INSIDER’S GUIDE TO ASSESSING VIOLENCE RISKS

How to recognize and react to potential violence & how those entering strategic security positions may deal with this

presented by

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From the U.S Department of Labor

1992 1,044
1993 1,074
1994 1,080
1995 1,036
1996 927
1997 860
1998 714
1999 651
2000 677
2001 643
2002 609
2003 632
2004 559
2005 567
2006 540
2007 610

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Assessment & Resolution Process

- Obtain all the facts of the incident
- Determine what files/records you can review
- Determine appropriate interviews
- Review & analyze all the facts
- Determine if further action is needed
- Determine if outside assistance necessary
- Review and reevaluate all new information
- Implement a plan
- Make sure monitoring is decided upon
- Review the outcome and the action’s taken
Assess Immediacy Potential of Violence

- Is the threat plausible/realistic and any plan?
- Is the victim available to the subject (or are there good substitutes)?
- 80% of attackers do not warn their victims of an attack, thus words are not so revealing
- Are alcohol or drugs involved?
- Have acts of violence occurred at this location before or any violent history from subject?
- Relationships
For Workplace Violence Prevention - in ANY Setting:

- Violence is not spontaneous
- Therefore, interrupting at any level of potential violence may mitigate and/or eliminate an incident
- Thus training and education of all employees lessens liability and negligence for the company, school or medical facility

SO WHAT ARE YOU LOOKING FOR?
How The Subject Progresses to The Violent Act

- Human behavior is quantifiable...it is also repetitive (old habits).
- A spontaneous inappropriate statement is often not as revealing as a plan...and the ability to carry out that plan.

After this determined, what else is important?
In The World of Prevention of Violence:

- Understand and weigh all the factors we have discussed in order to better determine the potential of violence a person possesses to others as well as plan on how to approach and deal with them when forced to do so...plus -
The Influence of Environmental Situations

- By far the most overlooked yet one of the most valuable parts of the equation
- You must show a relationship between a situation and the violence and then determine the probability that the subject will enter that environment
The Influence of Environmental Situations

- Look at the motivational factors – “what’s in it for the subject”
  - Ego/increased self-esteem
  - Peer pressure/acceptance
  - Material gain
  - Retaliation
The Influence of Environmental Situations

- Now assess the interaction between the persons involved and the environment.
- Individuals often choose the environment based upon probable incident(s).
- Finally, assess the probability that this person will behave in a certain way in a specific situation based upon his personality and the characteristics of the victim(s).
Everyone Wants One Assessment Tool

- Since so many are expected to know how, this would be beneficial
- As we have discussed, it involves a multitude of issues and considerations
- Best alleviation of stress – multidisciplinary
- Best results treating cancer – multidisciplinary
- So wouldn’t that make sense here too?
The “Holistic Approach”

- Utilize a set of investigative and operational activities to identify, assess and manage

- Move away from psychopathology alone and focus on how the subject:
  - Is processing
  - Has behaved in the past
  - Keep process away from “profiling”

- Clinical instruments helpful in evaluating the contribution of psychopathology
There Is No Linear Assessment

- Handouts of “Red Flags” are probable at best
- Hence, “computer programs” questionable
- Violent behavior in one area does not mean the person will be violent in another
- Quality of data obtained is critical, especially information from others and the “subject”
- Know who can assist ahead of time
- Develop a plan, to include monitoring
- Must always consider victim, subject and the environment
If you go into this field:

● What are your qualifications/background

● Are you fluent/”court ready” in assessment processes and tools?

● How can you guard against “false positives”

● How have you set up your own protection?
  – What data can I find on you easily?
  – Do you have insurance?
  – Are you prepared for a violent act?
SUMMATION PERIOD