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?
    - If yes, where does bullying occur in your organization?

Individual Experiences
- Can you share a specific example of being bullied/cyberbullied or witnessing someone else being bullied/cyberbullied?
    - What behaviors did you experience or observe?
    - How did this experience make you feel?
    - Did this experience impact how you view your organizational relationships?
    - If so, how did that this impact your work environment?
- 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 does bullying/cyberbullying impact others?
- How do you think social media has influenced bullying/cyberbullying behaviors in the organization?

The Organization
- Do leaders in your organization takes reports of bullying/cyberbullying seriously?
    - If not, why not?
    - If so, what actions has your organization taken?

- Do leaders in your organization bully subordinates? What level of leadership?
- Does bullying/cyberbullying occur peer to peer?
- What strategies 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?
- Do your organizational leaders hold offenders accountable?
- Does your organization or your supervisor promote a high level of competitiveness between peers?
    - Does your organization promote team or unit goals over individual gain?
- Does your organization or your supervisor promote personal and professional growth and development for all individuals?
- Do you encounter high stress in your work environment?
    - Does your organization promote or encourage healthy ways to cope with work-related stress?