

IS IT JUST A PERSONALITY CONFLICT? AN INVESTIGATION OF PERSONALITY DIFFERENCES AND EXPERIENCES OF WORKPLACE BULLYING

Marvin Claybourn
St. Thomas University

Natasha Glover
St. Thomas University

Patricia Henheffer
St. Thomas University

We examined whether bullying related to several personality variables (Five Factor Model [FFM] traits, personality disorder indicators) and moral disengagement. Two hundred and seventy-six participants with work experience were recruited from the community and introductory psychology classes. Age did not relate to workplace bullying experiences regardless of measurement approach. When bullying was measured subjectively, more males than females reported having been accused of bullying. Personality pathology did not relate to participants' reports of being bullied or bullying others. Of the FFM traits, agreeableness was a predictor of being bullied and conscientiousness was a predictor of bullying others. Further, participants who reported bullying others reported a greater propensity for moral disengagement than participants who did not. Our results suggest that employees with particular personality characteristics might (1) develop more accepting attitudes about bullying others than employees who have not been bullied or (2) be more likely to be targets of bullying.