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| Negativism behavior identification checklist |
| **Verbal** | **🞏** Persistent complaining |
| **🞏** Ugly speech:* + Gossip
	+ Trash talk
	+ “Stirring the pot”: patterns of comments designed to inflame negativism and anger between co-workers
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| **🞏**  Arguing: arguing with Charge RN about assignment, arguing with other departments, etc… |
| **🞏** Verbal personal abuse meant to demean co-worker / other as a human (“you’re stupid!”) |
| **🞏**  Verbal non-personified abuse (“I hate this place!” Everything here is so screwed up!”) |
| **🞏**  Negative sarcasm that comes at the expense of co-workers, leadership, or the workplace |
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| **Non-verbal** | 🞏 Actions demanding repeated instructions from supervisor to complete a task |
| 🞏 Purposefully not participating in actions that require teamwork:* + Examples
		- Not helping others
		- Not communicating as normally expected
		- Also included is a work “slow-down”, where the normal productivity observed as a rule from the employee is not exhibited.
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| **🞏** Injecting tension into the workplace:* + Direct: Malicious behavior directed towards others who act in a manner contrary to the employee’s demanding expectations
	+ Indirect: Exhibiting aggression through behavior and actions that give co-workers pause in interacting with the employee. These include all forms of utterances and actions directed to display frustration towards a person or the general work environment; examples:
		- Aggressive handling of workplace items (Slamming folders on a desk, slamming a door)
		- Performing visible actions mimicking a physical action (punching at a wall but halting the punch 2 inches from the actual wall)
		- Verbalizing an angry sign of frustration (“Hrrrumph!)
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