

SCRIPTS FOR CONFRONTING AND OVERCOMING WORKPLACE BULLYING

1 IDENTIFYING BULLYING BEHAVIOR

"I've noticed some recurring behavior that feels off. For example, when you [specific action], it left me feeling disrespected. I want to address this because creating a respectful environment is important to both of us. How do you see it?"

2 ADDRESSING THE BULLY DIRECTLY

"When you said [specific comment] during [meeting or interaction], it crossed a line. I don't tolerate this type of behavior, and I expect us to communicate respectfully. Let's discuss how we can move forward from here in a way that works for both of us."

3 NAVIGATING GASLIGHTING

"I hear what you're saying, but your version of events doesn't align with what I've experienced. For example, when you [mention the specific situation], I had a very different perspective. Let's stick to the facts—this is about fostering clarity and accountability."

4 SEEKING HR SUPPORT

"I'd like to report a pattern of behavior that's affecting my work. I've documented specific incidents where I've felt disrespected and undermined. I'm seeking your help to navigate the process of addressing this formally."

5 STANDING YOUR GROUND

"I need to be clear: I have brought to your attention before and you continue with this behavior that is unacceptable, and I'm not going to allow it to continue. I'll escalate this issue if necessary, because everyone deserves a workplace where they feel safe and respected."

6 SUPPORTING A COLLEAGUE EXPERIENCING BULLYING

"I've noticed that [specific behavior] from [person] and it doesn't sit right with me. You don't have to go through this alone. There are ways to address it—whether it's through HR or by creating a plan together. How are you feeling about this situation?"

7 BUILDING RESILIENCE AFTER BEING TARGETED

"This situation has been draining, but I have the power to stand my ground. I deserve a safe and respectful workplace. I am going to get the support I need, whether it's from HR or other professional resources. I do not intend to carry this burden alone or let it compromise my wellbeing."

8 ZOOMING OUT: REFLECTING ON THE SITUATION

"Let's take a step back. Why is this behavior showing up in my experience? What might this situation be teaching me? I'm not saying I caused it, but there's always an opportunity for me to grow. Do I see myself as a victim, or can I use this as a chance to reclaim my power and lead differently?"

