

Negativism behavior identification checklist

Verbal	<input type="checkbox"/> Persistent complaining
	<input type="checkbox"/> Ugly speech: <ul style="list-style-type: none"> ○ Gossip ○ Trash talk ○ “Stirring the pot”: patterns of comments designed to inflame negativism and anger between co-workers
	<input type="checkbox"/> Arguing: arguing with Charge RN about assignment, arguing with other departments, etc...
	<input type="checkbox"/> Verbal personal abuse meant to demean co-worker / other as a human (“you’re stupid!”)
	<input type="checkbox"/> Verbal non-personified abuse (“I hate this place!” Everything here is so screwed up!”)
	<input type="checkbox"/> Negative sarcasm that comes at the expense of co-workers, leadership, or the workplace
Non-verbal	<input type="checkbox"/> Actions demanding repeated instructions from supervisor to complete a task
	<input type="checkbox"/> Purposefully not participating in actions that require teamwork: <ul style="list-style-type: none"> ○ Examples <ul style="list-style-type: none"> ▪ 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.
	<input type="checkbox"/> Injecting tension into the workplace: <ul style="list-style-type: none"> ○ 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: <ul style="list-style-type: none"> ▪ 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!”)