



Behavior that may be Predictive of Violence

There is no magic number or specific order of signs that indicate violence. It is really a complex set of behaviors. Be concerned with the intensity of the behaviors and the person who is exhibiting many of these behaviors rather than just a few. Each situation is unique.

High stress levels whether personal or professional.

May be experiencing a painful personal issue – divorce, cancer or severe health issue with themselves or a family member, loss of a relative, financial problems, bankruptcy, foreclosure, gambling, an out of control child.

Argumentative, unreasonable, **disparaging behavior**, major mood swings, personality changes or emotional outbursts

Adverse impact on a supervisor's time.

Poor **personal hygiene**

Increased **mistakes or errors** at work

Faulty decision making. Inconsistent work patterns alternating between quality work and low productivity with low quality work.

Repeatedly, **talking about the same problems** without resolving them.

Disrespect for authority.

Sudden or **unpredictable** changes in behavior

Constant anger. Hate and anger seem to be the only emotions that they relate to.

Vindictive nature

Social **isolation**

Litigious nature. They take numerous legal actions or are constantly filing grievances. This can be in both their personal life as well as professional. It's there way of controlling others.



Watch for Extreme Behaviors

Force their beliefs on others, spreading rumors or gossip to elevate their own position

Pushing the limits of acceptable conduct or disregarding the health & safety of others

Constantly protesting about their boss, their company or a particular employee and **may have filed numerous complaints of unfair treatment**

Inability or unwillingness to be held accountable as well as a **need to blame others**

Often violates your personal space as a way of **intimidating**

Instigates FEAR in others. Make intimidating comments about hurting others.

Feelings of being wronged or **treated unfairly**

Fixated on weapons, past violent incidents and are always talking about this

May be a member of a hate group, white supremacist group or KKK.

Becomes **fixated** on an issue(s)

Hate issues with authority figures like supervisors, managers or government officials

Actions are **extreme** and **out of character**

People who are **increasingly suspicious or paranoid** about co-workers or supervisors

Demonstrate addiction behaviors: prescribed drugs, street drugs, obsessive romance

Expresses **extreme desperation**

Feel that they have been wronged & **they have nothing left to lose!**

Significant emotional despair can push people to do unimaginable things. If you see significant indicators that someone may perpetrate violence, it is time to consult with an expert.