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Workplace Violence “Red Flags” or Warning Signs

There are a number of “red flags” or warning signs related to the person who commits an act(s) of workplace violence. They may include the following.

- History of violent behavior
- Fascination with weaponry and/or acts of violence
- Carrying a concealed weapon
- Verbal, nonverbal, or written threats or intimidation
- Obsessive involvement with the job
- Unwanted romantic interest in co-worker
- Paranoid behavior
- Unaccepting of criticism
- Holds a grudge
- Recent family, financial and/or personal problems
- Talks about past killings/violence
- Tests limits of acceptable behavior
- Stress in the workplace such as layoffs, RIFs, and labor disputes
- Little tolerance of others
- Gets away with unacceptable job performance ratings
- Fond of violent films and TV shows
- Non-communicator, loner
- Extreme reactions to new policies, has a hard time with authority figures
- Change in quality of work • Very neat or very sloppy, or sudden change
- Lies, exaggerates or over reacts on a regular basis
- Self-centered or aloof
- Withdrawal of funds
- Irrational beliefs and ideas
- Expressions of a plan to hurt himself or others
- Externalization of blame
- Taking up much of supervisor’s time with behavior or performance

problems • Drastic change in belief system

- Displays of unwarranted anger
- Feelings of being victimized
- Intoxication from alcohol or other substances
- Expressions of hopelessness or heightened anxiety

- Productivity and/or attendance problems
- Violence towards inanimate objects
- Steals or sabotages projects or equipment
- Lack of concern for the safety of others

For comprehensive research on a subject of interest with regard to workplace violence including historical, current and future activity, and event data; contact one of our research advisors at info@w3irg.com and visit us at www.w3irg.com.
