

## **Workplace Bullying: 8 Tips Before You Quit**

If you have been the victim of a workplace bully, you may have experienced nonverbal intimidation, gossip, humiliation, inappropriate accusations, and undesirable work assignments. While quitting may seem like your only option, there are other strategies that will help you rise above a difficult situation.

**Be mindful of your own behaviors** – Don't participate in bullying activities.

**Know your hot buttons** – Become aware of what behaviors to which you are particularly sensitive.

**Engage your boss** – Make your supervisor aware of the disruptive behavior and its effect on you and your coworkers.

**Assume the best** – Organizations are recognizing the cost of disruptive behavior and taking a hard line against bullies.

**Prevent the spread of disruptive behaviors** – Step in when you see others being bullied.

**Practice constructive conflict behaviors** – Empathy and reflective thinking are examples of proactive behavior.

**Adopt an empowering perspective** – Reflect on how the experience has made you grow, renew your self-confidence, and celebrate your resilience.

**Confront the situation** – Confronting bullies may be uncomfortable, but the only mistake you can make is to avoid the conflict altogether.

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## **Five Behaviors that Show Respect**

Nurses often cite respect as a key component of retention, job satisfaction, and the delivery of safe patient care. While everyone may be able to provide their own definition of respect, a survey of RNs conducted by The Respect Project identified five behaviors that indicate respect.

- 1. Listen, be fully attentive, and truly hear.**
- 2. Acknowledge and express appreciation.**
- 3. Exhibit empathy and understanding.**
- 4. Display courtesy and consideration.**
- 5. Be accountable and professional.**

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