

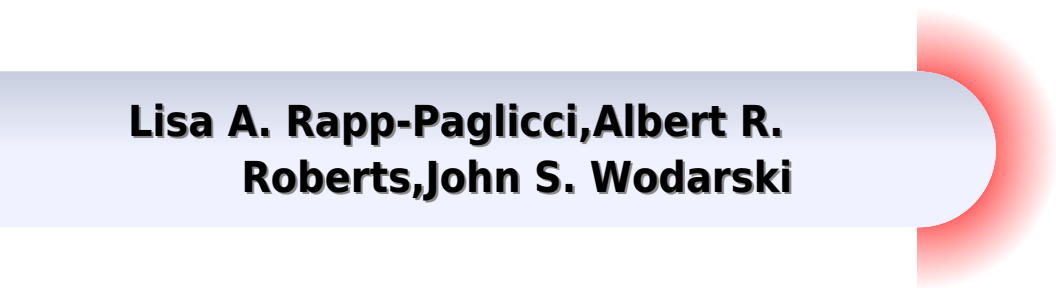


aggression in the workplace
preventing and managing high-risk behavior

Marc McElhaney, Ph.D.

Aggression In The Workplace Preventing And Managing High Risk Behavior

**Lisa A. Rapp-Paglicci, Albert R.
Roberts, John S. Wodarski**



Aggression In The Workplace Preventing And Managing High Risk Behavior:

Aggression in the Workplace Marc McElhaney, 2004 Violence in the workplace has risen to epidemic proportions according to the Centers of Disease Control In this volume Dr Marc McElhaney a specialist in workplace violence presents a comprehensive guide that no manager can do without when having to prepare for these potentially dangerous and often disruptive events These are situations that often seem to explode in the workplace without warning when in fact they have often long incubated outside the manager's awareness Utilizing a risk management approach that focuses on the process of how these situations evolve as opposed to an oversimplified presentation of profiles will provide the manager with the needed tools to prevent and effectively intervene to ensure a safe and cost effective resolution This book takes a comprehensive view that covers the broad range of aggression control strategies that an organization can utilize from the fundamental building blocks of a primary prevention program to specific techniques that the manager can use to defuse and stabilize situations that are already threatening to explode In between the author presents a step by step description of the assessment and intervention process that should occur when and if an organization is faced with a potentially dangerous set of circumstances Specific high risk situations such as employee termination are discussed in detail along with strategies that Dr McElhaney has found to be particularly effective when having to stabilize control and ultimately ensure a safe and long lasting conclusion Utilizing an approach that combines his knowledge and experience from the fields of threat assessment risk management conflict resolution and crisis negotiation the author focuses on an approach that not only addresses the organization's immediate needs but which also strives for a resolution and management plan that addresses long term safety concerns

International Handbook of Threat Assessment J. Reid Meloy, Jens Hoffmann, 2014 International Handbook of Threat Assessment offers a definition of the foundations of threat assessment systematically explores its fields of practice and provides information and instruction on the best practices of threat assessment

The Psychology and Law of Workplace Violence Irvin H. Perline, Jona Goldschmidt, 2004 The Psychology and Law of Workplace Violence examines the causes risk factors prevention and legal issues associated with workplace violence Previous attempts to explain these crimes are often only descriptive and do not identify the basic underlying psychological mechanisms and yet from the largest violent acts such as the September 11th Attack on America to the smallest violent workplace crime the psychological mechanisms are the same This landmark text offers a different perspective to the current concepts of workplace violence and will likely change the way people conceptualize violent crime Part One of the text identifies eight underlying factors responsible for these crimes identifies two necessary conditions for their occurrence and develops several significant new concepts related to the field Part Two discusses state and federal legal issues surrounding workplace violence Workers compensation employer liability and employer duties under negligence law hiring supervision and firing the legal aspects surrounding premises security employee privacy issues the ADA the Fair Credit Reporting Act and criminal history inquiries are but a few

of the many legal topics discussed This section is written in a practical easy to understand manner and contains materials that are often available only in law libraries The final Part Three of the text is a compendium of workplace violence case histories and includes numerous nationally recognizable incidents along with many others that have not been widely publicized An interesting description of details surrounding each crime and its aftermath is included What happened to the perpetrator What happened to the victims In addition for many cases how the case relates to other cases and issues that have arisen from the case are discussed In this section which is the largest published compilation of case history material on workplace violence to date covers over *The Oxford Handbook of Behavioral Emergencies and Crises* Phillip M.

