Supplementary Material A:
Negative Acts Questionnaire–Revised

The NAQ-R was empirically developed and validated, and has been widely used in many countries.\textsuperscript{1-3} The factor structure, validity, and reliability (Cronbach’s alpha = 0.90) of the NAQ-R was established in a sample of 5,288 adult employees (mean age = 40.2 years) from over 70 organizations in the United Kingdom, and it is the most commonly-used behavioral scale in the field of bullying research.\textsuperscript{4,5} Cutoff scores for “Occasional Bullying” (score of 33-45) and Severe Bullying” (score > 45) were calculated using a raw sum score approach and application of the Receiver Operation Characteristic (ROC).\textsuperscript{6}

In a separate summary item, the NAQ-R specifically asks respondents the frequency with which they have been bullied at work, using the following prompt: “We define bullying as a situation where one or several individuals persistently over a period of time perceive themselves to be on the receiving end of negative actions from one or several persons, in a situation where the target of bullying has difficulty in defending him or herself against these actions. We will not refer to a one-off incident as bullying. Using the above definition, please state whether you have been bullied at work over the last 6 months.” Answer choices for this single summary item include, “no,” “yes, but only rarely,” “yes, now and then,” “yes, several times per week,” and “yes, almost daily.”

Supplementary Material B:
Uncivil Workplace Behavior Questionnaire–Revised

The UWBQ yields 4 subscale scores based on factor analysis conducted by the developers: Hostility, Privacy Invasion, Exclusionary Behavior, and Gossiping. In the development process for the UWBQ-R, each of these factors exhibited high internal consistency, and the 4-factor structure was supported by confirmatory factor analysis on a hold-out sample. The UWBQ-R subscales exhibited sound convergent, divergent, and concurrent validity, as well as strong reliability (Cronbach’s alpha = 0.89), in a sample of 339 adults (mean age = 36.62 years) from many different industries in Australia, including health services and education.\textsuperscript{7}

References


