

# AVADE<sup>®</sup>

WORKPLACE VIOLENCE PREVENTION



## BEHAVIORAL HEALTH

| 1-DAY COURSE OUTLINE |

LEVELS I AND III

**Education, Prevention, and Mitigation** for *Violence in the Workplace*

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The AVADE<sup>®</sup> Behavioral Health Program is designed to **educate, prevent, and mitigate** the risk of escalation, aggression, and violence to individuals in the workplace.

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This course involves exercises, group interaction, discussion, lecture, and scenario-based training. AVADE<sup>®</sup> Behavioral Health Training is modular-based and can be adapted to a variety of scheduling and training dynamics.

### AVADE<sup>®</sup> Behavioral Health 1-Day Certification Course

The AVADE<sup>®</sup> Behavioral Health Training course focuses on behavioral crisis and intervention strategies to effectively manage and de-escalate these incidents, ensuring the safety and well-being of all individuals involved.

- All participants will receive the AVADE<sup>®</sup> Behavioral Health Basic Student Guide and Certificate of Completion.
- AVADE<sup>®</sup> Behavioral Health training is nationally recognized and court defensible.
- AVADE<sup>®</sup> Behavioral Health training 1-day certification cost—\$2,997.00 per course (up to 20 participants).

### AVADE<sup>®</sup> Behavioral Health Student Training Requirements

- AVADE<sup>®</sup> Behavioral Health 1-day training course certification.
- The student must pass the 20-question written exam with an 80% or better.
- One retest is allowed. If the student fails re-test, the course must be taken over again.
- Recertification for Healthcare is required annually.
- Recertification for Corporate is required every other year. There is no time requirement for recertification.
- **Yearly training is recommended.**
- The student must pass the Proficiency Skills Test with an acceptable rating.
- Recertification qualification = pass written and skills tests again.

## Introduction

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- AVADE<sup>®</sup> Behavioral Health Crisis and De-Escalation Interventions
- Commonality and Importance of the Term “Behavioral Health”
- Do Individuals with Mental Illness Commit Violence?
- The State of Behavioral Health in America
- Systematic Training Methodology
- The AVADE<sup>®</sup> Safety Principles for Workplace Violence Prevention
- AVADE<sup>®</sup> Mission, Vision, and Philosophy
- Workplace Violence Defined
- Evidence-Based Training
- Barriers to Reporting Incidents of Workplace Violence
- Three Training Levels
- Six Core Strategies<sup>®</sup> for Reducing Seclusion and Restraint Use Alignment
- AVADE<sup>®</sup> Behavioral Health Crisis and De-Escalation Intervention, Level I Modules and Objectives
- AVADE<sup>®</sup> Self-Defense Tactics and Techniques, Level II Modules and Objectives
- AVADE<sup>®</sup> Defensive Control Tactics and Techniques, Level III Modules and Objectives
- Creating an Effective Workplace Violence Prevention Plan
- Proactive Response Planning
- Personal Safety Habits
- Developing Personal Safety Habits
- *Exercise: Commitment*
- Benefits of AVADE<sup>®</sup> Workplace Violence Prevention Training
- *Exercise: Spatial Empathy*

## LEVEL I COURSE OUTLINE: CRISIS AND DE-ESCALATION INTERVENTION TRAINING

### Trauma-Informed Care

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- Trauma-Informed Care Defined
- What is Trauma? What Do We Mean by Trauma?
- Adverse Childhood Experiences (ACE)
- What Are Some of the Short and Long-Term Effects of Trauma?
- Key Elements for Providing Trauma-Informed Care
- Six Principles for Trauma-Informed Care
- Key Ingredients of Trauma-Informed Organizational Practices
- Best Practices of Trauma-Informed Care

## Interpersonal Communication

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- Interpersonal Communication (IPC)
- Interpersonal Communication Fundamentals
- Maslow's Hierarchy of Needs
- Understanding Interpersonal Communication Skills
- Facial Expressions
- Eye Communication
- Reading Eye Communications
- Body Language, Postures, and Gestures
- Hand Positions (Universal Signals)
- Developing and Improving Your Interpersonal Communication Skills
- *Exercise: The Miracle*
- The Law of Reciprocation

## The Assault Cycle

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- The Assault Cycle Defined
- The Five Stages of the Assault Cycle
- *Exercise: Reactionary Gap*

