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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 |
| **🞏**  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. |
| **🞏** 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!) |