

## THREAT ASSESSMENT MATRIX PRE-INCIDENT INDICATORS\*

	Questions	ASIS/ SHRM	Campus Attacks	Campus TAT	ESCP	CAMPUS LEVEL 1	SSI	School Shooter	US Postal	RAGE-V	WAVR-21	Virginia Tech	Meloy Warning
<b>1</b>	<b>Motives Goals</b>												
1.1	Motive			X	X		X			X	X		
1.2	Violent intentions										X		
<b>2</b>	<b>Communication</b>												
2.1	Implied or conditional threat to person, place, or system			X		X	X			X			X
2.2	“Leakage” (communication to 3 <sup>rd</sup> party)					X		X		X		X	X
2.3	Direct or veiled threats								X	X			
<b>3</b>	<b>Inappropriate Interest</b>												
3.2	Weapons: fascination, skill & access			X	X	X		X	X	X	X	X	
3.7	Fascination with Homicidal or violent incidents			X	X	X	X	X	X				
3.9	Homicidal thoughts	X											
3.10	Negative role models							X					
3.11	Sensational violence							X					
<b>4</b>	<b>Attack Related Behavior</b>												
4.1	Pre-attack behavior Developing a plan/practice				X	X	X					X	
4.2						X				X	X		
4.3	Attempt to recruit accomplices for attack & audience											X	
4.4	Approaching -visiting the target/weapon				X					X		X	
4.5	Attempting to circumvent security				X								
4.6	Assaulting or attempting to assault target				X								

\*Other names for Pre-Incident indicators: Inquiry questions, Risk Factors, Risk Indicators, Warning Signs, Warning behaviors/typology  
Bolante (3/5/13)

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4.7	Concealed weapon or flashing weapon								X				X
4.8	Rehearse attack					X				X		X	
4.9	Pathway (research, planning, preparation)											X	X
4.10	Fantasy rehearsal									X			
4.11	Fixation/perseveration on person or cause												X
4.12	Pseudo-commando/warrior mentality												X
<b>5</b>	<b>Capacity</b>												
5.1	Capacity to carry out plan		X			X	X						X
5.2	Ability to carry out plan					X	X						X
<b>6</b>	<b>Hopelessness/Desperation</b>												
6.1	Hopelessness/desperate		X		X	X	X						X
6.2	Suicidal history					X	X			X	X		X
6.3	Suicidal thoughts				X	X				X			
6.4	Suicidal ideation									X			
6.5	Suicidality											X	
<b>7</b>	<b>Trusting relationship</b>												
7.1	Trusting relationship with one or more responsible person		X			X	X						
<b>8</b>	<b>Violence as a way to solve problems</b>												
8.1	Violence as a way to solve problems		X				X						
<b>9</b>	<b>Story Consistent with Actions</b>												
9.1	Story consistent with action		X	X									

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9.2	Words consistent with actions			x									
9.3	Behavior relevant to carrying out task							x					
9.4	Words consistent with actions				x								
<b>10</b>	<b>Substance Abuse</b>												
10.1	Substance abuse							x	x	x	x		
<b>11</b>	<b>Are People Concerned</b>												
11.1	People are concerned			x	x	x							
<b>12</b>	<b>Mental Health Concerns</b>												
12.1	Paranoia					x				x	x		
12.2	History of mental illness				x				x				
12.3	Command Hallucinations				x					x			
12.4	Delusional ideas/feelings of persecution				x								
12.5	Obsessive					x							
12.6	Signs of depression							x		x			
12.6	Psychopathy									x			
12.7	Bipolar									x			
12.8	Personality Disorders									x			
12.9	Evidence of deteriorating mental state, psychosis									x			
<b>13</b>	<b>Stalking</b>												
13.1	Stalking					x				x	x		
13.2	Obsessive/persistent romantic pursuit	x							x				
13.3	Emphasis on fidelity on mate								x				
<b>14</b>	<b>Behavioral Concerns, Other</b>												
14.1	Drastic, unexplained behavior changes					x		x			x		

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14.2	Lack of conscience										x		
14.3	Negative/poor coping skills							x		x	x		
14.4	Bullying, threatening behavior	x											
14.5	Menacing										x		
14.6	Verbal abuse	x											
14.7	Harassment	x											
14.8	Erratic, impulsive, bizarre behavior	x											
14.9	Anti-social thoughts or behaviors					x				x		x	
14.10	Impulsivity	x											
14.11	Low tolerance to frustration	x						x					
14.12	Behaviors that instill fear/concern	x											
14.13	Last resort (feels trapped)				x								x
14.14	Identification (“pseudo-commando” or “warrior mentality”)												x
14.15	Fixation (perseveration, with a person or cause)								x				x
14.16	Odd or bizarre behavior												
14.17	Intimidation												
14.18	Socially Isolating					x							
14.19	Positive coping skills					x							
14.10	Romantic obsession					x			x				
14.11	Difficulty connecting with other people					x							
14.12	Lack of ability to form intimate relationships					x		x					
14.13	Obsessing on another person, location, behavior					x				x			
14.14	Anger problems/emotional undertones							x			x		x
14.15	Attitude of superiority							x					

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14.16	Masks low self-esteem							x					
14.17	Intolerance							x					
14.18	Inappropriate humor (Dave and John)							x					
14.19	Closed social group							x					
14.20	Rigid and Opinionated							x					
14.21	Narcissism					x		x		X			
14.22	Alienation							x					
14.23	Dehumanizes							x					
14.24	Exaggerated need for attention							x					
14.25	Seeks to manipulate others							x					
14.26	Lack of trust							x					
14.27	No limits at home (tv/internet)							x					
14.28	Actively violent state of mind									X			
<b>15</b>	<b>Victim mindset- "Injustice Collector"</b>												
15.1	Entitlement							x			x		X
15.2	Victim mindset	x				x							
15.3	Injustice Collector	x				x				x			X
15.4	Chronic unsubstantiated complaints	x											
15.5	Harboring grudges	x											
15.6	Blaming	x											
15.7	Obsessive focus on a grudge								x				
15.8	Externalizing blame					x		x					
<b>16</b>	<b>Circumstances that might affect violence</b>												
16.1	Circumstances that might affect violence			x									
16.2	Loss					x			x	x	x		

