



## **Bullying Focus Group Questions**

Note: The below questions have been developed to assist leaders in identifying and understanding the impact of bullying/cyberbullying within the organization. Select those that fit to your situation and modify or add to them as desired.

### **Introduction**

- How would you define bullying?
- How would you define cyberbullying?
  - What are some of the differences between cyberbullying and traditional bullying?
- How would you describe the difference between bullying and hazing?
- What kind of behaviors do you think could constitute bullying?
- From your perspective, would you say bullying is present in your organization?
- Where does bullying occur in your organization?

### **Individual Experiences**

- Can you share a specific example of when you felt you had been bullied/cyberbullied or witnessed someone else being bullied/cyberbullied?
  - If so, what behaviors did you experience or observe?
  - If so, how did this experience make you feel?
  - If so, do you find that this impacted how you feel about your organization?
  - If so, do you find that this impacted your work?
- If any, what common types of bullying behaviors have you seen in your organization?
- If you have experienced bullying yourself, how did you respond?
- If you witnessed bullying behavior as a bystander, how did you intervene?
- If you witness bullying behavior in the future, how will you intervene in the moment?
  - How will you intervene in an ongoing bullying situation?
- Have you ever been pressured to engage in bullying/cyberbullying behaviors in your organization?
  - If so, what made you feel pressured to do so?
  - If so, how did you act on it?
  - If so, and you chose not to engage, how did you handle the situation?
- Have you ever refrained from reporting bullying/cyberbullying?
  - If so, why?
- Do you feel empowered by your organization to intervene if you are a bystander witnessing bullying?
- How do you think bullying/cyberbullying impacts others?
- How do you think social media has influenced bullying/cyberbullying behaviors in the organization?

### **The Organization**

- Do you find that the organization takes reports of bullying/cyberbullying seriously?
  - If not, why?
  - If so, what actions has your organization taken?





- Do you find that leaders in the organization bully subordinates?
- Do you find that bullying/cyberbullying occurs peer to peer?
- What are some strategies that could be used in the organization to prevent bullying?
  - What about these strategies do you think would make them effective?
- What are ways the organization can promote empathy and respect?
- From your perspective, does your organization hold offenders accountable?
- Do you feel your organization, or your supervisor promotes a high level of competitiveness between peers?
  - Does your organization promote team or unit goals over individual gain?
- Do you feel your organization, or your supervisor promotes personal and professional growth and development for individuals?
- Do you find that you encounter high stress in your work environment?
  - From your perspective, does your organization promote or encourage healthy ways to cope with work-related stress?

