



56th Annual Meeting
Wednesday, August 27, 2025
11:15am-12:15pm

1c. Workplace Safety: Enhancing Employee Skills and Awareness

Presented by:

Chris Powell, Corporate Trainer, Arcuri Group LLC

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ARCURI GROUP LLC
Mission Driven,
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INTRODUCTION TO SITUATIONAL AWARENESS



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CORPORATE TRAINER | SENIOR ADVISOR - ARCURI GROUP LLC.

- Retired US Army Counterintelligence (CI) Case Officer and Ground Reconnaissance expert; 20 years active service combined with 41 months of combat operations.
- Special Operations CI Task Force Officer throughout Afghanistan, Kuwait, Iraq, Syria, and other parts of southwest Asia from 2012 - 2019.
- Conducted counterespionage investigations and bilateral antiterrorism operations with the FBI's Joint Terrorism Task Force.
- Trained over 200 Special Operators on the use of Operations Security (OPSEC) mechanisms, spycraft, and signature reduction.
- Executed long-range reconnaissance, high-value target raids, and protection operations during the invasion of Iraq, 2003 – 2004.



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MODULE 1: MINDSET CHANGE

Components of Creating a Mental Foundation:

Dangerous World – The Jungle

- The realization that there is danger, violence can find you, you might have to defend yourself.

No Victim

- Do whatever it takes to survive!

Will to Survive

- Belief and desire are truly motivating forces for survival.

Instincts

- Basic autonomic physiological responses - Freeze, Flight or Fight!

Preparing for Action

- Deal with a threat by developing a realistic action plan.



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MODULE 1: VULNERABLE VS CAPABLE

Vulnerable vs Capable Explained:

Vulnerable Lifestyle

- Expectation of Calm
- Complacency
- Vulnerable to Technology
- Planning without Contingencies

Capable Lifestyle

- No Expectation of Calm
- Complacency
- Leverage Technology
- Planning with Contingencies

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MODULE 1: PSYCHOLOG Y OF BEING AWARE

The Psychology of Being Aware Explained:

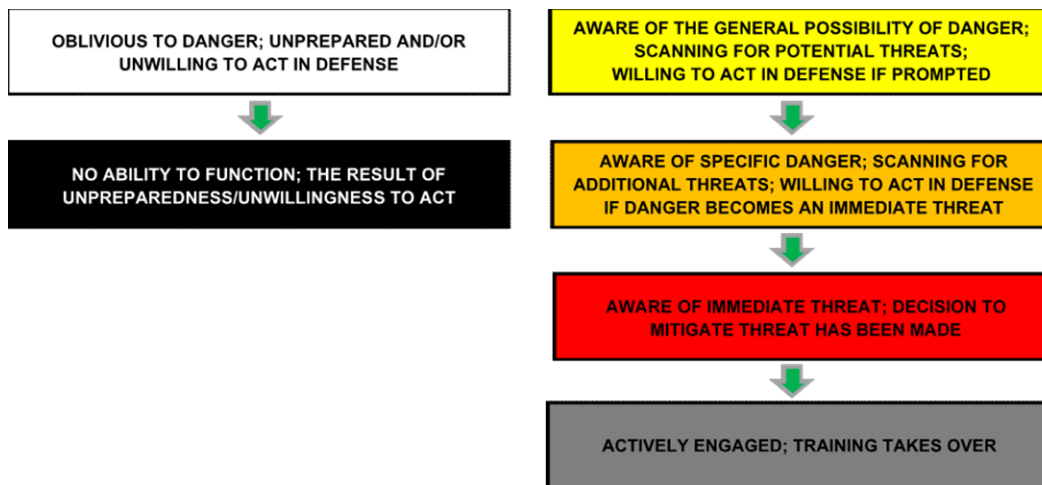
Levels of Awareness

- Jeff Cooper, in 1974, created color codes to represent awareness levels.
- Arcuri Group builds on Cooper's model using 6 color codes to describe different awareness levels: White, Yellow, Orange, Red, Gray, and Black

