### AWARENESS | Behaviors of Concern

- **Psychological:**
  - Delusional thinking
  - Excessive feelings of isolation
  - Suicidal/homicide thoughts

- **Social/Peer:**
  - Holds a grudge
  - Social withdrawal
  - Angry/Threatening Statements

- **Behaviors:**
  - Takes criticism poorly/can’t let it go
  - Dramatic change in work performance
  - Direct/indirect threatening communication

- **Urgent:**
  - Brandishing weapon
  - Direct threat of violence
  - Stalking/cyber stalking

- **Family:**
  - Suspected/Domestic Abuse
  - Change in status (marital/child custody/f_inancial)
  - Multiple Losses

**Protective Factors:**
- Family/Friends
- Community Involvement
- Financial Security

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### HOW TO SPOT THE WARNINGS

**Connecting the dots**

- Very Concerned: 50%
- somewhat concerned: 42%
- Not too concerned: 8%

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### Behavioral Risk Threat Assessment

**To ensure everyone is aware of how to spot warning signs, how to report behaviors of concern and how to organize the information once received.**

**Who are the Shooters?**

- From a NYSDO Study involving an Active Shooter Between 1966-2010

**Who are the Shooters?**

- From a 2016 Firestorm Survey

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### The dots are both Clear & Unclear

**RED FLAGS:**
- Comments about suicide
- Intimidating comments about hurting someone else
- Fits of rage
- Destroying property

**RED FLAGS:**
- Fascination with weapons, past criminals or violence
- Depression
- Substance abuse/drugs/alcohol

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### Reporting | Intelligence Network

- **Anonymous Reporting**
- **Standard Reporting Methods**
- **Social Media Monitoring**
- **Pre-Screening/Background Checks**

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### Do you believe your organization is equipped to identify Behaviors of Concern?

- **Survey Results from a Firestorm 2017 Study**

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### Central Repository | BMT

- **Anonymous Reporting**
- **Standard Reporting Methods**
- **Social Media Monitoring**
- **Pre-Screening/Background Checks**

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### Behavioral Management Team

1. Investigate reports of behaviors of concern
2. Conduct a behavioral risk screening
3. Bring in outside resources
4. Help employee who may be in need

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### Firestorm

Firestorm is America’s CRISSCOACH®. Since 2005, Firestorm has assisted clients in transforming crisis into value. The Firestorm PREDICT.PLAN.PERFORM® methodology combines best-practice consulting with proven crisis management expertise, empowering clients to manage risk and crisis.

Firestorm assesses, audits, develops, trains and tests strategies and programs, encompassing emergency response, business continuity, crisis management and crisis communications/PR. Firestorm demonstrates thought leadership in workplace violence prevention, cyberbreach response, communicable illness/pandemic planning, predictive intelligence and every preparedness initiative.

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