

Examples of Constructive Feedback Addressing Bullying Behaviors

Example One

During the past several weeks, it has come to my attention that you are using sarcastic comments during work sessions with your colleagues. When you exhibit that behavior, it causes colleagues to hold back and, eventually, not want to work with you.

Example Two

During the past three meetings, although I expected you to treat your colleagues with respect, you continually put others down whenever they offered ideas to address the issue we were working on. That kind of bullying behavior detracts from our collaborative culture and makes it feel unsafe to contribute ideas. I hope that you can find ways to work more effectively with your colleagues and interact with them in appropriate ways in the future so our school can become all it can be for our teachers and our students.

Example Three

I have noticed, when walking in our school's hallways, that your voice often emerges as a loud, negative sound when you are interacting with other teachers. These kinds of negative comments, in a bullying tone, make our school hallways sound and feel unfriendly. Please consider how you are interacting with your peers and ways you can get a message across without it sounding so negative and menacing toward others.

Bullying Behaviors at my Schoolhouse

Person to Notice	Bullying Behavior(s)	When to Address	Follow-up