

# The Threat Assessment Process

## What We Do

---

The Workplace Guardians, Inc. (WGI) team of threat assessment (TA) professionals has worked with hundreds of public and private sector organizations nationwide to help them avoid threats to employee safety caused by disruptive or dangerous workplace behaviors, negative publicity, and legal actions. We are called upon when organizations face threats of violence, talk of suicide, aggressive outbursts, or other inappropriate behaviors. We assess, intervene and provide options as appropriate, with sensitivity, safety, practicality and expediency.

The WGI TA team provides immediate access to a professional response team that quickly gets to the heart of the matter and maps out options and strategies for going forward with the goals of de-escalation and a safe resolution.

We are independent third-party interviewers who can effectively assess and manage potentially damaging or dangerous situations. The impartial role we play and the skills we employ enable us to gather a remarkable amount of information, in a non-biased manner. We work closely with legal counsel, law enforcement and other designated representatives.

## How We Do It

---

Assessment and Intervention Services Procedures: While each situation is unique, we generally follow the protocol indicated below, unless circumstances dictate otherwise.

### **In the case of immediate threat or incident of potential violence, call 911.**

- A preliminary meeting will be scheduled with WGI representatives and designated leadership personnel from your organization. During this meeting, the WGI team will become more thoroughly informed about the matter of concern, complaints or accusations, and the involved parties. The WGI team will also review any pertinent documentation, as necessary.
- WGI will then conduct discrete, individual interviews with appropriate personnel. This part of the assessment process is critical for putting the complaints in the proper context, gathering the 'back story', and exploring the personality dynamics. Our TA expert may also interview the person of concern (if so doing doesn't escalate the situation).
- During these interviews the WGI consultant will assess the veracity, the dynamics and motivations of individual players. Motivations will be studied to determine if they are malicious, destructive, altruistic, unintentional, etc.

- Results of the individual interviews from the threat assessment process will be compiled and analyzed, then presented at an Executive Briefing with designated leadership from your organization.

**Potential outcomes typically include the following:**

- Estimate of potential risks of targeted violence.
- Weaknesses to be aware of and strengths that can be utilized to mitigate the situation
- Discussion of organizational and cultural issues which may be contributors to the current situation and may help prevent future occurrences.
- Based upon the organization's decision regarding employment status for the subject, recommendations for managing either termination or re-entry into the work environment.

Upon request, WGI will also provide a written report.



**WORKPLACE GUARDIANS** INC.  
Behavioral Consulting, Training & Intervention