

# A POWERFUL DIFFERENCE

## Workplace Violence Prevention Training

With 1 in 4 HR professionals reporting an incident of workplace violence (WPV) during the past year\*, training is more imperative than ever. Training makes an impact. It can mean the difference between a violent incident (or not), survival (or not), and lasting psychological damage (or not).

### TRAINED VS. UNTRAINED EMPLOYEES

	 <b>TRAINED EMPLOYEES</b>	 <b>UNTRAINED EMPLOYEES</b>
 <b>PREVENTION</b>	<p><b>Training empowers a bias toward action</b></p> <ul style="list-style-type: none"> <li>● “If you see something, say something” becomes the mindset</li> <li>● Concerning behaviors recognized and action taken</li> <li>● Team members committed to “looking out for each other”</li> </ul>	<p><b>Lack of knowledge = Lack of Awareness = Lack of Prevention</b></p> <ul style="list-style-type: none"> <li>● Warning signs missed all together</li> <li>● Concerning behaviors witnessed but not recognized</li> <li>● Early prevention opportunities missed</li> </ul>
 <b>EMERGENCY RESPONSE</b>	<p><b>People know what to do, when to do it, and how to do it</b></p> <ul style="list-style-type: none"> <li>● Planned responses and proactive actions taken on behalf of self and others</li> <li>● “Mental Permission” to take action, such as RUN   HIDE   FIGHT or GET OUT   GET SAFE   GET TOUGH™</li> <li>● Survival mindset and learned optimism instilled</li> </ul>	<p><b>No plan leads to the wrong plan</b></p> <ul style="list-style-type: none"> <li>● Independent, impulsive actions...dangerous to self and others</li> <li>● Risky, self-protection measures often less effective than team approach</li> <li>● Panic, sense of helplessness can overwhelm and paralyze</li> </ul>
 <b>POST EMERGENCY</b>	<p><b>Post-event recovery significantly enhanced</b></p> <ul style="list-style-type: none"> <li>● Individuals better able to bounce back-experience less distress</li> <li>● Organizational damage to brand and reputation minimized</li> <li>● Organization confident in having met its moral obligation to employees and community</li> </ul>	<p><b>Post-event recovery can be long and painful</b></p> <ul style="list-style-type: none"> <li>● Post-incident recovery time increases for individuals</li> <li>● Damage to brand and reputation for organization is incurred</li> <li>● Organization missed opportunity to meet its moral obligation to “duty of care”</li> </ul>



\*SHRM 2019

Infographic courtesy of Media Partners, provider of the *Getting Real About Workplace Violence* training solution. Developed by security expert Jim Sporleder, this program is known for its ability to effectively teach all aspects of workplace violence awareness, recognition, and response and to help inspire lasting behavior and culture change. The instructional program meets all ANSI and ASIS/SHRM specified training criteria.