

HR Personnel

Claudia's profile

Claudia has a good profile and is somewhat overqualified for the function she is currently in. Claudia was one of many candidates for this job, but was able to convince the hiring committee that she was best fit for the job. She didn't come from the same sector, but has good credentials. During the recruitment process Claudia had a social attitude and was very open to everyone.

Once hired, she was initially delivering on and achieving her potential while working in the technical areas of the facility. However, her good performance did not last for long. We have no concrete information on her family situation. After about 8 months, a new job was proposed to Claudia, which is more suitable for her credentials and includes a higher salary (but is more in administrative buildings with less access to the technical areas, though it carries a higher responsibility). She declined the new position and her behavior and output started to change. She is very quiet and seems very tired lately. You seem to see her everywhere you go. She is always walking around in different areas of the facility.

General information you know about Claudia

She is somewhat overqualified for the function. She was hired because there was a possible job opening at "the right" level, which she was made aware of. Claudia has a partner and 1 son who is still a minor (5 years old).

Possible red flag you have personally noticed personally

Claudia was presented with a new position with a higher salary, but she declined. No reasons were given.

Discussion points:

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- Who would you talk to, to have more information;
- What actions might have prevented Anthony to be in this position (pre employment, vetting,...)?
- Why would you react or not?

Security Department

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General information you know about Claudia

She follows security protocols but does not have a proactive attitude.

Possible red flag you have personally noticed personally

One day there was an incident with a co-worker. Two people started arguing at the security checkpoint because of something that happened during their kids' football game over the weekend. One of them tries to pass the security checkpoint without being checked because he was angry. Claudia was a witness of this incident, but she did not want to come forward to help the investigation.

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Direct Colleague

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General information you know about Claudia

She is very reserved regarding her private life. They don't even know if she has a partner/kids.

Possible red flag you have personally noticed personally

She has no social connection with any of her colleagues and always eats alone during the breaks. In the beginning she used to propose once every while to go eat together, but this has stopped recently.

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Line Manager/Direct supervisor

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General information you know about Claudia

She is working long hours (comes in early), including working from home during weekends and accessing digital files.

Possible red flag you have personally noticed personally

The output of her work is not showing whilst according to HR she should be overqualified for the job. Lately, she sometimes seems agitated.

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Security Guard

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General information you know about Claudia

Claudia's profile does not ring a bell.

Possible red flag you have personally noticed personally

Claudia stays under the radar. The security guard did pass her social media profile once, Claudia was linked to some protest pages for local issues (better pay for employees, more importance on privacy of people).

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Colleague from a different department

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General information you know about Claudia

This colleague from this department saw Claudia twice in his section; we don't know why she was there.

Possible red flag you have personally noticed personally

The colleague didn't know the individual had access to that part of the facility and is not sure she is supposed to have access.

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Medical Health Professional

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General information you know about Claudia

She has a history of getting close to a burn-out because of stress; there are no specific indicators at the moment.

Possible red flag you have personally noticed personally

They had booked an appointment, just as a follow up; but Claudia cancelled last minute. This has not yet been replanned, but it was not a mandatory visit.

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Additional information

Social media check: She is linked to some people that seem to be involved with drugs. She doesn't post a lot of things, but lately you could see some pictures in different cities throughout the country. Looking at the pages she follows, you can also see some links with protest groups in the local area. She doesn't seem actively involved; there are no posts or comments and no mentions of participations in events.

Check of her desk at work: she has no personal items on her desk, no pictures or gadgets. She has a coffee mug that says, 'My work is secret, even I don't know what I am doing here'. Her file cabinet is not locked.