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MODULE 1 LEVELS OF AWARENESS



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MODULE 1: OBSERVATION

Components of Observation

Controlling and Using Your Senses

- 5 Senses
- Vision is the most dominant

Baselines: what is “normal”

Anomalies: what is not “normal”

Pattern Recognition

- Filling in the blanks
- Ignoring or Denying

Importance of our 6th Sense

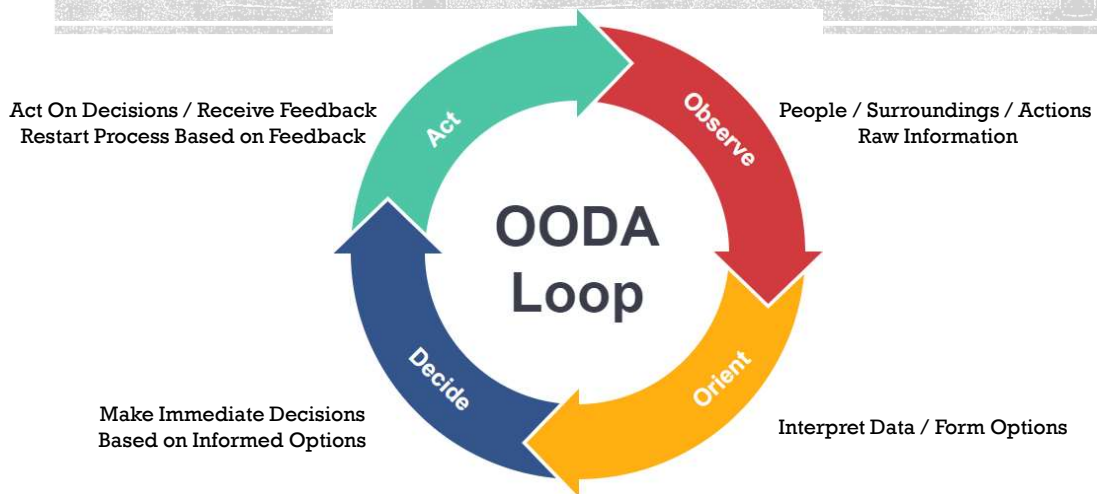
- Instinctual nature of intuition and its use as a warning mechanism is a vital part of our personal safety system.



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MODULE 1: THE OODA LOOP



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MODULE 1: BEHAVIORAL ANALYSIS

Behavioral Analysis Concepts:

Non-Verbal Communications (Body Language)

Communication through the use of body language including eye contact, facial expressions, gestures, tone of voice, vocal pitch, and more.

Atmospherics

Collective attitudes, mood and behavior in a given area.

Proxemics

The observation of interpersonal spatial awareness.



