

TEST

ARE YOU VICTIME OF HARASSMENT AT WORK?

Please check the testimony that resembles your situation

1. Effects on self-expression and communication:

- 1) Your superior restricts the opportunity for you to express yourself.
- 2) You are constantly interrupted.
- 3) Colleagues restrict your opportunity to express yourself.
- 4) You are yelled at and loudly scolded.
- 5) Your work is constantly criticized.
- 6) There is constant criticism about your personal life.
- 7) You are terrorized on the telephone.
- 8) Oral threats are made.
- 9) Written threats are sent.
- 10) Contact is denied through looks or gestures.
- 11) Contact is denied through innuendo.

2. Effects on social contacts:

- 12) People do not speak with you anymore.
- 13) You cannot talk to anyone; access to others is denied.
- 14) You are relocated to another room far away from colleagues.
- 15) Colleagues are forbidden to talk with you.
- 16) You are treated as if you are invisible.

3. Effects on occupational situation and quality of life:

- 17) There are no special tasks for you; you are without occupation during the working hours.
- 18) You are given meaningless jobs to carry out.
- 19) You are given jobs that are harmful to health.
- 20) You are given jobs that are below your qualifications.
- 21) You are continually given new tasks.
- 22) You are given tasks that affect your self-esteem.
- 23) You are given tasks that are way beyond your qualifications in order to discredit you.

4. Effects on personal reputation:

- 24) People talk badly about you behind your back.
- 25) Unfounded rumours about you are circulated.
- 26) You are ridiculed in public.
- 27) You are treated as if you are mentally ill.
- 28) You are forced to undergo a psychiatric evaluation.

- 29) Your handicap is ridiculed.
- 30) People imitate your gestures, walk, or voice to ridicule you.
- 31) Your political or religious beliefs are ridiculed.
- 32) Your nationality is ridiculed.
- 33) You are forced to do a job that affects your self-esteem.
- 34) Your efforts are judged in a wrong and demeaning way.
- 35) Your decisions are always questioned.
- 36) You are called by demeaning names.
- 37) Sexual innuendoes are present.

5. Effects on physical health:

- 38) You are forced to do a physically strenuous job.
- 39) In spite of your poor health, you are forced to do harmful tasks.
- 40) Threats of physical violence are made.
- 41) Light violence is used to threaten you.
- 42) Physical abuse is present.
- 43) Causing general damages that create financial costs to you.
- 44) Damaging your workplace or home.
- 45) Outright sexual harassment is present.

How long have you been undergoing these attacks?

years

month

weeks

Exploitation:

If you have been subjected to one or more of the above-mentioned abuses **at least once a week, over a period of six months**, you are probably being harassed. Since this text only gives clues, ask for help from a person you trust, the staff delegation or from Mobbing asbl, if you suspect that you are a victim of psychological harassment.

Shortened LIPT questionnaire, developed by Heinz Leymann (Leymann - Inventory of Psychological Terror). Translation into German by Klaus Niedl dgvt-Verlag, Tübingen.