

Workplace Violence Behavioral Threat Assessment

Behaviors are not all equal—they are data points which can be used to create a profile of someone who may represent a potential threat. The totality of circumstances must be considered.

Encourage team to report 1 behaviors of concern

Investigate reports—conduct behavioral risk assessment

Contact outside resources/authorities to assist with at-risk team member

> **Explosive outburst** of anger without provocation

Suicidal comments about "putting things in order"

Behavior may appear detached

Specific reference to weapons, means, and/or target

Threat is repeated or shared with multiple people

specific or direct

EXTREME

Increase in absenteeism

Depression and withdrawal

Notable decrease in attention to appearance

Talks about problems at home

No actual threat made

MILD

Unstable emotional responses

Disruptive or concerning behavior

Increased use of alcohol/drugs

Overreaction to changes in policies

Vague or indirect threat made

MODERATE

Increase in comments about weapons

Behavior suspect of paranoia

Repeated violations of policies

Escalation of domestic problems

Vague or indirect threat repeated

ELEVATED

Hostile, aggresive, or abusive behavior

Talks of previous violent events

Increased severe mood swings

Empathy with violent individuals

Seriously disruptive incident(s)

Threat made with consistency, plausible detail

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SEVERE

Threat made is