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KINESICS - EXAMPLES

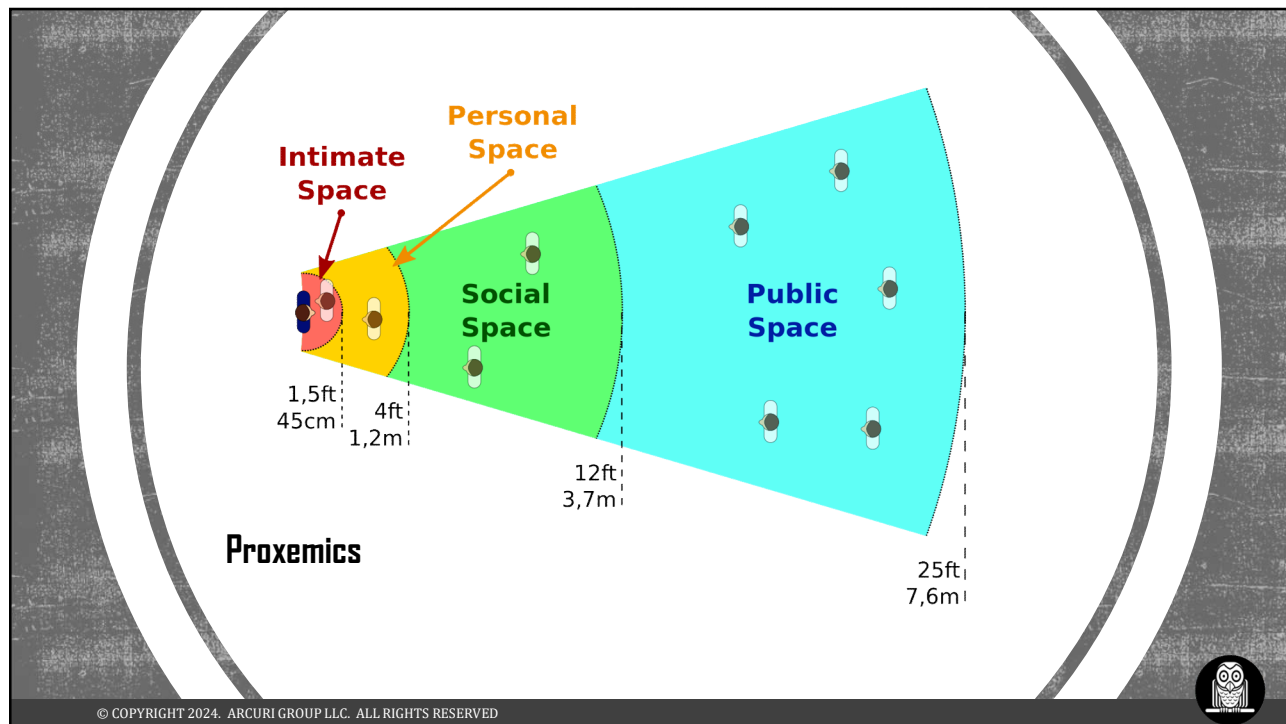
- Dominate and Submissive
- Comfortable and Uncomfortable
- Interested and Uninterested

- Facial Expressions
- Leakage
- Clusters

- Substance Induced and Mental Impairment



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A large red circle with a white border. Inside the circle, the text "MODULE 1: OBSERVATION" is written in white, bold, uppercase letters. The word "OBSERVATION" is split across two lines: "OBSERVATI" on the first line and "ON" on the second line.

Observation

The primary tool at our disposal to become situationally aware and recognize danger.

A small black and white owl logo, which is a stylized owl head inside a circle.

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MODULE 1: IMPROVING OBSERVATI ON

Improving Observation

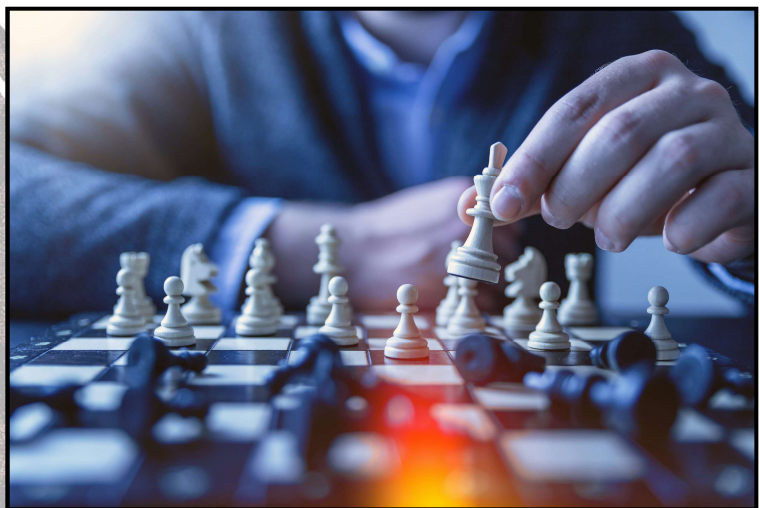
Specific things we can do to improve our situational awareness by enhancing our ability to observe our environment.