Kleespies,2016-09-19 The Oxford Handbook of Behavioral Emergencies and Crises includes the most up to date and valuable research on the evaluation and management of the most challenging patients or clients faced by mental health providers individuals who are at high risk of suicide of other directed violence or of becoming the victims of interpersonal violence These are cases in which the outcome can be serious injury or death and there can be negative consequences not only for the patient but also for the patient s family and friends for the assessing or treating clinician and for the patient s clinic or medical center Virtually all mental health clinicians with an active caseload will see individuals with such issues This Handbook is comprised of chapters by leading clinicians researchers and scholars in this area of practice It presents a framework for learning the skills needed for assessing and working competently with such high risk individuals Chapters draw a distinction between behavioral emergencies and crises and between emergency intervention and crisis intervention The book examines the inter related aspects of the major behavioral emergencies that is for example the degree to which interpersonal victimization may lead an individual on a pathway to later suicidal or violent behavior or the degree to which suicidal individuals and violent individuals may share certain cognitive characteristics This resource is not simply a knowledge base for behavioral emergencies it also presents a method for reducing stress and acquiring skills in working with high risk people **Preventing and Responding to Violence at Work** Kimberly Ann Rogers,Duncan Chappell,2003

Workplace violence is one of today s most serious occupational hazards This practical guide offers valuable information on how to systematically design and develop workplace prevention programs and policies The book approaches the issue from two fronts First it demonstrates how workplace violence can be prevented by examining how organizations and groups are handling the problem It reviews an array of existing guidelines and policies developed by governments trade unions special study groups workplace violence experts employers groups and specific industries and generates a useful survey of best practice strategies Second the guide outlines in detail a reliable and effective methodology for developing workplace violence prevention programs which includes assessing and describing risk designing implementing and monitoring preventive and reactive measures and reviewing the risk management process Every worker deserves a safe and secure environment and violence should not be accepted as part of any job This book presents concrete guidance for combating violence in the

workplace while also providing a wider understanding of the factors and conditions that contribute to it *Employee Assistance Services in the New South Africa* R. Paul Maiden, 1999 *Employee Assistance Services in the New South Africa* discusses the immense changes in employee assistance programs EAP in South Africa since the end of Apartheid in the early 1990s EAP professionals and social workers will gain insight into the challenges of developing new programs in South Africa as this informative book explores solutions and answers for overcoming new challenges of implementing EAP programs in various industries *Employee Assistance Services in the New South Africa* provides you with strategies and methods to introduce diversity and new management techniques through EAPs for a now globally active South Africa Giving you insight into the challenges of finding a niche in the global business arena this informative book contains interviews and real life examples of how EAPs are working to solve problems in the workplace *Employee Assistance Services in the New South Africa* examines several benefits that EAPs can offer in order to improve company environments and work ethics including discussing mental health issues with occupational social workers such as depression and posttraumatic stress in order to improve worker performance creating and managing diversity in EAP programs to gain a competitive advantage in the global marketplace helping workers and organizations cope with downsizing dealing with increased social problems such as drug use that can eventually infiltrate the workplace achieving the goals of maintaining employee physical and mental health productivity and life management and knowledge skills Discussing results of successful EAPs this important book will give you several reasons for justifying the existence of these programs in tough economic times and provides you with methods to help you promote EAP services to smaller businesses and to several different types of industries *Employee Assistance Services in the New South Africa* will help you locate a market where EAPs are needed and help workers with various social problems resulting in a satisfied workplace with increased productivity and performance **Understanding Violence and**

Victimization Robert J. Meadows, 2010 *Understanding Violence and Victimization* Fifth Edition explores selected types of violence and examines the causes and responses to such victimization Written for courses in victimology violence and criminology it addresses topics such as domestic violence stranger violence workplace violence school violence criminal justice violence and the violence of terrorism Each chapter includes case studies and discussion questions and explores prevention strategies victim responses and legal approaches This edition features a new chapter on understanding violence and provides the latest information on victimization **Leading and Managing in Nursing - E-Book** Patricia S.

