

## Appendix 2

Number (bottom left) and percentage (top right) of reports of two behaviours together.

	Number reported	only reported	shouted at or screamed at	physically intimidated	had things thrown at you in anger	belittled in front of clients	belittled in front of other staff	criticised minutely	aware of others talking negatively about you behind your back	been on the receiving end of 'sly glances'	deliberately overloaded with work	repeatedly allocated the worst jobs	had your work deliberately sabotaged	felt deliberately excluded or ignored	had your authority undermined	The subject of false, malicious accusations	other
1. shouted at or screamed at	213	3		14.6	17.8	47.9	90.1	75.6	61.5	52.6	39.0	35.7	25.8	46.9	57.3	38.5	8.0
2. physically intimidated	45	0	31		22.2	48.9	88.9	82.2	64.4	66.7	40.0	37.8	31.1	46.7	46.7	46.7	31.1
3. had things thrown at you in anger	46	0	38	10		65.2	91.3	78.3	56.5	65.2	47.8	24.0	34.8	63.0	37.0	41.3	15.2
4. belittled in front of clients	234	4	102	22	30		94.0	81.2	61.5	63.7	41.0	40.2	32.1	50.9	65.8	38.9	9.8
5. belittled in front of other staff	494	7	192	40	42	220		76.5	55.1	57.1	32.4	31.2	23.1	48.6	57.1	35.0	10.1
6. criticised minutely	442	5	161	37	36	190	378		58.4	55.0	33.9	33.3	23.1	47.3	55.4	36.0	8.8
7. aware of others talking negatively about you behind your back	343	7	131	29	26	144	272	258		55.4	37.6	39.7	25.1	50.7	58.6	36.4	10.2
8. been on the receiving end of 'sly glances'	325	2	112	30	30	149	282	243	190		37.2	35.7	26.8	55.7	63.1	42.5	12.0
9. deliberately overloaded with work	194	0	83	18	22	96	160	150	129	121		54.1	27.8	52.1	64.4	41.2	11.9
10. repeatedly allocated the worst jobs	184	0	76	17	24	94	154	147	136	116	105.0		29.9	58.7	60.9	38.0	10.9
11. had your work deliberately sabotaged	136	2	55	14	16	75	114	102	86	87	54.0	55.0		57.4	75.0	51.5	13.2
12. felt deliberately excluded or ignored	297	5	100	21	29	119	240	209	174	181	101.0	108.0	78.0		60.9	37.0	12.1
13. had your authority undermined	339	6	122	21	17	154	282	245	201	205	125.0	112.0	102.0	181.0		40.4	8.6
14. The subject of false, malicious accusations	209	5	82	21	19	91	173	159	125	138	80.0	70.0	70.0	110.0	137.0		11.5
15. Other	80	15	17	14	7	23	50	39	35	39	23	20.0	18.0	36.0	29.0	24.0	

Column 2 (only reported) shows the number of reports of being on the receiving end of each single behaviour. The squares in pink show the behaviours in which more than 75% of reports included the two behaviours together.