

AVADE[®]

WORKPLACE VIOLENCE PREVENTION



BEHAVIORAL HEALTH

| 4-HOUR COURSE OUTLINE |

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

1.866.773.7763 • personalsafetytraining.com • avadetraining.com

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

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

AVADE[®] Behavioral Health 4-Hour Certification Course

The AVADE[®] 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[®] Behavioral Health Basic Student Guide and Certificate of Completion.
- AVADE[®] Behavioral Health training is nationally recognized and court defensible.
- AVADE[®] Behavioral Health training 4-hour certification cost—\$1,997.00 per course (up to 20 participants).

AVADE[®] Behavioral Health Student Training Requirements

- AVADE[®] Behavioral Health 4-hour 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.**
- Recertification qualification = pass written test again.

Introduction

- AVADE[®] 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[®] Safety Principles for Workplace Violence Prevention
- AVADE[®] Mission, Vision, and Philosophy
- Workplace Violence Defined
- Evidence-Based Training
- Barriers to Reporting Incidents of Workplace Violence
- Three Training Levels
- Six Core Strategies[®] for Reducing Seclusion and Restraint Use Alignment
- AVADE[®] Behavioral Health Crisis and De-Escalation Intervention, Level I Modules and Objectives
- AVADE[®] Self-Defense Tactics and Techniques, Level II Modules and Objectives
- AVADE[®] 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[®] Workplace Violence Prevention Training
- *Exercise: Spatial Empathy*

Trauma-Informed Care

- 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

- 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

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

De-Escalation Tactics and Techniques

- 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

- 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

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



CONTACT US TODAY!

Get started by requesting a **FREE** Training Proposal
Reach us at **866.773.7763** or **avadetraining.com**