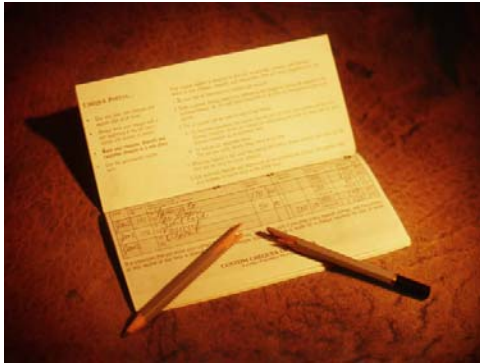


## Workplace Violence Warning Signs

You've seen the headlines about workplace violence: "Five Killed and Dozens Injured in School Shooting," "Woman Taken at Gunpoint by Estranged Husband," "Attempted Robbery Leaves Several Injured at Local Store."



As a responsible employer, you worry about the safety and security of your workplace. You enjoy the friendly atmosphere and don't want to seem reactionary, but you also don't want to ignore the consequences of not preparing effectively to keep your workplace safe. Knowledge and preparation are the best ways to prevent workplace violence.

Following are some warning signs of the potential for violence in the workplace:

- Increased use of alcohol or drugs
- Unexplained or increased absenteeism
- Chronic disgruntlement
- Inconsistent or poor work performance
- Inappropriate comments about other workers or situations
- Resistance and over-reaction to changes in procedures and policies
- Increased mood swings; history of violent behavior
- Noticeable decrease in attention to appearance or hygiene
- Explosive outbursts of anger or rage without provocation
- Withdrawal
- Repeated violations of company policies
- Suicidal comments or behaviors that indicate "putting things in order."
- Paranoia-"everybody is against me"
- Preoccupation with weapons and violence
- Empathy for those who commit violent crimes
- Escalation of domestic problems

The dedicated organizational consultants at First Sun are available to assist you in setting up training for your staff on this and other topics. Just give us a call toll free at **800-968-8143** or in Greater Columbia **803-376-2668**.