gossiping, ask them to stop	28%	26%	32%	28%	21%	27%
Would continue discussing rumor with co-workers	5%	7%	4%	5%	3%	5%
Would alert subject of the rumors	10%	12%	7%	14%	15%	3%
Would alert supervisor/HR	8%	8%	8%	8%	5%	8%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Made Co-worker Feel Inadequate/Dismissed?						
Yes, intentionally	6%	4%	7%	7%	5%	5%
Yes, unintentionally	27%	20%	24%	27%	41%	40%
No	58%	67%	58%	59%	49%	42%
Not sure	10%	9%	12%	8%	5%	13%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Can Bullying Cause Inability to Concentrate?						
Yes	91%	94%	90%	89%	87%	89%
No	9%	6%	10%	11%	13%	11%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Can Bullying Cause Feelings of Frustration/Helplessness?						
Yes	92%	89%	92%	92%	96%	91%
No	8%	11%	8%	8%	4%	9%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Can Bullying Cause Panic/Anxiety About Going to Work?						
Yes	91%	90%	91%	90%	96%	93%
No	9%	10%	9%	10%	4%	7%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Can Bullying Cause Low Morale/Productivity?						
Yes	94%	92%	95%	93%	99%	94%
No	6%	8%	5%	7%	1%	6%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Can Bullying Cause Phys. Symptoms?						
Yes	90%	91%	89%	86%	96%	87%
No	10%	9%	11%	14%	4%	13%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Take Measures to Discourage/Reprimand Bullies?						
Yes	50%	46%	52%	46%	64%	51%
No	26%	27%	27%	31%	12%	27%
Not sure	24%	27%	21%	23%	24%	22%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Employees Encouraged to Communicate Openly w/ HR About Bullying?						
Yes	51%	48%	49%	44%	64%	64%
No	27%	27%	33%	25%	22%	16%
Not sure	23%	26%	19%	30%	14%	20%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Is Workplace a Friendly Enviro., Employees Treated Fairly?						
Yes	64%	61%	59%	62%	76%	79%
No	23%	22%	27%	30%	5%	15%
Not sure	13%	17%	14%	9%	19%	5%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Keep You Fully Engaged?						
Yes, fully engaged	59%	58%	52%	58%	71%	72%
Somewhat engaged	31%	27%	38%	32%	29%	25%
No, not at all engaged	10%	15%	10%	11%	-	3%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Emotional Attachment to Workplace						
Positive emotional attachment	60%	53%	55%	62%	68%	80%
Somewhat emotionally attached	23%	21%	28%	24%	24%	12%
Negative emotional attachment	7%	9%	9%	4%	3%	4%
Job is a job/Indifferent	8%	13%	5%	9%	5%	3%
Not sure	2%	3%	3%	1%	-	1%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Level of Commitment to Job						
Highly committed	76%	69%	75%	78%	84%	86%
Somewhat committed	20%	23%	21%	19%	16%	12%
No commitment	4%	8%	4%	3%	-	2%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Use Reg. Feedback to Increase Engagement?						
Yes	61%	64%	57%	62%	69%	58%
No	39%	36%	43%	38%	31%	42%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Use Effective Internal Comm. to Increase Engagement?						
Yes	64%	65%	59%	57%	81%	72%
No	36%	35%	41%	43%	19%	28%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Use Career Advancement to Increase Engagement?						
Yes	53%	53%	48%	48%	65%	63%
No	47%	47%	52%	52%	35%	37%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Employer Use Reward/Recognition Syst. to Increase Engagement?						
Yes	57%	50%	55%	54%	77%	72%
No	43%	50%	45%	46%	23%	28%

