



Psychological Violence in the Workplace

Identifying, understanding and responding with effective interventions.

Psychological violence in the workplace encompasses a broad range of problem behaviours that can significantly impact the target. Psychologically violent behaviours may include harassment, bullying, coercion, sexual harassment and verbal harassment. Like any other problem behaviours, those that are targeted by workplace psychological violence may be more likely to experience mental health issues and affected work performance. Further, research has found that more people experience psychological violence in their workplace than they do physical violence (Eurofound, 2013).

Defensible responses from both clinicians and non-clinicians are set out via decision flowcharts where an emphasis is placed on promoting psychological health, well-being and safety in the workplace and beyond. The material provided in the workshop is applied to a real-world scenario by simulating a modified Morbidity and Mortality Review (MMR) meeting to draw out the strengths, weaknesses and missed opportunities in a case of persistent psychological violence by a mid-level manager.

This workshop sets out the contemporary research, practices and views on psychological violence, its antecedents and expressions. Participants are provided with an Aggression Continuum to stimulate discussion about the behaviours that constitute psychological violence and the range of potential harms and disruptions that may ensue.

Learning objectives of this training:

1. Define psychological violence, its antecedents and expressions
2. Employ learnings about psychological violence to a case presented as simulated Morbidity and Mortality Review (MMR) meeting by a clinical team
3. Describe interventions that help prevent, mitigate or rehabilitate from psychological violence, including the requirements for workplaces to take all reasonably practicable steps to provide a safe workplace



Dr. Lisa Warren is a pioneer of the behavioural threat management field in Australia. This is an internationally recognized field of expertise in the evaluation of those who are on a pathway to violence and are planning acts of targeted violence. The field of threat management is at the intersection of specialist policing, criminal justice and forensic mental health. Dr. Warren has lead innovations in the assessment, treatment and broader management of threateners, the persistent and fixated, and recidivist violent offenders. This includes being the Foundation Manager of the Problem Behaviour Program at the Victorian Institute of Forensic Mental Health (Forensicare) where she supported the development of treatment programs for violent offenders, sexual offenders, stalkers, threateners and vexatious complainants. She was the Foundation President of the Asia Pacific Association of Threat Assessment Professionals (APATAP) and has collaborated with the European Threat Assessment Professionals (AETAP) on developing professional standards for threat managers. She has presented at the American Association of Threat Assessment Professionals (ATAP) conferences and is a Senior Editor for the Journal of Threat Assessment and Management.

This training may qualify for Focused Psychological Strategies (FPS) CPD. Please refer to the Dept. of Health <http://www.health.gov.au/internet/main/publishing.nsf/content/mental-ba-focus#cpd> for more information.

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ACA: Members can accrue 12 CPD points.

AASW: Members can accrue 6 CPD hours.



ACWA: Members can accrue 6 CPD hours.

PACFA: Members can accrue 6 CPD hours.

APS: Activities do not need to be endorsed by APS. Members can accrue 6 active hours.

Morning Session

Introduction/agenda

Defining psychological violence in the workplace

The antecedents and expressions of psychological violence in the workplace

Apply learnings about psychological violence by workshopping a case study

Afternoon Session

Interventions that prevent, mitigate and rehabilitate psychological violence

Case study to apply learnings about intervention strategies for psychological violence

Identify policy and procedural requirements for workplaces to implement to provide a safe workplace

Evaluation and closing.

“This workshop will support the identification and prevention of psychological violence thriving in any workplace culture.”

Dr Lisa Warren

How will you benefit from attending this training?

- You will gain a sound understanding of workplace psychological violence, its antecedents and expressions
- You will apply your knowledge obtained about workplace psychological violence with workshopping simulated case studies
- You will gain an understanding of interventions that help prevent, mitigate or rehabilitate from psychological violence, including appropriate requirements for workplaces to provide a safe working environment

Booking process:

1. Request a quotation.
2. Agree upon a delivery date.
3. Arrange the 50% booking deposit.
4. Finalise balance of booking fee one month prior to the training.

We include:

- Presenter travel and accommodation costs.
- Soft copy of notes and resources and evaluation.
- Individual attendance certificates for all participants.

Contact our in-house program director **1300 887 622** or **info@PDPseminars.com.au** for information, quotation or to have a helpful chat about the needs of your team.

The presentation is designed for anyone without, or with some, prior training or experience in mental health who may encounter people with mental health issues in their professional lives. These may include: mental health clinicians, coaches, HR professionals, counsellors, psychotherapists, social workers, volunteers and allied health professionals.

Feedback form Dr Warren's recent presentations:

“Lisa is an exciting, well informed and engaging presenter. Her content was exciting, and it demonstrated the importance of recognising and addressing the effects of problem behaviour.”

“Lisa’s workshop was educational, reflective and fun, and it was useful in providing me with a new set of tools to recognise and manage high risk behaviours in my workplace”

“A thought provoking presentation by Lisa. I would definitely consider attending another one of her workshops.”

“Few people present about critical and unusual topics such as deviant and persistent behaviours. Lisa Warren’s presentations are a wake-up call for everyone to become cognisant of the harms of persistent and intrusive behaviours, and the impact they have on mental and physical safety.”

“Well organised training with informative training materials used. Lisa was interactive and captivating in her presentation.”

“Lisa had great energy during her presentation – I would highly recommend attending her presentations to anybody!”