

Workplace Violence Safety Checklist

Individual Indicators and Behavioral Characteristics

Yellow Flags

- * Fascination with weapons/incidents of violence
- * General narcissistic attitude
- * Disruptive outbursts or temper flare-ups disproportional to source of agitation
- * Consistent attempts to argue against co-workers
- * Tendency to interpret daily events in a morbid or pernicious way
- * Consistent display of "victim-syndrome"
- * Controlling or demanding personality
- * General tendency to make co-workers uncomfortable
- * Proponent of general and "inter-office" conspiracy theories
- * Multiple gun ownership
- * Consistent complaints, negative comments, or consistently filing grievances
- * Persistent, inappropriate anger
- * Affiliation with fringe, anti-government, or racist organizations
- * Indications of drug or alcohol abuse

Red Flags - (Triggering Events)

- * Suffers what the individual considers a profound, public humiliation
- * Passed over for promotion
- * Individual makes critical mistake that negatively affects the company
- * Individual is publicly reprimanded
- * Individual is teased or otherwise harassed
- * Individual is fired, laid-off, "downsized"
- * Personal life trauma resulting in a feeling of helplessness
- * Divorce, separation
- * Death of spouse, family member
- * Dramatic increase in anxiety, anger, depression (swift, observable mood swing) This likely will be manifestation of one of the above events, and can serve as the same type of warning sign even if the underlying even is not obvious or known to the company.

Company Consideration:

- * Do we have a "zero-tolerance" policy towards disruptive and harassing behavior?
- * Are all employees and managers aware of this policy?
- * Do we have effective lines of communication within the company?
- * Do we have a Drug & Alcohol screening program?
- * Do we provide access to outside counselors for employees who are uncomfortable dealing with the intra-company support protocols?
- * Are managers and other supervisors aware of the warning signs typically indicative of a potentially violent individual?

* Are employees aware of the warning signs typically indicative of a potentially violent individual?

* Are employees and managers aware of what to do when or if they do notice these warning signs?

* Do we encourage employees to voice concerns in a way that will not necessarily punish the subject of their concern?

If you can answer all of the above questions affirmatively, your company is well positioned to prevent incidents of workplace violence. You should focus on emergency response and crisis management planning to ensure your employees react properly in the event of a workplace crisis.

* Do we have a crisis management plan?

If the above questions represent failures or inadequacies in your current operations, you need to address those concerns.

If your company needs to address workplace violence concerns, please contact Bradford Cole at 203.264.6802 or via E-mail at bradcole@diogenesllc.com.