

# EXPERT IN THE FIELD OF **BEHAVIOR INTERVENTION**



## **John D. Byrnes, D.Hum.**

Founder and CEO

John D. Byrnes is an author, lecturer, veteran (USS Nautilus 571) and founder of the Center for Aggression Management.

Byrnes conducted Insider Threat Prevention Training for the US Army Special Operations Command, Terrorism Division in 2016.

Byrnes regularly speaks on Behavior Intervention at engagements such as being selected by the US Department of Labor to represent the United States at the Violence as a Workplace Risk Conference in Montreal, Canada, as well as Keynote Speaker at the first Protective Security Conference (ProSecCon).

Byrnes authored the NaBITA Threat Assessment Tool, which is now being used by Behavior Intervention Teams in over 177 college and university campuses as well as developed the Critical Aggression Prevention System (CAPS).

Byrnes has been interviewed as an expert by major news outlets such as:

- **Wall Street Journal**
- **USA Today**
- **Chicago Tribune**
- **Los Angeles Times**
- **Associated Press**
- **CBS News Radio**
- **WESH 2 (NBC)**
- **WOFL (FOX)**



**Serving as CEO and Lead Instructor at the Center for Aggression Management, John Byrnes has provided training to individuals from approximately 500 organizations throughout the US.**

**PREVENT-AGGRESSION.COM**

**PRESS INQUIRIES AND INTERVIEW OPPORTUNITIES**

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# AGGRESSION MANAGEMENT SKILLS THROUGH TRAINING & TECHNOLOGY



## About Us

John D. Byrnes founded the Center for Aggression Management in 1993 to provide organizations with Aggression Management skills through training. The Center for Aggression Management has spent the past 24 years developing the means to identify, measure and manage the precursors to all forms of aggressive behavior in others and ourselves.

The responses to our Aggression Management training programs consistently confirm:

- Other methods of attempting to prevent violence either do not work or are reactive rather than preventative
- The aggression management techniques we offer are viewed as new information that will dramatically alter the effectiveness of threat assessment, security and other personnel attending the training
- The systematic approach to implementing aggression management through the Critical Aggression Prevention System we call CAPS is sorely needed in today's organizations

The Center for Aggression Management has been honored to serve clients from most areas of government, education, and private enterprise:

- **US Army, Special Operations Command, Terrorism Division**
- **NASA**
- **National School Boards Association**
- **Orlando International Airport**
- **Disney Development and Walt Disney Imagineering**
- **State Farm Insurance**
- **Lockheed Martin**
- **Penn State University**
- **University of California**
- **Cox Communications**

“It has become very clear that having a system in place that allows us to look at the totality of circumstances, regarding a student behavior in an objective way, we are now able to truly assist and/or intervene in a timely, appropriate manner, with a focus on a preventative result.”

Dr. Claire Good, PhD  
Former Associate Vice  
President for Student Affairs  
and Dean of Students, Eastern  
Kentucky University

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# TARGET AND IDENTIFY

## COGNITIVE VS. PRIMAL AGGRESSION



### Critical Aggression Prevention System

The Center for Aggression Management developed the Primal and Cognitive Aggression Continua. All of the body language, behavior and communication indicators offer a reliable and definable method of describing “aggressive behavior”. This identifies the precursors to bullying, harassment, abuse and violence in order to provide the opportunity to prevent such incidents.

The center uses a mobile-based software product called the Meter of Emerging Aggression (MEA). Because the MEA uses no mental health, culture, gender, education, age, or sexual orientation in its aggression assessment, it does not conflict with HIPAA or Privacy regulations.

#### COGNITIVE AGGRESSION

**Stage 9** - Willing to do whatever it takes, including taking their own life to meet their objective.

**Stage 8** - Plans to attack victim without self-sacrifice.

**Stage 7** - Complicit and in conspiracy with Stage 8 & 9.

#### CRISIS PHASE

**Stage 6** - Issues an ultimatum. Proclaims the victim as evil.

**Stage 5** - Deliberately damages reputation of another by exposing them publicly as an enemy.

**Stage 4** - Secretly creates distrust of their victim within community. Sniper behavior.

**Stage 3** - Abandons communication as a tool.

**Stage 2** - Chooses a side and fixates on one point of view. Loses trust of others.

**Stage 1** - Hardens points of view, begins deception, creates distance, lacks empathy.

#### ESCALATION PHASE

Normal Behavior Baseline  
Trigger Phase

#### PRIMAL AGGRESSION

**Stage 9** - Panics or becomes enraged. Exhibits the body language of an attacker. Fight, flight or freeze phenomena.

**Stage 8** - Complete loss of judgment. Actions and words usually fail to make sense.

**Stage 7** - Loses verbal control and words generally do not make sense.

#### CRISIS PHASE

**Stage 6** - Perceives self as a victim. Demonstrates intimidation and threats.

**Stage 5** - Belligerent, yelling, sweating, unusual swearing.

**Stage 4** - Aggressor refuses to comply. Depersonalizes victim.

**Stage 3** - Hyper vigilant, questions authority.

**Stage 2** - Deterioration of fine motor skills.

**Stage 1** - Scattered and disjointed thinking.

#### ESCALATION PHASE

Normal Behavior Baseline  
Trigger Phase

Conflict, Bullying, Abuse, Harassment Discrimination Begins

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#### PRESS INQUIRIES AND INTERVIEW OPPORTUNITIES

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