

Guide to identifying potentially violent employees

Employees who are at risk for workplace violence may exhibit one or more of the following behaviors*. Supervisors should be alert to these behaviors and DOCUMENT and ADDRESS them as appropriate. The Employee Assistance Program is available to assist employers with handling these issues.

- Attendance problems
- Decreased productivity
- Inconsistent work patterns
- Lingering depression
- Poor on-the-job relationships
- Safety concerns
- Inability to concentrate
- Poor concentration
- Fascination with weapons
- Poor hygiene and health
- Chronic excuses or blaming
- Evidence of Substance abuse
- Issues requiring increased supervision
- Evidence of chronic stress in employee's personal life



*These behaviors may indicate any number of other problems and may not be indicators of violence.

If you have a concern about an employee, please contact *FirstCALL* for assistance.

FirstCALL
Your Employee Assistance Program
1-800-382-2377