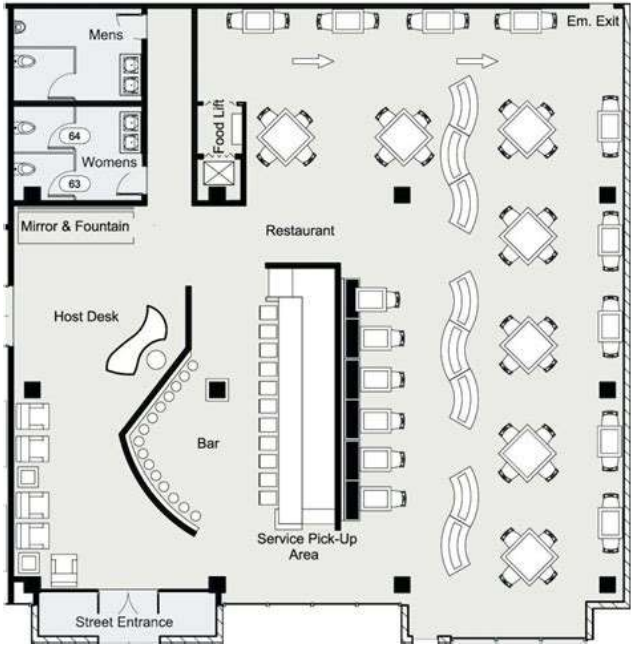
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POSITIONING

- Put yourself in a position of optimal observation.
- To achieve effective situational awareness, you need to be able to observe as much of your surroundings as possible.
- Positioning yourself in obstructed spots will inhibit the flow of information coming in.



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The floor plan shows a restaurant layout with various areas labeled: Mens, Womens (64, 63), Mirror & Fountain, Host Desk, Bar, Restaurant, Food Lift, Service Pick-Up Area, Street Entrance, and Em. Exit. Arrows indicate the flow of traffic from the entrance through the restaurant to the exit.

POSITIONING & THE OBSERVATION GAME

WHAT ARE YOU SEEING ON ENTRY?

WHERE WOULD YOU POSITION YOURSELF?

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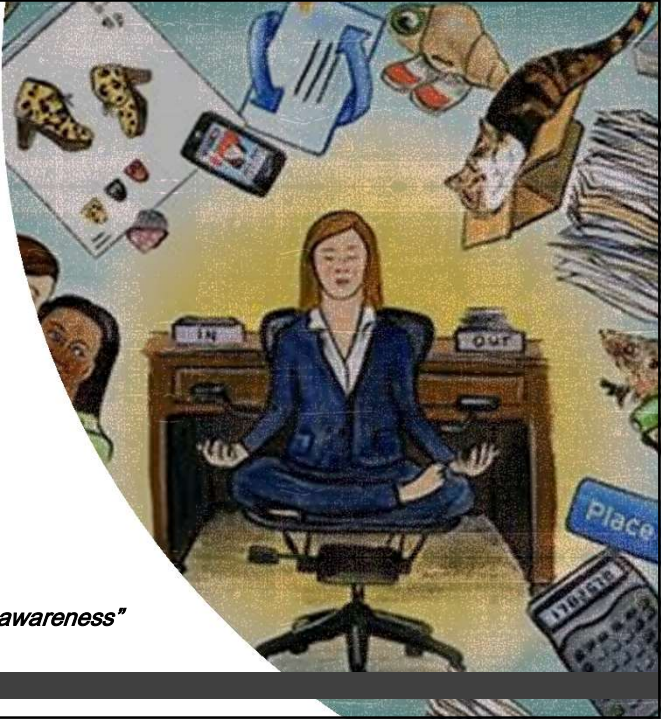
REDUCE DISTRACTIONS

Be "in the moment" when you are in areas with potential danger or where you need to really focus on your surroundings.

