



# SPOTTING INSIDER THREATS

**Specialized units in the federal government support behaviorally based operational assessments of persons who appear to be on a trajectory toward a catastrophic violent act.**

**A useful tool to identify, evaluate, and address troubling signs is the creation of a multidisciplinary Threat Assessment Team (TAT) for places of business.**

## KNOW THE SIGNS

There are some behavioral indicators that should prompt further exploration and attention from law enforcement and/or company officials:

- Development of a personal grievance
- Contextually inappropriate and recent acquisitions of multiple weapons
- Recent escalation in target practice and weapons training
- Recent interest in explosives
- Intense interest or fascination with previous shootings or mass attacks

### FBI Support

Threat Assessment Teams may seek assistance from law enforcement that can help assess reported threats or troubling behavior and tap available Federal resources. The FBI's behavioral experts in its National Center for Analysis of Violent Crimes (NCAVC) at Quantico, Virginia are available 24 hours a day, 7 days a week to join in any threat assessment analysis.

## CREATE A THREAT ASSESSMENT TEAM

- Review troubling or threatening behavior of persons who display potential indicators
- Include members of the executive leadership or management of the place of business, employees, security personnel, counselors, and medical and mental health professionals connected to the place of business
- Conduct overall analysis of changing behaviors (i.e., behaviors, communication, threats made, security concern, family issues or relationship problems)
- Identify potential victims with whom the individual may interact
- Develop and implement in coordination with other policy and practices for the organization
- Note: a TAT with diverse representation will often operate more efficiently and effectively

### CONTACT US:

For questions or assistance, locate and contact your local FBI field office at [www.fbi.gov](http://www.fbi.gov)