

# Workplace Violence Prevention

## Stages & Descriptions with Recommended Involvement



STAGE & DESCRIPTOR		RECOMMENDED INVOLVEMENT
EARLY STAGE	<b>Experience Distress</b> <ul style="list-style-type: none"> <li>Accumulative, bad stress</li> <li>Single, major trauma, or several minor stressors</li> </ul>	Co-worker awareness and observation Front-line supervisor awareness <ul style="list-style-type: none"> <li>CATEGORY 1 - Question</li> </ul>
	<b>Perception of No Resolution</b> <ul style="list-style-type: none"> <li>Narrowing of focus to find things they can successfully control</li> </ul>	Front-line supervisor observation and possible documentation (How is the individual managing the stress/distress?) <ul style="list-style-type: none"> <li>CATEGORY 1 - Question</li> <li>CATEGORY 2 - Confront</li> </ul>
MIDDLE STAGE	<b>Rationalization</b> <ul style="list-style-type: none"> <li>Justify actions or position</li> <li>External focus limited</li> <li>No ability to accept responsibility</li> </ul>	<b>Further intervention recommended here</b> <ul style="list-style-type: none"> <li>CATEGORY 2 – Confront</li> <li>CATEGORY 3 – Consequences</li> <li>Consult with Human Resources (HR)</li> </ul>
	<b>Isolation</b> <ul style="list-style-type: none"> <li>Belief of a need to protect oneself</li> <li>A perception of being alone in endeavors</li> <li>Increase in egocentrism and self-centeredness to the exclusion of others</li> </ul>	<b>Consider additional options</b> <ul style="list-style-type: none"> <li>CATEGORY 2 – Confront</li> <li>CATEGORY 3 – Consequences</li> <li>Consult with Human Resources or Corporate Security</li> <li>HR/Security will direct further escalation as necessary</li> </ul>
LATE STAGE	<b>Violent Thoughts &amp; Ideation</b> <ul style="list-style-type: none"> <li>Belief that violence is only possible way to gain control or to be heard</li> <li>Talking about action of violence or actual demonstration of obvious hostile thoughts</li> </ul>	<b>Consult with HR or Corporate Security</b> <ul style="list-style-type: none"> <li>HR/Security will direct further escalation as necessary</li> </ul>
	<b>Violent Action</b> <ul style="list-style-type: none"> <li>Attempted or Committed</li> </ul>	<b>Immediate Emergency Response</b> <ul style="list-style-type: none"> <li>Contact law enforcement and Security Control Center</li> <li>Consult with Employee Relations or Corporate Security</li> <li>HR/Security will direct further escalation as necessary</li> </ul>