Public areas, on the street, when driving, etc. Avoid things that distract you – cellphones and other electronic devices, loud music on your car radio, etc.

You have a limited amount of attention span – your "bandwidth" for observing can be easily overloaded and you will likely miss the opportunity to properly "Observe" the environment. You will be slow to "Orient" and even slower to "Decide" and "Act".

"An addiction to distraction is the death of situational awareness"
- Arcuri Group



The illustration shows a woman in a blue suit sitting in a meditative pose at a desk. She is surrounded by various distractions: a smartphone, a laptop, a calculator, a stack of papers, a clock, and a small figurine. The background is a collage of these items, emphasizing the concept of being distracted.

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VISUALIZING THE “WHAT IF”

- Situational Awareness is about identifying and avoiding potentially dangerous situations.
- During this situational awareness training, you will hear the phrase “the body will not go where the mind has not been.”
- It is important to continuously ask yourself, in various situations, “what would I do if...?” and then visualizing the answer. This is a very effective way to increase your level of awareness and decrease your chances of being caught off guard. It also greatly improves your level of awareness!
- As we go through the class, think back to this exercise – you will find that the tools you learn will make this exercise that much more effective in keeping you safe!



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A large illustration on the left side of the slide. It features a yellow circular background. Inside the circle is a grey speech bubble with a black question mark. Below the speech bubble is a wooden mannequin figure, partially visible, with its arms raised in a questioning gesture.

WHAT WOULD YOU DO IN THIS SITUATION?



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IMPORTANT NOTE

NOT ALL THREATS
ARE HUMAN

MODULE 2 –
UNDERSTANDI
NG THREATS



MODULE 2: UNDERSTANDING THREATS & PLANNING FOR THEM

- Practical Travel Planning
 - Research
 - Threats
 - Places
 - Weather & Natural Disasters
 - Transportation (all types)
 - Route Planning
 - Resources



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The Human Threat

Understanding human violence is a difficult task and while an in-depth and while an in-depth understanding of motives and psychological and psychological thought processes would be helpful, it is not helpful, it is not necessary for a situational awareness practitioner to awareness practitioner to fully comprehend this type of information type of information in order to adequately observe, recognize and observe, recognize and react to humans who pose a threat to our pose a threat to our safety.



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MODULE 2: UNDERSTANDING THREATS

Violence

Human Violence - Criminals

Criminal Violence

- Resource Predators
- Process Predators



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MODULE 2: UNDERSTANDING THE CRIMINAL THREAT

The Criminal Threat Explained:

The 5 Ws of Crime

- What: Type of Crime
- Where: Location
- When: Time
- Who: Method (*Modus Operandi*)
- Why: Motive



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MODULE 2: CRIMINAL BEHAVIOR

Criminal Behavior Explained:

Behavioral Cues

- Actions contained within an overall behavioral model which are observable and discernable as to their mental, psychological, and/or emotional source.

