

Workforce Safety Series

Our 3-step approach



The Workforce Safety Series is designed to help you advance organizational safety and reduce risk.

After completing the series you will receive:

- A psychological safety score based on the 8 essential elements
- Recommendations and strategies designed to elevate your psychological safety score
- Education designed to advance the culture of safety and reduce risk

Workforce safety and security continues to be an ever-increasing concern for business owners and employees in the workplace. Every year, thousands of American workers report having been victims of workplace violence that left them injured or fearful of future events. This fear can be paralyzing for some with a negative impact on productivity and engagement. For others this stress and concern is likely contributing to the great resignation and loss of valuable employees and knowledge from our workforce.

The U.S. Bureau of Labor Statistics asserts that workplace bullying, harassment, and intimidation remain a growing workforce risk for employers and workers. BLS studies indicate that approximately 40,000 such incidents are taking place annually. In some instances, these behaviors escalate to threats or even acts of violence. In the extreme, workplace attacks may escalate to gun violence.

Active shooters often target locations to which they have an affiliation, such as an employer site, a former place of work, or a facility somehow otherwise associated with their private or professional lives. A recent report issued by the Federal Bureau of Investigation reveals that 2022 was the worst year to date on record for such shootings. You may effectively mitigate these risks by proactively enhancing organizational psychological safety, and by conducting employee security awareness and response training.

Setting up the need for workforce safety series

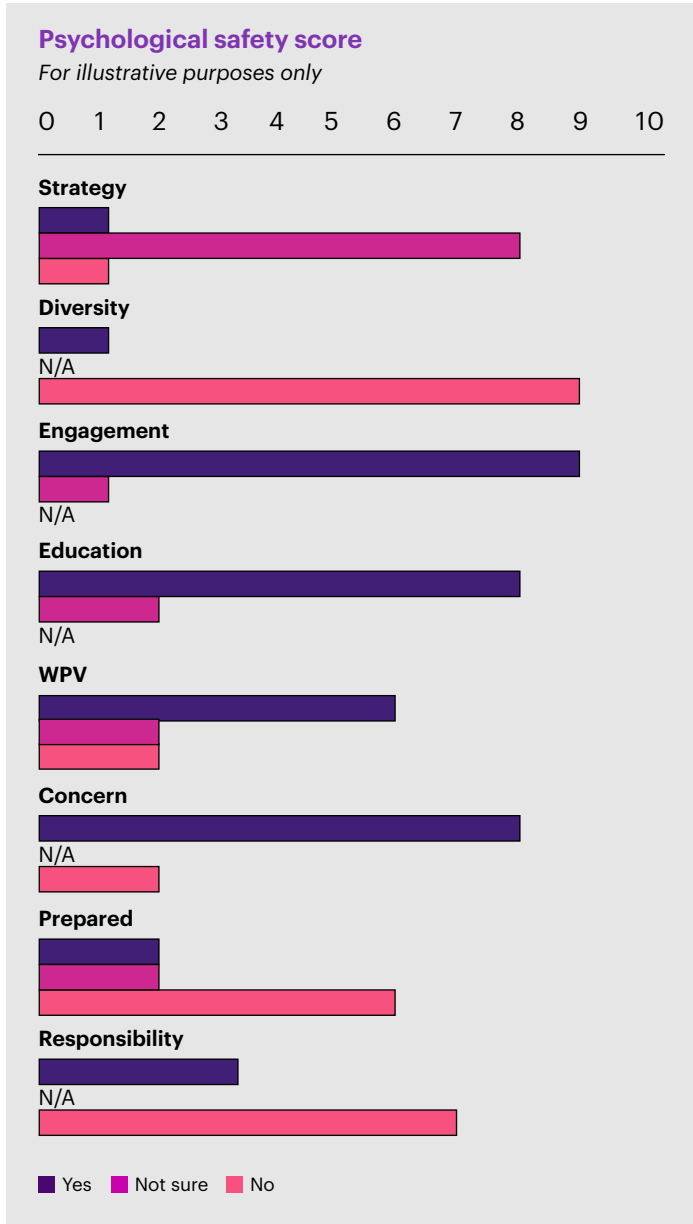
Headlines everywhere, every day confirm that we need to do more to prevent and protect workers from violence in the workplace.

This 3-part series is designed to address the organization's culture and commitment to safety and prevention.

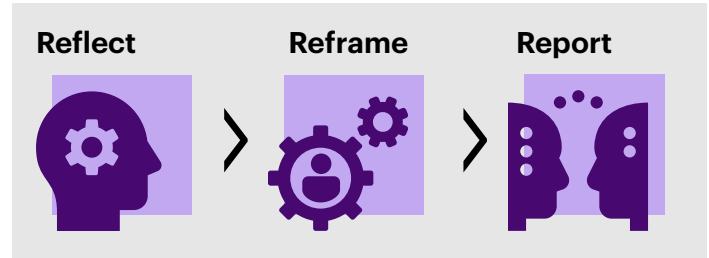
How can WTW help

WTW developed a three-part series designed to help you understand and respond to this challenge. The series includes 3 sessions with one of our experts:

1. Psychological safety — a guided discussion with leadership to examine the current culture, review the 4 steps of psychological safety, discuss your current Psychological Safety Score, and consider a plan to address workplace violence and advance safety for employees and visitors .



2. De-escalation techniques — we provide a three-step framework to help employees remember how to respond if they find themselves in a threatening or uncertain situation. De-escalation techniques are designed to help manage a situation before the event becomes violent. Three case studies are presented that incorporate the 3-step de-escalation process to reflect, reframe, and report the event through the proper channels.



3. Active assailant prevention and response — this presentation includes an active shooter re-enactment video developed by the US Department of Homeland Security and protocol to follow in the event of an active shooter on the premises. The presentation provides guidance on what to do to enhance your workforce safety and security culture.



A more in-depth analysis of your safety needs can be designed and delivered with our customized education, training videos, and on-site safety consulting from your WTW team.

For additional information contact our workforce safety team:

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At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximize performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).

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