Development and Testing of Vignettes to Explore Workplace Bullying
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Purpose
The purpose of this pilot study is to create and validate bullying vignettes and evaluate their effect on emotions, specifically negative affect.

Methodology
Phase 1:
- 21 written workplace bullying vignettes created
- Five content experts reviewed vignettes for relevance, severity and realism
- Data analysis resulted in the selection of 11 vignettes

Phase 2:
- IRB approval was obtained
- A convenience sample was used; participants were recruited from a college of nursing and offered a $10 gift card
- Research hosted on Qualtrics
- Participants completed the negative affect (NA) scale of the Positive and Negative Affect Schedule (PANAS) before and after reading each vignette

Demographic Summary, n=50
Males: 1 (2%); Females: 49 (98%)
Average age: 27.62 years
Undergraduate: 29 (58%); Graduate: 21 (42%)

Results
- One-way repeated measures ANOVA conducted to determine whether there were statistically significant differences in Negative Affect over the course of the 11 vignettes.
  - There were no significant outliers and the data was normally distributed, as assessed by boxplot and Shapiro-Wilk test (p > .05), respectively.
  - The assumption of sphericity was violated, as assessed by Mauchly’s test of sphericity, \( X^2(54) = 114.339, p < .000 \). Therefore, a Greenhouse-Geisser correction was applied (\( \varepsilon = .572 \)).
  - The vignettes elicited statistically significant changes in Negative Affect over time, \( F(5.716, 234.371) = 24.770, p < .000 \), partial \( \eta^2 = .377 \), with Negative Affect increasing from 17.47 (SD = 4.702) after the first vignette to 30.79 (SD = 6.58) after the 11th vignette (13.310 (95% CI, 9.788 to 16.831), p < .000).
  - Post hoc analysis with a Bonferroni adjustment revealed several additional statistically significant differences between vignettes 1 through 11. However, the largest change was seen between the first and the 11th vignette.

Discussion
- Written vignettes shown to have content validity
- Exposure to bullying, through reading of vignettes, increased negative affect
- Future research will use the vignettes to test the effect of bullying exposure on cognitive performance as measured through working memory capacity.

Background
- Workplace bullying has been reported among nurses.
- Research has shown health care workers’ perception of the relationship between inappropriate behaviors and patient care and outcomes such as errors, adverse events, and patient deaths, but no direct correlation has been made
- Due to ethical implications, cause and effect research is lacking
- Research has shown that workplace bullying evokes negative emotions
- While negative emotions have been shown to be associated with less accurate performance and low levels of attention and motivation, it is not known how negative affect due to exposure to bullying influences cognitive performance
- According to the Affective Events Theory (AET) the effect of workplace events, such as the acts of colleagues, on cognition is mediated by emotional responses
- Vignettes may be used to simulate exposure to bullying. A vignette is defined as “...a brief, carefully written description of a person or situation designed to simulate key features of a real world scenario” p. 162