

# Describe, Express, Specify, Consequences (DESC) script examples

The DESC (Describe, Express, Specify, Consequences) scripts below have been created to assist those who would like to address someone who is bullying them.

*\*When describing the consequences of action, ensure that you do not suggest something that you are either not willing to do or are unable to do e.g. quit your job or threaten them with action that is also unprofessional or bullying.*

Example 1	
<b>Describe</b>	When you swear and threaten me in front of the patient, like you have just done while we were examining Mr Smith.
<b>Express</b>	It made me feel uncomfortable and upset. I find it difficult to continue examining the patient and I believe that the things you are saying affect the patient's confidence in my abilities. This behaviour is bullying.
<b>Specify (the desired outcome)</b>	I am asking you to stop this behaviour and always treat me with respect.
<b>Consequences</b>	If you choose to continue with this behaviour, I will make a formal complaint.
Example 2	
<b>Describe</b>	The continuous belittling of me and prevention of me accessing learning opportunities.
<b>Express</b>	This makes me feel uncomfortable working with you. It upsets me and is stopping me from improving my professional skills. This is bullying and is unprofessional behaviour.
<b>Specify (the desired outcome)</b>	I am asking you to stop this behaviour and always treat me with respect, and stop preventing me from accessing learning opportunities.
<b>Consequences</b>	By stopping your behaviour, we will be able to work together and achieve better outcomes for our patients.
Example 3	
<b>Describe</b>	I feel very uncomfortable when you stand so close to me, try to touch me and bring me gifts. I believe this is sexual harassment.
<b>Express</b>	I do not like this behaviour and as a result I feel very uneasy working here with you.
<b>Specify (the desired outcome)</b>	I am asking that you stop this behaviour and treat me as a professional colleague.
<b>Consequences</b>	If this behaviour does not stop, I will be reporting it to the director.
Example 4	
<b>Describe</b>	When you say all Aboriginal people go on 'walk about' and 'can't be trusted', I find that very offensive and to be racial discrimination.
<b>Express</b>	I will not accept any form of racial discrimination.
<b>Specify (the desired outcome)</b>	You will stop being racist, treat everyone fairly and act in a professional manner.
<b>Consequences</b>	By treating everyone equally, we will achieve better outcomes within our workplace and for our patients.