Work Environment Checklist

How many of you have experienced each of these?

Think about the last 30 days and about your last annual review. Have you experienced anyone do one of these things to you? These behaviors are most likely to come from managers, high-status peer co-workers, and your high-status reports, but consider everyone.

Don’t discuss when or what. In your group, go through these quickly and just record the number of people who can recall an instance or relate to receiving this behavior.

| Behavior: Did someone… | Last 30 days | Last annual review |
| --- | --- | --- |
| Ignore your feelings |  |  |
| Disrespect you |  |  |
| Ridicule or insult you then tell you its a joke, or that you have no sense of humor |  |  |
| Ridicule your beliefs, religion, race, heritage or class |  |  |
| Withhold approval, appreciation or affection |  |  |
| Give you the silent treatment |  |  |
| Walk away without answering you |  |  |
| Criticize you, call you names, yell at you |  |  |
| Humiliate you privately or in public |  |  |
| Roll his or her eyes when you talk |  |  |
| Give you a hard time about socializing with your friends or family |  |  |
| Make you socialize (and keep up appearances) even when you don't feel well |  |  |
| Seem to make sure that what you really want is exactly what you won't get |  |  |
| Tell you you are too sensitive |  |  |
| Hurt you especially when you are down |  |  |
| Seem energized by fighting, while fighting exhausts you |  |  |
| Have unpredictable mood swings, alternating from good to bad for no apparent reason |  |  |
| Present a wonderful face to the world and is well liked by outsiders |  |  |
| "Twist" your words, somehow turning what you said against you |  |  |
| Try to control decisions, money, even the way you style your hair or wear your clothes |  |  |
| Complain about how badly you treat him |  |  |
| Threaten to leave, or threaten to throw you out |  |  |
| Say things that make you feel good, but do things that make you feel bad |  |  |
| Ever left you stranded |  |  |
| Ever threaten to hurt you or your family |  |  |
| Ever hit or pushed you, even "accidentally" |  |  |
| Seem to stir up trouble just when you seem to be getting closer to each other |  |  |
| Abuse something you love: a pet, a child, an object |  |  |
| Compliment you enough to keep you happy, yet criticize you enough to keep you insecure |  |  |
| Promise to never do something hurtful again |  |  |
| Harass you about imagined other relationships |  |  |
| Manipulate you with lies and contradictions |  |  |
| Destroy furniture, punch holes in walls, break appliances |  |  |
| Drive like a road-rage junkie |  |  |
| Act immature and selfish, yet accuse you of his behaviors |  |  |
| Question your every move and motive, somehow questioning your competence |  |  |
| Interrupt you; hear but not really listen |  |  |
| Make you feel like you can't win; whatever you do is never right |  |  |
| Incite you to rage, which is "proof" that you are to blame |  |  |
| Try to convince you he or she is "right," while you are "wrong" |  |  |
| Frequently say things that are later denied or accuse you of misunderstanding |  |  |
| Treat you like a sex object |  |  |
| Frequently blames or criticizes you |  |  |
| Calls you names |  |  |
| Ridicules your beliefs, religion, race or class |  |  |
| Blames you for "causing" one of these behaviors |  |  |
| Ridicules/makes bad remarks about your gender |  |  |
| Criticizes or threatens to hurt your family or friends |  |  |
| Isolates you from your family and friends |  |  |
| Tries to keep you from doing something you wanted to do |  |  |
| Is angry if you pay too much attention to someone or something else (children, friends, school, etc.) |  |  |
| Withholds approval, appreciation or affection |  |  |
| Humiliates you |  |  |
| Becomes angry if work is not done to his liking |  |  |
| Makes contradictory demands |  |  |
| Does not include you in important decisions |  |  |
| Does not allow you to sleep |  |  |
| Repeatedly harasses you about things you did in the past |  |  |
| Checks up on you (listens to your phone calls, looks at phone bills, checks how you spend your time, etc.) |  |  |
| Tells people you suffer from a mental illness |  |  |
| Threatens to commit suicide |  |  |
| Interferes with your work or school (provokes a fight in the morning, calls to harass you during work, etc.) |  |  |
| Minimizes or denies being abusive |  |  |
| Abuses your children |  |  |
| Breaks meetings and cancels plans without reason |  |  |
| Uses drugs or alcohol to excuse their behavior |  |  |
| Uses phrases like "I'll show you who is boss," "I'll put you in line" |  |  |
| Uses loud or intimidating tone of voice |  |  |
| Comes home at late hours refusing an explanation |  |  |
| Makes all the decisions about money |  |  |
| Takes care of all financial matters without your input |  |  |
| Criticizes the way or amounts of money you spend |  |  |
| Places you on a budget that is unrealistic |  |  |
| Prohibits your access to bank accounts and credit cards |  |  |
| Refuses to allow you financial control over joint assets |  |  |
| Controls your paycheck |  |  |
| Refuses you access to money |  |  |
| Refuses to let you work |  |  |
| Refuses to do work to support your / shared needs |  |  |
| Refuses to pay bills |  |  |
| Causes you to lose your job |  |  |