

Normal Conflict vs. Bullying/Relational Aggression

Normal Conflict	Bullying/Relational Aggression
Equal power	Imbalance of power
Happens occasionally	Repeated negative actions Repeated covert actions
Accidental	Purposeful
Not serious	Serious with threats of physical or emotional harm Attempts to hurt through humiliation and/or exclusion that affect social status and relationships of victim
Equal emotional reaction	Strong emotional reaction from victim; little or no reaction from bully
Not seeking power or attention	Seeking power and control
Not trying to get something	Attempt to gain power, material things or gain popularity
Remorse – takes responsibility	No remorse – blames victim May or may not show remorse Manipulative approach may try to make victim believe what they are feeling is not real
Effort to solve problem	No effort to solve problem may deny there is a problem May challenge by asking for specific examples of their behavior Victim may not be able to articulate because of complex social dynamics

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