Workplace bullying prevention

An introduction to using this resource

Creating a mentally healthy workplace is about creating a safe, supportive and strong workplace culture where bullying cannot thrive.

Safe
Manaakitanga
Psychologically healthy environment

Supportive
Āwhinatia
Fair & empathetic approaches

Strong
Kia Tautoko
Boosting mental wellbeing & resilience

Each year, one in five employees in New Zealand workplaces report they have experienced bullying. It not only affects individuals but also the productivity of organisations.

In order to prevent bullying, it's essential workplaces have a clear understanding of what it is and the impact that it can have on individuals and the morale of teams.

Leaders, managers and teams can use this resource to understand what helps to create positive work environments that prevent bullying. It provides you with an array of tools to help create positive workplace environments and cultures where mana-enhancing, open communication is the norm so bullying cannot thrive.

There are also exercises for teams to reflect on the values of their organisation, creating shared understandings and setting clear expectations of acceptable behaviours.

This resource can be used alone or alongside other tools in the

Working Well suite of resources

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Fact sheets

About workplace bullying

The business case for bullying prevention

Creating environments that do not allow bullying to flourish

How to be an Upstander

Getting help and advice

References

Worksheets

Team discussion – values and behaviours

Team discussion – the triple filter test

Refer to bibliography for further reading and key sources of information informing this resource.

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