Criminal Action

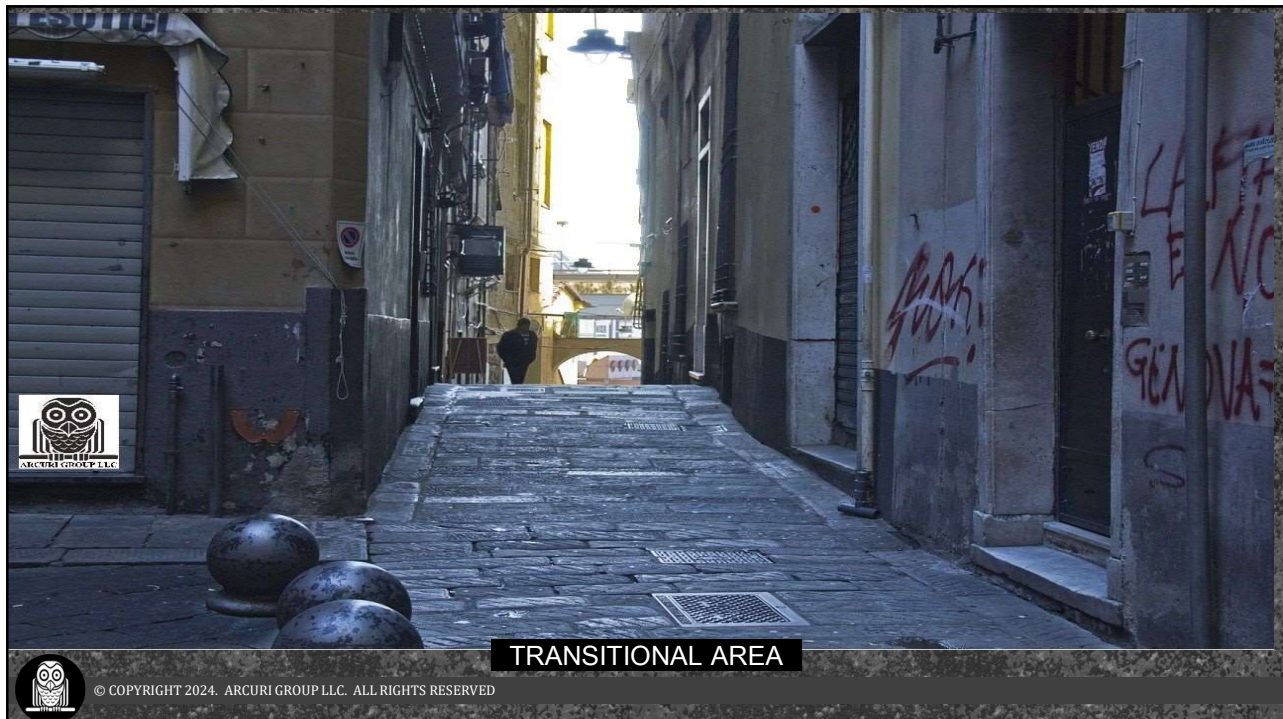
- If a criminal intends to commit a crime, his/her actions will become more predictable and more recognizable to someone who is aware of the process.

Event Model

- Invitation (Interview) Stage
- Confrontation Stage
- Altercation (Attack) Stage



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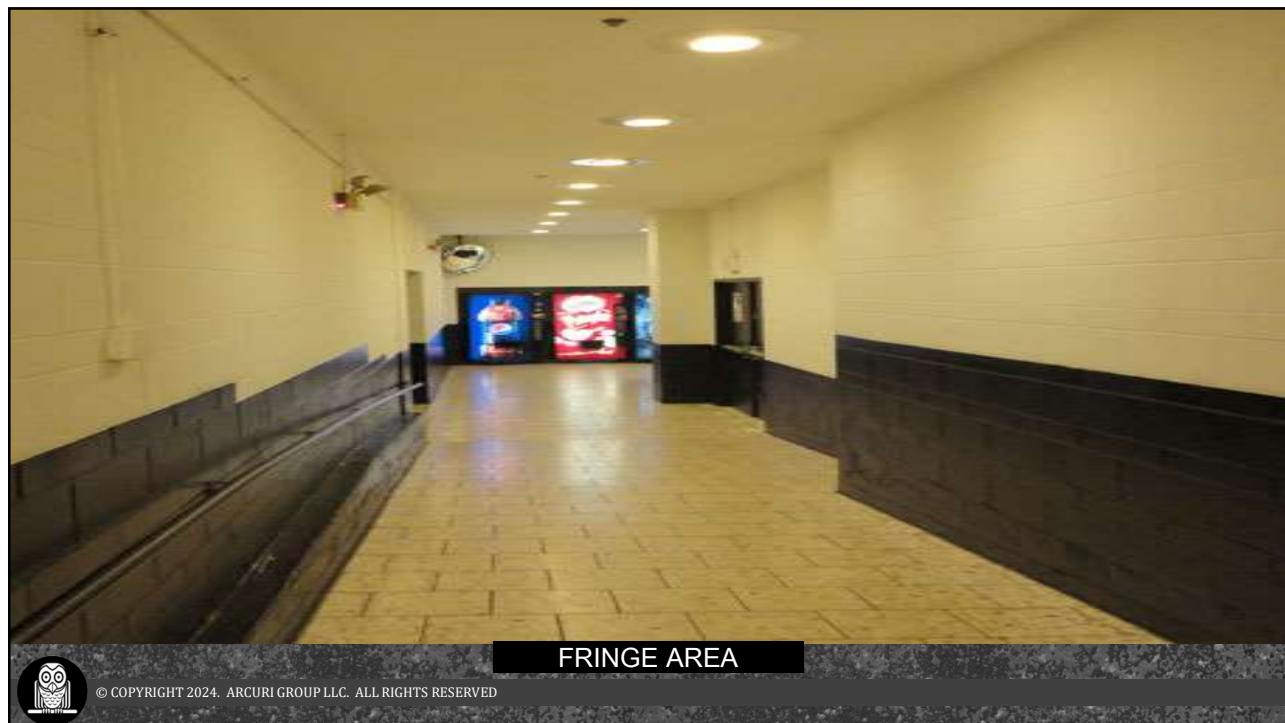


