

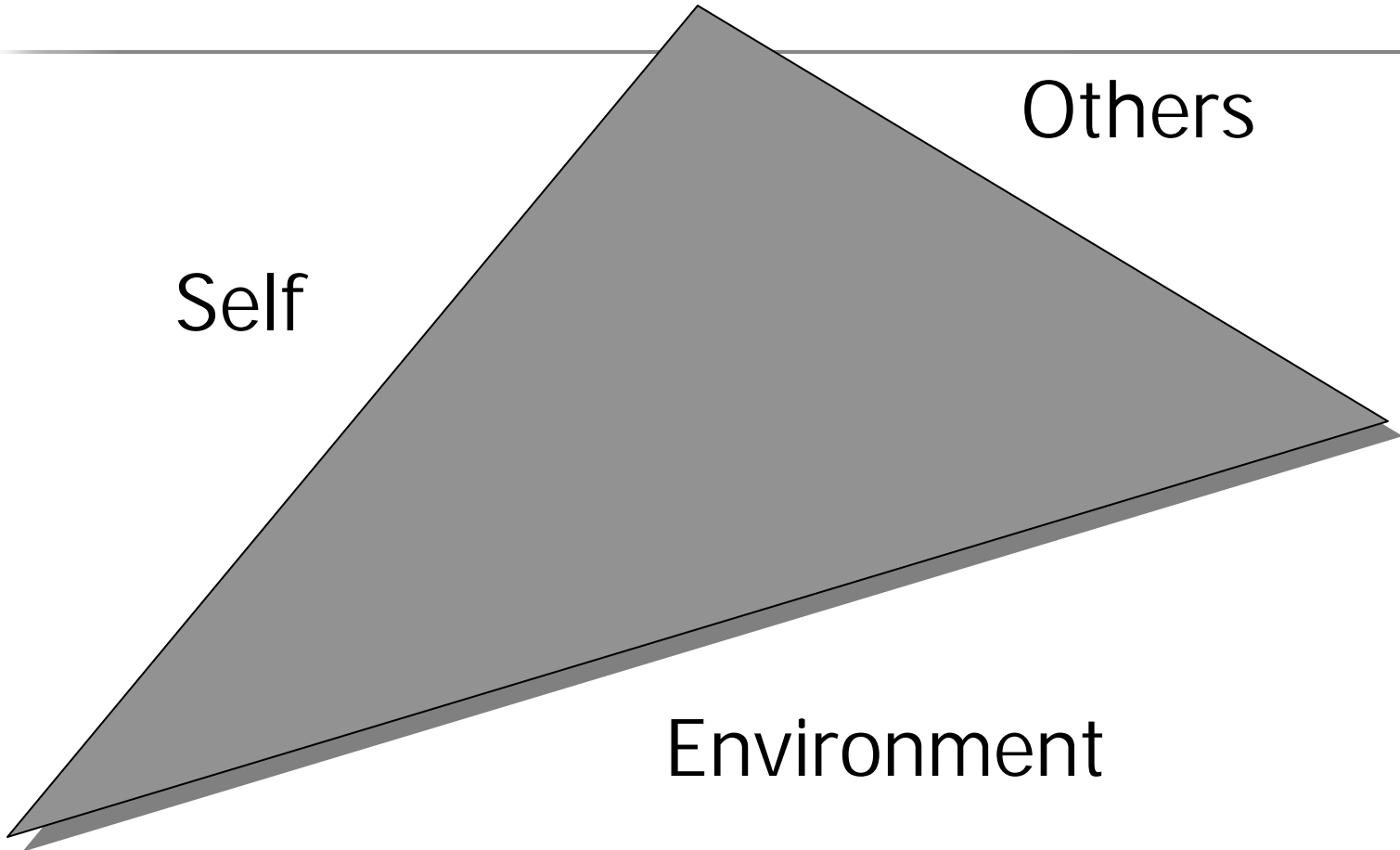
VIDEO I

PMIDB



**Predisposing
and
Precipitating
Factors**

AWARENESS



Self

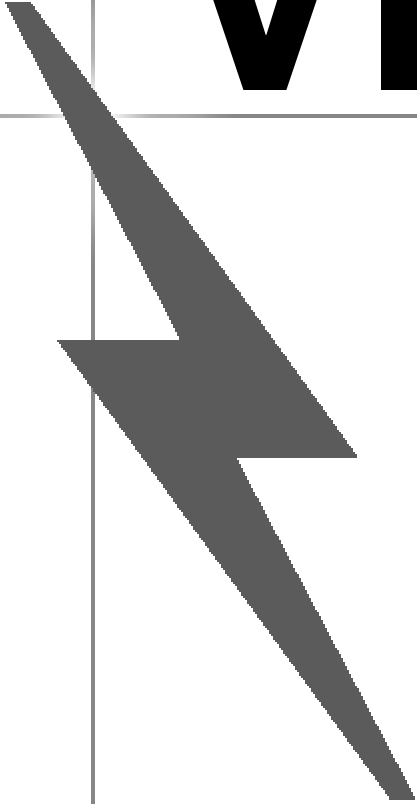
Others

Environment

VIOLENCE

Any physical assault,
threatening behavior,
or verbal abuse that occurs
while working or on duty.

**National Institute for Occupational
Safety and Health (NIOSH)**



PREDISPOSING FACTORS

Individual characteristics a person brings into a situation which may contribute to a violent incident.



