



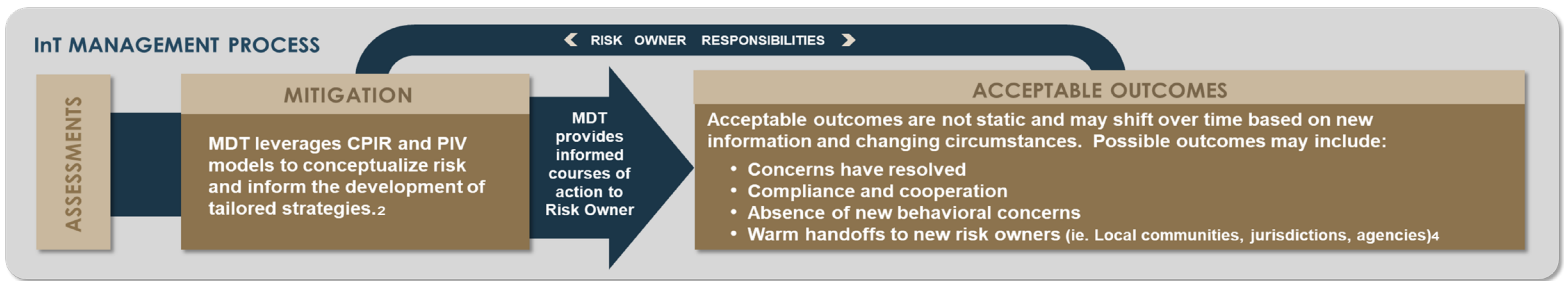
BTAC BULLETIN

BEHAVIORAL SCIENCE | LAW ENFORCEMENT & COUNTERINTELLIGENCE | CYBERSECURITY | EMPLOYEE MANAGEMENT RELATIONS | THREAT ASSESSMENT & MANAGEMENT

THREAT ASSESSMENT & MANAGEMENT

»»» Insider Threat Management «««

In the first two bulletins of this series, we defined threat assessment (TA)¹ and described it as the science of assessing risk.² In this final bulletin, our focus is now on the art of threat management (TM). TM requires creativity, patience, and empathy, whether managing a person of concern (POC) immediately, long-term, or deciding when to retire a case. Members of multi-disciplinary teams (MDT) develop tailored mitigation strategies from their respective disciplines. Then the MDT provides a choreographed, comprehensive management strategy. Ultimately, risk owners are responsible for executing this strategy — from implementation to monitoring to reassessment — to guide the POC to either an acceptable outcome or a more tolerable level of risk. Given the dynamic nature of human behavior, risk owners must continually monitor the interplay between mitigation strategies and the POC. TATM is a team sport that requires the MDT to support risk owners until a case is retired.³



RISK OWNER RESPONSIBILITIES

InT Programs must identify and integrate Risk Owner(s) into the MDT for all referred cases. While the MDT provides expert assessment, mitigation and management recommendations, the Risk Owner(s) holds ultimate decision-making authority. The Risk Owner(s) uses MDT suggested courses of actions to determine acceptable risk outcomes and authorize necessary actions for the organization.

MITIGATION STRATEGIES

Short term strategy to reduce immediate risk.¹

- Establish behavioral contracts: Set boundaries, document acceptable behaviors, and hold POC accountable ⁴
- Restrict access
- Provide support services, such as mental health or financial resources (e.g., EAP)
- Refer to law enforcement for appropriate response / investigation
- Institute telework, admin leave, or separation / termination

MANAGEMENT STRATEGIES

Long term strategy to move POC off the pathway(s).²

- Identify and address underlying grievances or motivations and reinforce stabilizers / anchors
- Provide alternative solutions or support services to address the person's needs
- Build relationships with trusted individuals to monitor and engage (third party monitoring)
- Build relationships with LE and community partners to ensure successful warm handoffs
- Periodic check-in's and follow-up are necessary for all successful aspects of TATM



The BTAC Podcast "Beyond the Bulletin" featured on DVIDS is now streaming on Apple and Spotify

1. Department of War Insider Threat Management and Analysis Center, Behavioral Threat Analysis Center. (2026, February). BTAC Bulletin February 2026 – Threat Assessment and Management: TATM Foundations. 2. Department of War Insider Threat Management and Analysis Center, Behavioral Threat Analysis Center. (2026, March). BTAC Bulletin March 2026 – Threat Assessment and Management: Pathway Models. 3. Amman, M., Bowlin, M., Buckles, L., Burton, K. C., Brunell, K. F., Gibson, K. A., Griffin, S. H., Kennedy, K., & Robins, C. J. (2017). Making prevention a reality: Identifying, assessing, and managing the threat of targeted attacks. Federal Bureau of Investigation, U.S. Department of Justice. 4. Dias, B., & Talbot, M. (2025). Predators, Posers, and Pained Personalities: Defensible and Effective Strategies to Prevent Targeted Violence and Manage Malevolent Behaviors. Key Operational Insights, LLC.