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16.3	Personal stressors								X		X		
16.4	Extreme job attachment										X		
16.5	Current job problems										X		
16.6	High degree of emotional distress	X											
16.7	Perceived loss of options					X			X	X			
16.8	Failure					X							
16.9	Humiliation					X							
16.10	Lack of options					X				X			
16.11	Foreseeable break-up					X							
16.12	Future events/ grievance, lawsuits, financial aid appeal, graduation					X				X			
16.13	Failed love relationship							X					
16.14	Turbulent family relationship							X					
16.15	Acceptance(by family) of pathological behavior							X					
16.16	Rejection									X			
16.17	Diminishing inhibitors									X			
16.18	What is important in the person's life (inhibitors/stabilizers)					X							
17	<b>Other factors</b>												
17.1	Groups, heroes, affiliations, & community attachments									X			
17.2	Adverse response to authority and limit setting									X			
17.3	History of threats/violence	X							X	X		X	
17.4	History of arrests								X	X			
17.5	Novel aggression, "tryout"					X							X

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17.6	Energy burst warning												x
17.7	What are the social/relational dynamics					x			x				
17.8	Physical deterioration (TBI, cancer, disability etc.)					x			x				
17.9	Extreme sense of moral righteousness about things in general								x				
17.10	Inability to handle constructive criticism								x				
17.11	Demonstrated disregard for safety of coworkers								x				
17.12	Tendency to be a loner w/little family or social support								x				
17.13	How has the subject dealt with negative situations in the past					x							
17.14	Lacking empathy, guilt, love, sympathy					x		x					
17.15	Other factors in life				x	x							x
17.16	Lack of resiliency							x					
17.17	Copycat effect							x					
17.18	Head Trauma									x			
17.19	Prior voluntary or involuntary commitment									x			

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# THREAT ASSESSMENT ORIGIN

1	<b>Exceptional Case Study Project (ECSP)</b> 1998	<ul style="list-style-type: none"> <li>• Assassination (plans/attempts) of 83 people in a 47 yr. period (1949-1996)</li> <li>• 9 Key questions</li> </ul>
2	<b>Willamette Valley Threat Advisory Team (WV-TAT)</b> 1998	<ul style="list-style-type: none"> <li>• Community model TAT</li> <li>• 15 key questions</li> </ul>
3	<b>School Shooter Report FBI/O'Toole</b> 1999	<ul style="list-style-type: none"> <li>• 4-Prongs</li> <li>• Personality, family, school, &amp; social factors</li> </ul>
4	<b>Mid-Valley Student Threat Assessment Team (MV-STAT)</b> 2000	<ul style="list-style-type: none"> <li>• K-12 district-wide TAT</li> <li>• 15 key questions</li> </ul>
5	<b>Safe School Initiative (SSI)-Report</b> 2002	<ul style="list-style-type: none"> <li>• Pre-TAT investigative questions</li> <li>• 5 areas</li> </ul>
6	<b>Safe School Initiative (SSI)-Guide</b> 2002	<ul style="list-style-type: none"> <li>• 11 Key questions</li> <li>• 37 case studies of targeted violence (1974-2000)</li> </ul>
7	<b>Risk Assessment Guideline Elements for Violence (RAGE-V)-ATAP</b> 2006	<ul style="list-style-type: none"> <li>• 15 Risk Factors</li> <li>• Private and public sectors</li> </ul>
8	<b>Workplace Assessment of Violence &amp; Risk (WAVR-21)</b> 2007	<ul style="list-style-type: none"> <li>• 21 questions specific to work-place violence</li> <li>• The only Structured Professional Judgment instrument empirically validated.</li> <li>• Includes a short form and "stabilizers" form</li> </ul>
9	<b>United States Postal Service</b> 2007	<ul style="list-style-type: none"> <li>• 24 questions specific to work-place violence</li> </ul>
10	<b>Campus TAT Handbook</b> Deisinger & Randazzo 2008	<ul style="list-style-type: none"> <li>• 12 questions based on the SSI questions</li> </ul>
11	<b>Campus Attacks</b> Drysdale, Modzeleski, Simmons 2010	<ul style="list-style-type: none"> <li>• 3-step process: (Identify-Assess-Manage)</li> <li>• 272 incidents of violence (IHE) from 1900-2008</li> </ul>
11	<b>Workplace Violence Prevention and Intervention</b> American National Standard (ASIS/SHRM WVPI.1-2011)	<ul style="list-style-type: none"> <li>• 12 warning signs of potential violence</li> <li>• Specific to work-place</li> <li>• ASIS International (ASIS) and the Society for Human Resources Management (SHRM)</li> </ul>
12	<b>Warning Behaviors</b> Meloy et al. 2012	<ul style="list-style-type: none"> <li>• 8 behavior patterns indicating increasing threat</li> <li>• Clear definitions and typology to use during professional judgment which address both dynamic factors and change over time</li> </ul>
13	<b>Campus Level 1 2013</b> Bolante, VanDreal, Okada	<ul style="list-style-type: none"> <li>• 14 Key questions</li> <li>• Pre-incident indicators and inhibitors</li> <li>• Definitions examples, and explanations of indicators</li> </ul>