

AVADE[®]

WORKPLACE VIOLENCE PREVENTION

BEHAVIORAL HEALTH

COURSE OBJECTIVES



Education, Prevention, and Mitigation for Violence in the Workplace

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AVADE[®] Behavioral Health Modules and Objectives

The AVADE[®] Behavioral Health Training is a systematic methodology designed to educate, prevent, and mitigate the risks associated with escalation, aggression, and violence toward individuals in the workplace.

The AVADE[®] Behavioral Health Crisis and De-Escalation Training equips individuals with essential skills to manage and mitigate escalating mental health crises in the workplace. It emphasizes recognizing early signs of aggression, applying de-escalation techniques, and employing trauma-informed care to ensure safety for all involved. With mental health crises on the rise, this program is vital for preventing workplace violence, fostering compassion, and maintaining safety. It's adaptable to various environments, making it an essential tool for organizations dealing with behavioral health issues.

Remember: Your best tools for keeping yourself safe are your awareness, vigilance, and personal safety habits.

Level I: Behavioral Health Crisis and De-Escalation Intervention

TRAUMA-INFORMED CARE

The learner will understand trauma-informed care principles, recognize trauma signs and effects, and apply strategies to provide compassionate, safe, and effective care, avoiding re-traumatization and improving patient outcomes.

INTERPERSONAL COMMUNICATION

The learner will understand and apply effective interpersonal communication skills, including active listening, assertiveness, empathy, and nonverbal communication. They will learn to recognize and respond appropriately to verbal and nonverbal cues to reduce conflict, build trust, and improve interactions in personal and professional settings.

THE ASSAULT CYCLE

The learner will understand the five stages of the assault cycle, recognize the warning signs at each stage, and apply appropriate de-escalation techniques to manage and defuse potentially violent situations, ensuring safety for all involved.

DE-ESCALATION TACTICS AND TECHNIQUES

The learner will understand and apply effective de-escalation tactics and techniques to calm agitated individuals, prevent escalation, and manage potentially violent situations, ensuring the safety of all involved.

ANXIETY DISORDER

The learner will understand the characteristics, causes, and symptoms of anxiety disorders. They will be able to identify the signs of anxiety, implement effective crisis interventions and de-escalation strategies, and apply appropriate support measures to help individuals manage anxiety disorders and improve their quality of life.

DEPRESSION DISORDER

The learner will be able to identify and understand the signs, symptoms, and causes of depression disorder. They will be equipped with effective crisis and de-escalation interventions, emphasizing trauma-informed care, empathy, and active listening, to support individuals experiencing a depression disorder crisis and ensure their safety and well-being.

BIPOLAR DISORDER

The learner will be able to identify and understand the symptoms, types, and causes of bipolar disorder, including its manic and depressive episodes. They will also be able to apply crisis and de-escalation interventions to manage and support individuals experiencing a bipolar disorder crisis effectively.

SCHIZOPHRENIA AND OTHER PSYCHOTIC DISORDERS

The learner will be able to identify and understand the signs, symptoms, and types of schizophrenia and other psychotic disorders. They will also learn effective crisis and de-escalation interventions to support individuals experiencing a psychotic episode, ensuring their safety and providing appropriate care.

OBSESSIVE-COMPULSIVE DISORDER

The learner will be able to identify and understand the signs, symptoms, causes, and types of obsessive-compulsive disorder (OCD). They will also learn effective crisis and de-escalation interventions to support individuals experiencing OCD symptoms, ensuring their safety and providing appropriate care.

PTSD (POST-TRAUMATIC STRESS DISORDER)

The learner will be able to identify and understand the signs, symptoms, causes, and risk factors associated with Post-Traumatic Stress Disorder (PTSD). They will also learn effective crisis and de-escalation interventions to support individuals experiencing PTSD symptoms, ensuring their safety and providing appropriate care.

SUBSTANCE USE DISORDERS (SUD)

The learner will be able to identify and understand the signs, symptoms, causes, and risk factors associated with substance use disorder (SUD). They will also learn effective crisis and de-escalation interventions to support individuals experiencing SUD symptoms, ensuring their safety and providing appropriate care.

CO-OCCURRING DISORDERS

The learner will be able to identify and understand the signs, symptoms, causes, and risk factors associated with co-occurring disorders. They will also learn effective crisis and de-escalation interventions to support individuals experiencing symptoms of co-occurring disorders, ensure their safety, and provide appropriate care.

