Most studies on workplace bullying have been focused on victims and their perceptions. Recently, a few number of studies have directly evaluated perpetrators, unfortunately, without a validated questionnaire. Based on the NAQ-RE (Moreno-Jiménez et al., 2007), this article reports a study on a Spanish adaptation and validation of a negative acts questionnaire focused on perpetrators (NAQ-P). Using a sample of 521 employees from 20 organizations of different sectors across Spain, data about victimization, perpetration, and transformational leadership, gender and occupational status were collected. The results showed that a model of two factors (person-related -3 items-, and work-related -4 items- workplace bullying perpetration) showed the best fit in comparison to the other tested models. Moreover, the results showed the questionnaire has good internal consistency and construct and discriminant validity.