

Negative Acts Questionnaire (NAQ-R)

The [Negative Acts Questionnaire-Revised \(NAQ-R\)](#) and is used to determine exposure to workplace bullying. It contains items for each of the three distinguished forms of bullying; person-oriented, work-related, and social exclusion.

Instructions. Read each item and then note how often this occurs to you (never, occasionally, weekly, monthly, or daily). After scoring each item add the results and divide by 22 to get the final score. Mean score will range from 22 (never) to 110 (daily).

Negative Acts Questionnaire – Revised (NAQ-R)

<p>These statements describe your interactions with your coworkers. For each statement, please rate the frequency with which you experience the following interactions by CIRCLING the appropriate number.</p>		Daily 5				
		Weekly 4				
		Monthly 3				
		Occasionally 2				
		Never 1				
		CIRCLE ONE				
1.	Someone withholding information which affects your performance	1	2	3	4	5
2.	Being humiliated or ridiculed in connection with your work	1	2	3	4	5
3.	Being ordered to do work below your level of competence	1	2	3	4	5
4.	Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks	1	2	3	4	5
5.	Spreading of gossip and rumors about you	1	2	3	4	5
6.	Being ignored or excluded	1	2	3	4	5
7.	Having insulting or offensive remarks made about your person, your attitudes, or your private life	1	2	3	4	5
8.	Being shouted at or being the target of spontaneous anger	1	2	3	4	5
9.	Intimidating behaviors such as finger-pointing, invasion of personal space, shoving, blocking your way	1	2	3	4	5
10.	Hints or signals from others that you should quit your job	1	2	3	4	5
11.	Repeated reminders of your errors or mistakes	1	2	3	4	5
12.	Being ignored or facing a hostile reaction when you approach	1	2	3	4	5
13.	Persistent criticism of your errors or mistakes	1	2	3	4	5
14.	Having your opinions ignored	1	2	3	4	5
15.	Practical jokes carried out by people you don't get along with	1	2	3	4	5
16.	Being given tasks with unreasonable deadlines	1	2	3	4	5
17.	Having allegations made against you	1	2	3	4	5
18.	Excessive monitoring of your work	1	2	3	4	5
19.	Pressure not to claim something to which by right you are entitled (e.g. sick leave, holiday)	1	2	3	4	5
20.	Being the subject of excessive teasing and sarcasm	1	2	3	4	5
21.	Being exposed to an unmanageable workload	1	2	3	4	5
22.	Threats of violence or physical abuse or actual abuse	1	2	3	4	5