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Safety Culture Optimization, Understanding, and Training  
a NobleSix Initiative



### **Threat Assessment: Analysis Worksheet (Key Questions)**

The analysis of the information gathered during the Threat Assessment Inquiry should answer the following two questions:

- Is the behavior consistent with the movement on a path toward an attack?
- Does the individual's current situation incline him or her toward or away from targeted violence?

#### **1) What are the individual's motives and goals?**

- What motivated the individual to make the statements or take the actions that caused him/her to come to attention?
- Does the situation or circumstance that led to these statements or actions still exist?
- Does the individual have a grievance or grudge? Against whom?
- What efforts have been made to resolve the problem and what has been the result?
- Does the individual feel that any part of the problem is resolved or see any alternatives?

#### **2) Have there been any communications suggesting ideas or intent to cause violence or attack?**

- What, if anything, has the individual communicated to someone else (targets, friends, co-workers, etc.) or expressed in writing (especially online) concerning ideas, grudges, disagreement, threats, or intent to harm?

- Have friends, family, or co-workers been alerted or “warned away”?

**3) Has the individual shown inappropriate interest in violence, attacks, attackers, weapons, or incidents of mass violence?**

**4) Are you aware of any way the individual has engaged in previous acts of violence, attack-related behaviors such as developing a plan, attempting to acquire weapons, researching potential sites for attacks, or researching attacks?**

**5) Does the individual have the capacity to carry out an act of targeted violence?**

- How organized is the individual’s thinking and behavior?
- Does the individual display agitation, aggressive behavior, threatening statements, concerning social media posts?
- Does the individual possess weapons or have the means to access a weapon and/or carry out an attack?

**6) Is the individual experiencing hopelessness or desperation?**

- Is there information to suggest that the individual is experiencing desperation and/or despair?

- Has the individual experienced a recent failure, loss (financial, relationship, job, other), or loss of status?
- Is the individual known to have difficulty coping with a stressful event or work tasks?
- To your knowledge, is the individual now, or has the individual ever been, suicidal?
- Has the individual engaged in behavior that suggests that he or she has considered suicide?

**7) Does the individual have a trusting relationship with at least one other responsible adult?**

- Does the individual have at least one relationship with a family member or friend where the individual believes they can confide in that person, and will listen without judging or jumping to conclusions? With whom?
- Is the individual emotionally connected to co-workers or family?
- Has the individual previously come to someone's attention or raised concern in a way that suggested he or she needs intervention or supportive services?

**8) Does the individual see violence as an acceptable, desirable, or only way to solve problems?**

- Does the setting around the individual (friends, co-workers, parents, etc.) explicitly or implicitly support or endorse violence as a way of resolving problems or disputes?

- Does the individual have a past pattern or arrest/conviction for a violent offense?
- Does the individual have a past and/or current use of alcohol and/or other drugs?
- Is the individual seeking professional mental health and/or taking antidepressants or psychotropic drugs?

**9) Is the individual's conversation and story consistent with his or her actions?**

- For example, does information from collateral interviews and from the individual's own behavior confirm or dispute what the individual says is occurring?

**10) Are other people concerned about the individual's potential for violence?**

- Are those who know the individual concerned that he or she might act based on violent ideas or plans?
- Are those who know the individual concerned about a specific target?
- Have those who know the individual witnessed recent changes or escalations in mood, actions, or behavior?

## 11) What circumstances might affect the likelihood of an attack?

- What factors in the individual's life and/or environment might increase or decrease the likelihood that the individual may be on a pathway to violence or an attack?
- Is the person selling belongings? Breaking up relationships? Self-isolating?
- What is the individual posting online?
- Has the individual shared any ideas or talked about the possibility of violence?
- Are there personality traits, hygiene habits, behavioral cues, and/or increased/decreased use of drugs evident?
- Are there physical, behavioral, and/or performance indicators the individual displays which are concerning?

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### **Concluding a Threat Assessment Inquiry**

The threat assessment team should determine the response to a situation based on the information gathered and the answers to the questions above. If the threat assessment team concludes there is enough reliable information and the weight of the information leads to the conclusion that the individual does not pose a threat, the threat assessment team may close the inquiry. An inquiry can be re-opened later if new information arises.

If the threat assessment team concludes there is sufficient information that the person is a threat or appears to be on a pathway to attack, the team should immediately contact local law enforcement for continued investigation and provide enhanced security measures for all employees.

This format allows for a structured and thorough analysis of potential threats, ensuring all relevant information is gathered and considered.