## De-Escalation Tactics and Techniques

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- Have You Encountered an Escalated Individual?
- De-Escalation and Escalation Defined
- What is Conflict?
- De-Escalation Ingredients
- The Aim of De-Escalation: Calm, Empathic Communication
- Response vs. Reaction
- The 5 Habits of De-Escalation and Making a Positive Impression
- *Exercise: The 5 Habits of De-Escalation*
- De-Escalation for the Triggering Phase (upset/stressed individuals)
- Triggering Phase De-Escalation Techniques
- De-Escalation for the Escalation Phase (angry/aggressive individuals)
- Escalation Phase De-Escalation Techniques
- Avoidance for the Crisis Phase (physically combative/violent individuals)
- Strategies to Avoid Physical Harm from the Assault Cycle of Crisis
- Security/Code Team Responses to Workplace Violence Incidents
- The Recovery Phase: Submission
- Post-Crisis Phase

## Suicide Prevention

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- Suicide Prevention Defined
- Suicide Facts and Statistics
- Warning Signs and Symptoms of Suicide for Adults
- Warning Signs and Symptoms of Suicide for Youth

- Suicidal Ideation and Planning
- Suicide Risk Factors
- Suicide Methods
- Crisis Warning Signs for Suicide
- Crisis and De-Escalation Interventions for Suicide
- References for Module 16

## Post-Incident Response, Debriefing, and Documentation

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- Post-Incident Response
- Post-Incident Debriefing
- Conducting an Incident Debrief
- Debrief Process Form
- Post-Incident Documentation
- Elements of Reporting Self-Defense Force

## LEVEL III COURSE OUTLINE: DEFENSIVE CONTROL TACTICS AND TECHNIQUES

- Introduction to Defensive Control Tactics and Techniques
- AVADE<sup>®</sup> Training Safety Rules
- Level III Defensive Control Tactics Modules
- Use of Force
- Use of Force Awareness
- Center for Medicaid Services (CMS)
- Violent or Self-Destructive Behavior Continuum

## Fundamentals of Defensive Control

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- Fundamentals of Defensive Control Overview
- On Target Training
- *Exercise: Stance | Balance | Stability (The Bladed Stance)*
- *Exercise: Defensive Movements—Forward Shuffle*
- *Exercise: Defensive Movements—Rear Shuffle*
- *Exercise: Defensive Movements—Side-to-Side Shuffle*
- *Exercise: Defensive Movements—Forward and Rear Pivoting*
- *Exercise: Robot Exercise*
- *Exercise: Core Energy Principle*
- Defensive Verbalization
- The Art of Distraction
- Escape Strategies
- *Exercise: Reactionary Gap*
- Hand Positions

## Contact and Cover Positioning

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- Contact and Cover Overview
- *Exercise: Initial Contact Front—1-Person*
- *Exercise: Initial Contact Front—2-Person*
- *Exercise: Initial Contact Rear—1-Person*
- *Exercise: Initial Contact Rear—2-Person*
- *Exercise: Contact and Cover—2-Person*
- *Exercise: Contact and Cover—3-Person*

## Escort Strategies and Techniques

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- Escort Strategies and Techniques Overview
- *Exercise: Escort Strategies and Techniques—1-Person*
- *Exercise: Escort Strategies and Techniques—2-Person*
- *Exercise: Hands-On Escort Technique—1-Person*
- *Exercise: Hands-On Escort Technique—2-Person*

## Control and Decentralization

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- Control and Decentralization Overview
- *Exercise: One-Arm Takedown*
- *Exercise: Prone Control Position*
- *Exercise: Standing the Prone Subject*
- *Exercise: Escorting the Combative Subject*
- *Exercise: Rear Arm Control Technique—1-Person*
- *Exercise: Rear Arm Control Technique—2-Person*
- *Exercise: Wall Control Technique*
- *Exercise: Restraint Chair Holds and Application*
- Restraint Chair Holds and Application Studies
- *Exercise: Child Control Technique—Standing (Optional)*
- *Exercise: Child Control Technique—Seated (Optional)*

## Post-Incident Response, Debriefing, and Documentation

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- Post-Incident Response
- Post-Incident Debriefing
- Conducting an Incident Debrief
- Debrief Process Form
- Post-Incident Documentation
- Elements of Reporting Self-Defense Force

## Module 6: Healthcare Restraint Holds/Applications

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- Use of Restraints
- *Exercise: Supine Holding Position*
- *Exercise: Supine Restraint Position*
- Supine Holding Hand Positions
- Restraint Placement
- Restraint Fit
- Locking Restraints

- Six Core Strategies<sup>®</sup> for Reducing Seclusion and Restraint Use Alignment
- Risk Factors for Restraints
- Strategies for Reducing Risk
- Chemical Restraints (Emergency Medications)
- Positional Asphyxia
- Excited Delirium



## **CONTACT US TODAY!**

Get started by requesting a **FREE** Training Proposal  
Reach us at **866.773.7763** or **[avadetraining.com](https://avadetraining.com)**