Warning Signs of Potential for Violence

These signs, taken individually, may just mean the employee is having a bad day; however, taken in overall context, violence is almost always preceded by several of these warning signs.

- Deterioration of job performance
  - Inability to concentrate
  - Confused thinking
  - Inability to take criticism
  - Attendance problems
- Past history of violence or threatening behavior
- Suicidal comments
- Signs of alcohol/drug abuse
- Recent significant personality changes
- Unshakable depression or mood swings
- Self-esteem problems
- Tendency to act out his/her anger
- Fights, domestic violence, altercations
- Increased withdrawal, seclusion from others
- Increase in anxiety or stress level
- Preoccupation with guns or other weapons
- Person is in desperate circumstances
  - Money problems
  - Legal trouble
  - Divorce (especially a nasty one)
  - Problems with a child/teenager
  - Death of a loved one
- Loss of promotional opportunity he/she felt was deserved
- Tendency to blame others or refuse to take responsibility for actions
- Romantic obsession with someone who’s uninterested in their attention

Not an all inclusive list.