NEGATIVE ACTS QUESTIONNAIRE (NAQ)

1. Had information withheld that affected your performance
2. Been exposed to an unmanageable workload
3. Ordered to do work below your level of competence
4. Given tasks with unreasonable/impossible targets/deadlines
5. Had your opinions and views ignored
6. Had your work excessively monitored
7. Reminded repeatedly of your errors or mistakes
8. Humiliated or ridiculed in connection with your work
9. Had gossip and rumors spread about you
10. Had insulting/offensive remarks made about you
11. Been ignored, excluded or isolated from others
12. Received hints or signals from others that you should quit job
13. Been intimidated with threatening behavior
14. Experienced persistent criticism of your work and effort
15. Been ignored or faced hostile reactions when you approached
16. Had key tasks removed, replaced with trivial unpleasant tasks
17. Had false allegations made against you
18. Subjected to excessive teasing and sarcasm
19. Been shouted at or targeted with spontaneous anger (or rage)
20. Pressured into not claiming something to which entitled
21. Been subjected to practical jokes
22. Experienced threats of violence or abused/attacked

When using the NAQ, bullying is defined as occurring when an individual experiences at least two negative acts, weekly or more often, for six or more months in situations where targets find it difficult to defend against and stop abuse.

Original source:

^ Original text: Being ignored, excluded or being ‘sent to Coventry’, employing a British-specific term, that was changed for American use