Survival Mindset

- Odds of one’s involvement in workplace violence
  - Workplace shootings can occur anytime, anywhere, to anyone
    - Unlike any situation ever experienced
  - Bottom Line: You need to take direct responsibility for your personal safety and security
  - Survival Mindset is a protective shield
    - Comprised of three components: Awareness, Preparation, and Rehearsal

Courses of Action

- Trained versus Untrained
  - First response is the same for both groups
  - Reactions begin to differ markedly from there on out

<table>
<thead>
<tr>
<th>Trained</th>
<th>Untrained</th>
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<tbody>
<tr>
<td>Startle and Fear</td>
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<tr>
<td>Feel Anxious</td>
<td>Panic</td>
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<tr>
<td>Recall what they have learned</td>
<td>Fall into disbelief</td>
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<tr>
<td>Prepare to act as rehearsed</td>
<td>Lost in denial</td>
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<tr>
<td>Commit to action</td>
<td>Descend into helplessness</td>
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- Survival Mindset
  - Enables you to act quickly and effectively
    - Mindful, not fearful
      - Airline safety briefing
      - Better able to make that first, critical decision
  - Continuous assessment process
    - Allows you to take appropriate survival action
    - Use all senses
      - Trust you intuition—that “gut” feeling
      - Knowing without knowing why
“Shots Fired”

- "Figure out"
- "Get out"
- "Call out"
- "Hide out"
- "Keep out"
- "Spread out"
- "Take out"

Arm Yourself with a Survival Mindset

Courses of Action

- Spread Out
  - If two or more of you, DO NOT huddle together
    - Gives you options and makes it harder for the shooter
  - Quietly develop a plan of action in the event the shooter enters
  - Remain calm
    - Can have a contagious effect on others
    - Keeps others focused on survival

Courses of Action

- Take Out
  - Assume shooter's intentions are lethal
  - Shooter will succeed in killing all those with whom he comes in contact, UNLESS you stop him
  - Develop a survival mindset that you have "what it takes" to survive when your life is on the line
Courses of Action

➤ Take Out (Cont’d)

➤ You must be prepared to do whatever it takes to neutralize the threat

- Throw things, yell, use improvised weapons
- If two or more of you, make a plan to overcome the shooter
- Do the best that you can—choose to survive

“Do not go gentle into that good night,
Old age should burn and rave at close of day;
Rage, rage against the dying of the light.”

- Dylan Thomas

Distinctions Between an Active Shooter and a Hostage Situation
Active Shooter vs. Hostage Situation

Hostage Situation

- Involves an armed and dangerous individual who may or may not have already used deadly force
- In most cases, his access will be restricted; significant difference is the containment of the offender and victim
- Motive can vary between substantive or expressive

Hostage survival can be enhanced if you:

- Remain calm
- Follow directions
- Avoid sudden movements
- Maintain eye contact (but don’t stare)
- Find the middle position (not too assertive/passive)
- Personalize yourself
- Don’t argue
- Don’t be a nuisance
- Don’t turn your back

Law Enforcement Negotiation Efforts

- Will take time; be mentally prepared for a protracted situation
- Law Enforcement negotiators will use active listening skills to:
  - Communicate with hostage-taker
  - Defuse emotions
  - Build rapport
  - Work towards a peaceful resolution
- Historically, most hostage situations have been resolved through negotiations and ended peacefully