Insider Risk Triage Framework

- Suicidality, self-injury arrange safe transport to ER (call 911 if necessary)
- Threatening or aggressive behavior engage security or call police

Possible Threat Indicators

- Escalating sense of grievance
- Reckless endangerment of self/others
- Intentionally destructive behavior
- Provoking fear or concern in others

Safety Concerns

- Orientation to time, place and person
- Reality-testing objective evaluation of a though, emotion or perception against real life

Mental Health Related Concerns *

- Thought process coherent, logical, rational?
- Paranoia, unrealistic perception of threat
- Self-awareness (including need for psyc. help)
- Moods/affect and emotional regulation
- Behavioral & impulse control
- Possible trauma-based reactions
- Addictive or seriously compulsive behavior

Calm and reassure, seek prompt mental health or medical evaluation; assess operational fitness especially if weapons-bearing or having access to classified/sensitive information.

- Intentionally violating rules & norms
- Manipulative, deceptive
- Persistently aggrieved or antagonistic
- Help-rejecting or crisis-oriented
- Denying need for help with addictive/compulsive behaviors

Fair, respectful application of rules and consequences; prompt protective measures in relation to any bullying, harassing or threatening behavior.

> Entrenched Personality or Behavioral Patterns

** Note that abrupt or apparently serious changes in mental status can have medical causes, some requiring emergency care.

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