Examples of Disrespectful Behavior

Low-intensity Behavior

- Uncivil Behavior
- Insensitive Comments
- Avoidance, Refusal to Speak, Exclusion
- Offensive Jokes or Sarcasm
- Harsh or Public Criticism

Medium-intensity Behavior

- Yelling, Screaming
- Rude Gestures
- Swearing
- Verbal Abuse
- Abrasive Behavior

High-intensity Behavior

- Slaming Doors
- Verbal Threats
- Unwanted Physical Contact
- Physical Intimidation
- Throwing Objects
- Violent Behavior
- Bullying Behavior
Definitions

Disrespectful Behavior: Behavior that is rude, unpleasant, inappropriate, and unprofessional. Behavior that causes hurt feelings and distresses, disturbs, and/or offends others.

Uncivil Behavior: Rude, impolite, discourteous behavior that displays a lack of regard for others. (Daniel B. Griffith, Indiana University-Purdue University, Indianapolis)

Verbal Abuse: Harshly or coarsely insulting language. (Dictionary.com)

Abrasive Behavior: “any aggressive interpersonal behavior that causes emotional distress in coworkers sufficient to disrupt organizational functioning.” (Laura Crawshaw, Taming the Abrasive Manager, p. 26)

Bullying Behavior: “repeated and persistent negative acts towards one or more individuals, which involve a perceived power imbalance and create a hostile work environment.” [Denise Salin (2003). “Ways of explaining workplace bullying: A review of enabling, motivating and precipitating structures and processes in the work environment.” Human Relations 56 (10): 1213-1232]