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TRANSITIONAL AREA



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MODULE 2: PRE- INCIDENT INDICATORS

Pre-Incident Behaviors

- Inexplicable Presence
- Target Glancing
- Correlation or Sudden Change in Status
- Hidden Hands
- Inappropriate Behavior
- Predatorial Movement
- Unsolicited Attacks
- Baiting



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MODULE 2: IMMINENT ATTACK BEHAVIOR

Signs of Imminent Attack Behavior:

- Avoiding Eye Contact
- Chest Puff
- Rocking Motion/Agitation
- Bladed Stance
- Clenching Fists/Body Tension
- Blank Stare
- Target Glancing
- Facial Wipe/Sweating
- Excessive Eye Movement
- "Checking Six"
- Circling



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MODULE 3: VICTIM SELECTION & CHARACTERISTI CS

Victim Selection and Characteristics

- Who is a potential victim?
- Why do we become victims?

Victim Profile

Risk vs Reward

Environmental Conditions that Increase Risk (to the predator)

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MODULE 3: AVOIDING VICTIM SELECTION

KEY ELEMENTS TO REMEMBER

- If you appear vulnerable, weak, or pre-occupied,
- If you are a high value target (jewels, watches, etc.)
- If your rate of movement is unnatural,
- If you move awkwardly,
- If you appear off-center/off-balance,
- If you have a slumped posture and a downward gaze,
- And appear unaware of your surroundings
- ***Do not be surprised if you are "Selected!"***

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MODULE 3: PHYSIOLOGICAL AND PSYCHOLOGICAL RESPONSES TO PERCEIVED THREAT

Human Responses to Threats Explained:

Base Instincts

- Freeze
- Flight
- Fight

Caught in Condition White: Black

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MODULE 3: MAINTAININ G CONTROL

How can we maintain control:

Beat the Surprise Factor!

- If we can see a potential problem or threat coming, we will have some time (and hopefully some distance) to expedite our OODA Loop and appropriately react.

Visualization

- *The body will not go where the mind has not been.*

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MODULE 4: TACTICAL CONSIDERATIONS IN THE ENVIRONMENT

Visualization

Anticipatory Action

Location of Entrances & Exits

Routes to Safety

Time and Distance



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MODULE 4: TACTICAL REACTION AND APPLYING THE STRATEGIES

3 Critical Elements

- Understand the nature of the threat
- Act on the knowledge you have
- Adjust your plans as needed



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CONCLUSION

This has been an introduction to *Situational Awareness*! We have covered a lot of material, but the hard part is now in your hands!