Yoder-Wise, 2014-10-07 *Leading and Managing in Nursing* 6th Edition offers an innovative approach to leading and managing by merging theory research and practical application to better prepare you for the NCLEX exam and the transition to the practice environment This cutting edge text is organized around the issues that are central to the success of professional nurses in today's constantly changing healthcare environment including consumer relationships cultural diversity resource management delegation and communication UNIQUE Each chapter opens with The Challenge where practicing nurse

leaders managers offer their real world views of a concern related in the chapter encouraging you to think about how you would handle the situation UNIQUE The Solution closes each chapter with an effective method to handle the real life situation presented in The Challenge and demonstrates the ins and outs of problem solving in practice The Evidence boxes in each chapter summarize relevant concepts and research from nursing business medicine literature Theory boxes highlight and summarize pertinent theoretical concepts related to chapter content Research and Literature Perspective boxes summarize timely articles of interest and point out their relevance and applicability to practice Separate chapters on key topic areas such as cultural diversity consumer relationships delegation managing information and technology legal and ethical issues and many more End of chapter Tips offer guidelines for applying information presented in the chapter Numbered exercises challenge you to think critically about concepts in the text and apply them to real life situations Eye catching full color design helps engage and guide you through each chapter Glossary alphabetically lists and defines all the boldfaced key terms from the chapters Chapter Checklists provide a quick summary of key points and serve as a handy study tool NEW QSEN competencies incorporated throughout the text emphasize the importance of providing safe high quality nursing care NEW What New Graduates Say section at the end of each chapter provides you with a real world perspective on the transition to clinical practice NEW Expanded content on legal and ethical issues care delivery strategies staffing quality and consumer relationships NEW Updated photos throughout the book maintain a contemporary and visually appealing look and feel

Handbook of Violence Lisa A. Rapp-Paglicci, Albert R. Roberts, John S. Wodarski, 2002-07-03 A multidisciplinary team of experts examines violence from a resilience perspective Violence knows no boundaries It attacks in schools in families and even in the workforce places that should be regarded as safe havens Encompassing the enormity of violence through a comprehensive biopsychosocial perspective Handbook of Violence examines community school family and workplace violence including identification classification prevention and intervention programs and case management Written by the leading authorities in their fields this groundbreaking compilation Reviews how children and adolescents from violent homes are detrimentally affected in multiple ways including short and long term consequences that seriously impair their psychological social educational and physical development Explores issues related to the occurrence of domestic violence in African American families presenting an array of theoretical formulations that may prove useful to practitioners who must service both victims and perpetrators Examines the prevalence of female juvenile delinquency and reviews the literature from a sociological and practice perspective Focuses on the current trends and issues surrounding youth gang violence discussing identification classification and prediction as they relate to gang violence as well as effective prevention and intervention Addresses the identification classification and prediction of school violence among middle school and high school youth Covers the broad range of cases that are classified as workplace violence examining the differences in definition and analyzing the bases for the growing prevalence of incidents Topics include Violence within families through the life span

Adolescent dating violence Assessing violent behavior Domestic violence in Latino cultures Conduct disorder and substance abuse Youth gang violence School violence Preventing workplace violence Domestic violence in the workplace And much more

Prevention of Accidents at Work Ales Bernatik, Lucie Kocurkova, Kirsten Jørgensen, 2017-09-25 Prevention of Accidents at Work collects papers presented at the 9th International Conference on the Prevention of Accidents at Work WOS 2017 held in Prague Czech Republic on October 3-6 2017 organized by the VSB Technical University of Ostrava The conference on current issues within occupational safety is organized under the umbrella of Workingonsafety net WOS net WOS net is an international network of decision makers researchers and professionals responsible for the prevention of accidents and trauma at work The network aims to bring accident prevention experts together in order to facilitate the exchange of experience new findings and best practices between different countries and sectors WOS net is supported by the European Agency for Safety and Health at Work EU OSHA The overall theme is safety management complexity in a changing society with the motto Do we need a holistic approach Underlying topics include Foundations of safety science theories principles methods and tools Research to practice achievements lessons learned and challenges Risk management and safety culture case studies best practices and further needs Safety regulation reasonable practicable approach Education and training prerequisite for safety Complexity and safety multidisciplinary and inter stakeholder views Prevention of Accidents at Work should be valuable to researchers policy makers safety professionals labor inspectors labor administrators and other experts in the prevention of occupational accidents

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