

LEAVING THE PROPERTY

Depending on the circumstances, you may allow the terminated employee to collect belongings and leave on their own. Others may need to be escorted from the property as soon as possible.

An embarrassing “walk of shame” in front of coworkers may just turn a bad situation into a very dangerous one! Always consider the terminated employee’s dignity in your decisions.

MONITOR & REASSESS

Just because the employee has driven away does not necessarily mean we’re all safe now. We know from news that a terminated worker may come back years later to wreak havoc.

Remember, there are ALWAYS warning signs before such an attack. Did they get a new job? File for unemployment? Drinking heavily? Get into a fight? Purchase a new gun last week? Listen for both facts and rumors... we can sort that out later. For now, it all matters.

YOU’RE NOT ALONE

SafeHaven Threat Management experts are trusted by some of the world’s most at-risk people.

SafeHavenThreatManagement.com
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SafeHaven Threat Management

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*We keep your people safe
and your brand out of the headlines*

Safe Employee Terminations

SafehavenThreatManagement.com

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TRUST YOUR INSTINCTS

You know that feeling you get sometimes that something just doesn't feel right?

That feeling matters! Whether you call it instinct, intuition, or the voice of God; when you believe something is wrong... something probably **is** wrong.

Often, people who become victims of violence say that before the attack they had a feeling that something wasn't quite right. But they didn't take action.

Even when you cannot articulate in detail why you have that feeling, we encourage you to listen and act upon it.

Don't become a victim because you felt embarrassed to say something... or you didn't want to bother anyone.

Trust your instincts!

WARNING SIGNS

Threat Assessment Professionals consider dozens of factors when evaluating the risk of a potential violent outcome.

As a place for you to start, below are fourteen contributing factors you can watch for in an employee you're about to terminate.

When considering each factor, don't think of them as "Yes" or "No" answers. Think about where each might fall on a 10 scale, with 0 being "No Indication" that this element is present and 10 being "Highly and Regularly" present.

If you identify four or more, or rate two or more with a 5 or above, we strongly recommend you call a threat management professional for an in-depth assessment and expert guidance.

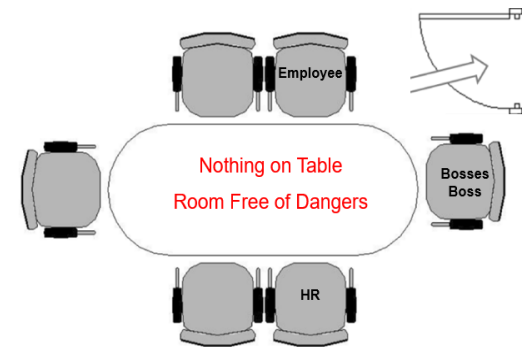
The Presence Scale

- Fails to take responsibility for own actions
- Tends to blame others
- Not very adaptable to change
- Has low self-esteem
- A loner – doesn't interact with coworkers
- May suffer from depression
- History of mental/emotional health issues
- Experience multiple major life stressors
- Has irrational beliefs and ideas
- Had a sudden change in belief system
- Has little empathy for others
- Has had severe mood swings
- Diminishing Stabilizers
- Recently purchased a firearm

PREP FOR TERMINATION

- Legally defensible justification
- All paperwork ready
- Copies of paperwork for employee
- Written script for you to follow
- Mgr's Mgr & HR ONLY in the room
- List of what to obtain from Employee
- Select the best day of the week
- Select the best hour of the day
- Protect the Employee's dignity
- Room near the exit
- Prepare for questions
- Prepare for threats & how to redirect
- Contact info of "One Point of Contact"
- Systems & Facility Access Turned Off

ROOM SET UP



DON'T MAKE IT WORSE

If confronted with anger or threats, downplay and redirect to the future. Say things like...*"I understand... we all say things we don't mean when we are frustrated, but that's not the John Smith I know"*. Talk about how he has overcome obstacles in the past and about finding new passions soon.