

Conflict vs. Bullying

Normal Conflict	Bullying
Equal power	Imbalance of power
Happens occasionally	Repeated negative 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-bully blames victim; manipulative approach; may try to make victim believe what they are feeling is not real
Effort to solve problem	No effort to solve problem and may deny there is a problem; may challenge authority by asking for specific examples of their behavior; victim may not be able to articulate situation because of the complex social dynamics

*Gossip, Backbiting & Drama: Relational Aggression Goes to Camp, 2007