The “*PRACTICAL and TACTICAL*” aspects of this training must be incorporated into your life and practiced daily until they become almost second nature – unconscious actions!

Only by *applying* the skills and knowledge from this course can it be of any real use to you!

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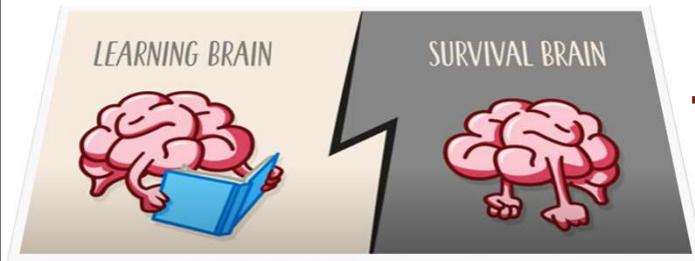


APPLIED VERBAL DE-ESCALATION



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SURVIVAL BRAIN



- People who are very stressed or angry will switch to Survival Brain – a primitive part of our brain that works to keep us safe at all costs.
- The Survival Brain does not care about reason or logic, and any type of critical thinking goes right out the window – a person in this state is working on instinct.



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What is it you are trying to change?



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TRADITIONAL INTERACTION AND ASSESSMENT OF A (POTENTIALLY ESCALATING) SITUATION

- Firm or Official Voice
- Questions
- Interview & Interrogation
- Confrontation
- Accusation
- Investigation
- Physical Security Presence



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CHARACTERISTICS AND IMPACT OF TRADITIONAL QUESTIONING

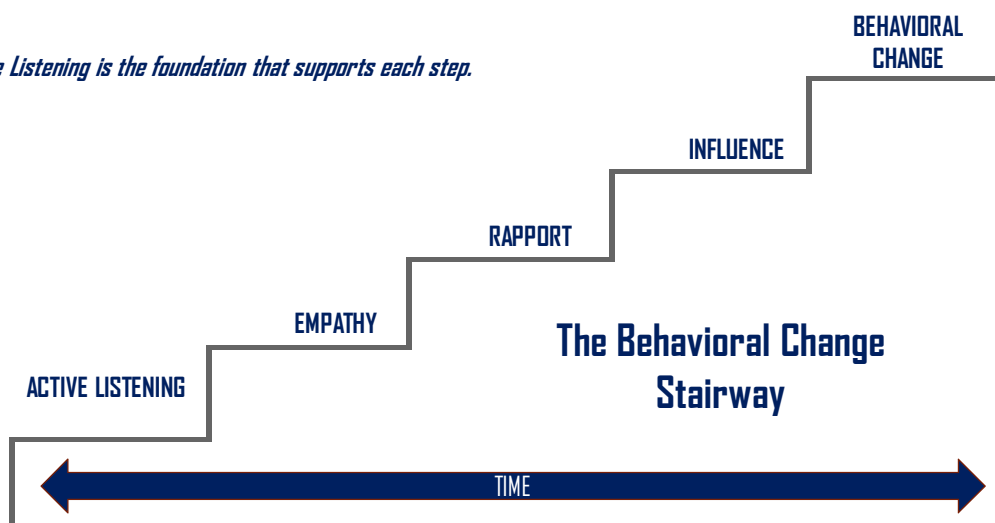
- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ Rapid Fact Finding ▪ Quick Problem Solving ▪ Intrusive | <ul style="list-style-type: none"> ▪ Diminishes rapport ▪ Creates pressure |
| <p>Focus on the Questioner's Agenda:</p> <ul style="list-style-type: none"> ▪ "Just the facts" ▪ Control | <ul style="list-style-type: none"> ▪ Can provoke defensiveness ▪ May create barriers ▪ May escalate the situation... |



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DE-ESCALATION : INFLUENCING BEHAVIORAL CHANGE

Active Listening is the foundation that supports each step.



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