



### Negative Acts Questionnaire-Revised (NAQ-R)

Negative Acts Questionnaire-Revised (NAQ-R) is a 22-item measure of exposure to bullying in the workplace. The measure covers three underlying factors: personal bullying, work-related bullying, and physically intimidating forms of bullying.

### High Psychometric Score

#### Categories

Geographies Tested: **United Kingdom**

Populations Included: **Female, Male**

Age Range: **Adults**

#### Items:

##### Work-related bullying

1. Someone withholding information which affects your performance
2. Being ordered to do work below your level of competence
3. Having your opinions ignored
4. Being given tasks with unreasonable deadlines
5. Excessive monitoring of your work
6. Pressure not to claim something to which by right you are entitled (e.g. sick leave, holiday entitlement, travel expenses)
7. Being exposed to an unmanageable workload

##### Person-related bullying

8. Being humiliated or ridiculed in connection with your work
9. Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks
10. Spreading of gossip and rumors about you

**See Google Citation <**  
**[https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Measuring+exposure+to+bullying+and+harassment+at+work:+Validity,+factor+structure+and+psychometric+properties+of+the+Negative+Acts+Questionnaire-Revised)****>**

Psycho metric Score	Ease of Use Score
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↑ HIGH	— MEDIUM
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#### Scoring Breakdown

##### Formative Research

- Qualitative Research
- Existing Literature/Theoretical Framework
- Field Expert Input
- Cognitive Interviews / Pilot Testing

##### Ease Of Use

- Readability
- Scoring Clarity
- Length

##### Reliability

- Internal
- Test-retest
- Interrater

REGISTER  
HERE



quit your job

- 14. Repeated reminders of your errors or mistakes
- 15. Being ignored or facing a hostile reaction when you approach
- 16. Persistent criticism of your errors or mistakes
- 17. Practical jokes carried out by people you don't get along with
- 18. Having allegations made against you
- 19. Being the subject of excessive teasing and sarcasm

#### Physically intimidating bullying

- 20. Being shouted at or being the target of spontaneous anger
- 21. Intimidating behaviors such as finger-pointing, invasion of personal space, shoving, blocking your way
- 22. Threats of violence or physical abuse or actual abuse

#### **Response Options:**

- Never
- Now and then
- Monthly
- Weekly
- Daily

#### **Scoring Procedures**

The response to all items are averaged.

#### **Original Citation**

Einarsen, S., Hoel, H., & Notelaers, G. (2009). Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts

(gold-standard)

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Evidence-based Measures of Empowerment for Research on Gender Equality (EMERGE)

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