NEUROCOGNITIVE DISORDERS (NCDS), A.K.A. DEMENTIA, ALZHEIMER'S, ETC.

The learner will be able to identify and understand the signs, symptoms, and causes of neurocognitive disorders, as well as differentiate between various subtypes such as Alzheimer's disease, vascular dementia, and traumatic brain injury. They will gain knowledge on the progression of these disorders, effective crisis and de-escalation interventions, and the importance of creating a safe and supportive environment for individuals affected.

BORDERLINE PERSONALITY DISORDER

The learner will be able to identify and understand the signs, symptoms, causes, and types of Borderline Personality Disorder (BPD). They will also learn effective crisis and de-escalation interventions to support individuals experiencing BPD symptoms, ensuring their safety and providing appropriate care.

AUTISM SPECTRUM DISORDER (ASD)

The learner will identify and apply strategies for effectively managing and de-escalating crises in individuals with Autism Spectrum Disorder (ASD) using a trauma-informed approach.

SUICIDE PREVENTION

The learner will be able to identify and understand the warning signs, risk factors, and methods associated with suicidal behavior in both adults and youth. They will gain knowledge on effective crisis intervention and de-escalation strategies, including how to engage in empathetic communication, develop safety plans, and mobilize support networks.

POST-INCIDENT RESPONSE, DEBRIEFING, AND DOCUMENTATION

The learner will be able to comprehend the importance of post-incident response, debriefing, and post-incident documentation. They will also understand the components of writing an accurate and articulate incident report.

Level II: Self-Defense Tactics and Techniques

THE GOAL OF SELF-DEFENSE

The learner will understand, acknowledge, and articulate that the best self-defense is not to be there when the attack occurs. They will also acknowledge that this is not always possible and self-defense is a proactive measure for their personal safety.

FUNDAMENTALS OF DEFENSE

The learner will be able to understand and perform the fundamentals of self-defense. They will also be able to articulate that the fundamentals are a foundation to build upon regarding self-defense.

DEFENSIVE BLOCKING TECHNIQUES

The learner will be able to understand and perform defensive blocking techniques. They will also be able to articulate the importance of blocking and how physically violent individuals attack the human body.

SELF DEFENSE TACTICS AND TECHNIQUES

The learner will be able to understand and perform self-defense techniques from both frontal and rear assaults on themselves or another person and articulate the justification for using any of the personal defense techniques.

POST-INCIDENT RESPONSE, DEBRIEFING, AND DOCUMENTATION

The learner will be able to comprehend the importance of post-incident response, debriefing, and post-incident documentation. They will also understand the components of writing an accurate and articulate incident report.

Level III: Defensive Control Tactics and Techniques

INTRODUCTION TO DEFENSIVE CONTROL

The learner will understand, acknowledge, and articulate the need to be able to control someone who is out of control if there is no option to avoid this behavior. They will also acknowledge that avoidance is not always possible and control tactics are a proactive measure for their personal safety and the safety of others.

FUNDAMENTALS OF DEFENSE

The learner will be able to understand and perform the fundamentals of self-defense. They will also be able to articulate that the fundamentals are a foundation to build upon regarding self-defense.

CONTACT AND COVER POSITIONING

The learner will be able to understand and perform the team tactics for defensive control. They will also be able to articulate the importance of having a team to control someone who is out of control.

ESCORT STRATEGIES AND TECHNIQUES

The learner will be able to understand and perform two escort techniques. They will also be able to incorporate team tactics for escorting an individual.

CONTROL AND DECENTRALIZATION TECHNIQUES

The learner will be able to understand and perform control techniques for a situation where an individual is physically combative. They will also be able to articulate the justification for using any of the control and decentralization techniques.

POST-INCIDENT RESPONSE, DEBRIEFING, AND DOCUMENTATION

The learner will be able to comprehend the importance of post-incident response, debriefing, and post-incident documentation. They will also understand the components of writing an accurate and articulate incident report.

HEALTHCARE RESTRAINT TECHNIQUES

The learner will be able to understand and perform healthcare restraint techniques safely and effectively. They will learn the principles and guidelines for applying restraints, ensuring the safety and dignity of individuals while complying with relevant healthcare regulations and policies.