INDICATORS FOR DISRUPTIVE BEHAVIOR

- Individual Characteristics
- Diagnoses Associated with Violence
- Basic Motives for Violent Behavior
- Other Factors Associated with a High Potential for Violence

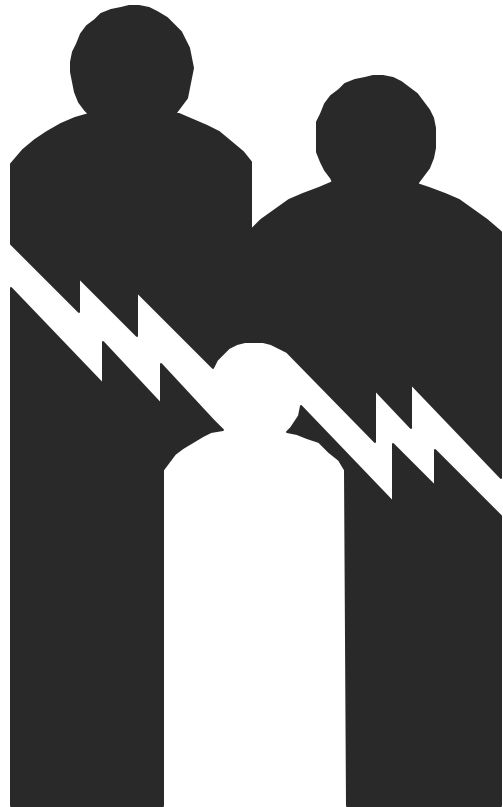
INDIVIDUAL CHARACTERISTICS

Loner / Withdrawn	Substance Abuse
Fascination with Violent Music, Games, Movies	Views world as hostile
Obsession with Weapons	Views world as threatening
Poor Interpersonal Skills	Low Frustration Tolerance
Poor Employment Hx	Impatient
Suspicious of Others	Financial Stress
Problem with Authority Figures	Blames Others for Problems
Frequent Mood Swings	Shunned by Co-workers

DIAGNOSES ASSOCIATED WITH VIOLENCE

- Intoxication / Substance Abuse
- Delirium
- Paranoid Schizophrenia
- Mood Disorders
 - Mania / Bipolar
 - Post Traumatic Stress Disorder
- Organic Disorders / Dementia
- Brain Damage / Head Injury
- Borderline Personality Disorder
- Antisocial Personality Disorder

VIOLENCE



is NOT a
DIAGNOSIS!

REMEMBER!

- Not all violent individuals are mentally ill.
- Not all mentally ill individuals are violent.



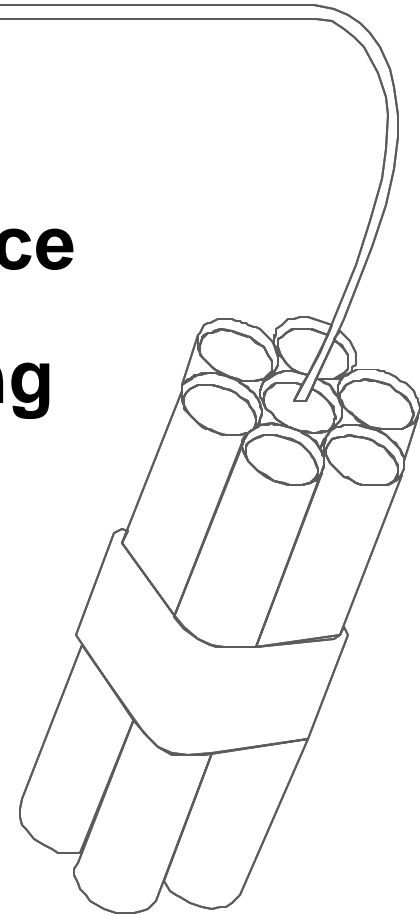
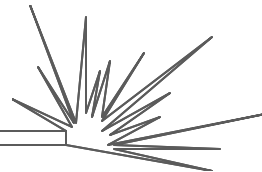
REMEMBER!

Given the right set of circumstances, ANY person has the potential for violence in order to regain control of his / her environment.



LIGHTING THE FUSE

- **Environment**
- **Poor Customer Service**
- **Noise or Poor Lighting**
- **Traffic and Parking**
- **Inflexible Processes**
- **Other?**

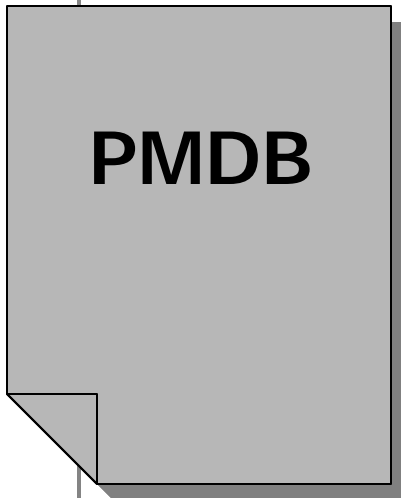
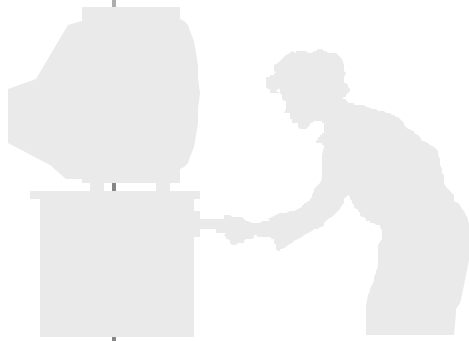


INCREASING THE ODDS

- Lack of Privacy
- Loss of Control
- Loss of Dignity
- Loss of Identity
- Loss of Independence
- Fear of Pain
- Frustration with System



NEW EMPLOYEE ORIENTATION *Awareness Training*



Options

- PMDB Facility Policy
- Video I (Predisposing / Precipitating Factors)
- Videos II or III (Verbal – Nonverbal Interventions or Limit Setting)
- PMDB Handouts

PMIDB



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