**Video Title:** Workplace Violence: The Early Warning Signs

**Video URL:** <https://www.youtube.com/watch?v=WVxVuH7eiHA>

**Run Time:** 3:22

**Source:** Kantola Training Solutions/YouTube

**Close Caption Available:** Yes

Workplace violence is mentioned on page 118 of the textbook as a disastrous consequence of workplace conflict. In this workplace violence training video. Stephen White draws from his experience to promote a better understanding of what you should be aware of to help keep your workplace safe. Workplace violence is an issue that can affect any organization of any size in any industry. The topic should be discussed directly and honestly, but not sensationalized.

 Workplace violence sometimes takes the form of a romantic preoccupation with an acquaintance who might be a coworker who does not reciprocate the romantic interest. The perpetuator might be pursuing a former intimate partner, including re-establishing a former relationship. The conflicted person may want to punish the victim by making threats or otherwise inducing fear and disrupting that person’s life. The earlier these situations are dealt with the better. People have various reactions to the results of workplace violence, such as thinking that the victim deserved the punishment. Most people, however, are horrified by physical violence against others.

 Violent comments are sometime made in e-mails, on voicemail, or on social network sites.
An individual who is preoccupied with violent ideas will likely repeat such statements or gestures, and not care about their impact on others. We all experience mood changes but some individuals have unusually deep lows, followed by agitated and elevated highs. Take notice of people who convey deep or lasting despair, and especially if they are angry and speak of retaliation for felt wrongs. Some people become suspicious of others thinking that people in the office are behind them or about to be fired. They become increasingly irrational and suspicious. Potentially violent people often contend that other people in the office do not like them, and that people are talking about them all the time.

 A key sign of potential violence is when a person makes comments about hopelessness or suicide. When these comments are mixed with other warning signs, the problem should be addressed. The vast majority of individuals who consider suicide do not harm others, and should be helped. But talk of harming oneself combined with harming others should be taken very seriously.

*Questions for Thought and Discussion*

1. In what way does this video hint of a connection between hostile working environment harassment and workplace violence?

2. Workplace conflict may lead to violence, but how might workplace violence lead to conflict?

3. Assume that you receive a social media post from a coworker that includes the message, “I hate this place, and I’m going to take out a lot of people. 😉”

4. Suppose an employee who was a former girlfriend or boyfriend keeps dropping by your cubicle to talk with you, and you keep telling the person to stop bothering you. Furthermore, as in the video, the person follows you into the parking lot regularly. How might your negotiation skills help you out of this uncomfortable situation?

5. A coworker and friend of yours says several times, “My life is so bad, I think I am going to end it.” What do you think you should do or say?