

Red Flag Observation 1

Attempts
to
**REMOVE
SENSITIVE DATA**
(physical and cyber methods)



Red Flag Observation 2

(Remotely)
Accessing systems/
locations at
**UNCHARACTERISTIC
HOURS**



Red Flag Observation 3

Abnormal
**CYBER
ACTIVITIES**
on- and off-site
(for example large up/downloads)



Red Flag Observation 4

Absence
of interest by
employer/co-workers
in the
**EMPLOYEE'S
FRUSTRATIONS**
about the job



Red Flag Observation 5

**ALCOHOL
ABUSE**



Red Flag Observation 6

Being easily
FRUSTRATED
or
DISAPPOINTED
(anger management issues)



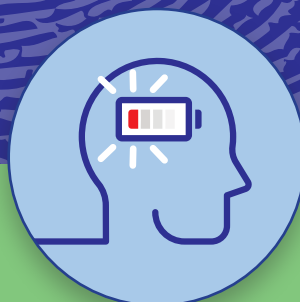
Red Flag Observation 7

**BEING
FLEXIBLE**
with
ethics or morals



Red Flag Observation 8

BURN-OUT



Red Flag Observation 9

Changes in
lifestyle
as a result of
**UNEXPLAINED
WEALTH**
(new car, expensive clothes, ...)





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Red Flag Observation



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Red Flag Observation

Red Flag Observation 10

Changes
in
MENTAL HEALTH



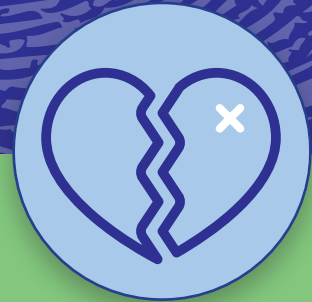
Red Flag Observation 11

Changes
in
ONLINE
or
SOCIAL MEDIA
BEHAVIOR



Red Flag Observation 12

Changes
in
PERSONAL
STATUS
(divorce, new partner, ...)



Red Flag Observation 13

Changes
in
PHYSICAL
HEALTH



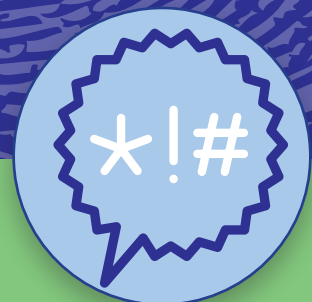
Red Flag Observation 14

Changes
in
the way an
employee
EXPRESSES
him-/herself



Red Flag Observation 15

Directly
EXPRESSING
NEGATIVE
FEELINGS
toward
employer/co-workers
IN PERSON



Red Flag Observation 16

Directly
EXPRESSING
NEGATIVE
FEELINGS
toward
employer/co-workers
ONLINE



Red Flag Observation 17

DISGRUNTLEMENT
*(for example as a
result of career disappointment)*



Red Flag Observation 18

DRUG ABUSE





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Red Flag Observation

Red Flag Observation 19

Employee
is not open to
AUDITS



Red Flag Observation 20

Employee pushes
RULES
to see whether
he/she can
get away with it
(boundary probing)



Red Flag Observation 21

Employee
receives strange
PHONE CALLS



Red Flag Observation 22

Employee
takes
LONG LUNCH BREAKS
without
colleagues



Red Flag Observation 23

Employee
volunteers for
**NEW SENSITIVE
PROJECTS**



Red Flag Observation 24

Excessive
COPYING
of material
(physical or digital)



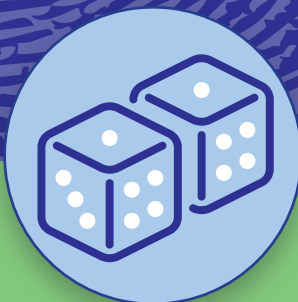
Red Flag Observation 25

**FINANCIAL
DIFFICULTIES**



Red Flag Observation 26

**GAMBLING
ABUSE**



Red Flag Observation 27

High level
of
COMPETITIVENESS





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Red Flag Observation

Red Flag Observation 28

Impending
TERMINATION
of contract



Red Flag Observation 29

Increase in
organizational
losses or
**UNEXPLAINED
IRREGULARITIES**
of the organisation



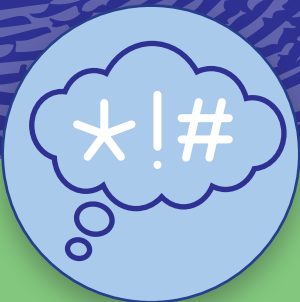
Red Flag Observation 30

Indications of
unmet
**PERSONAL
EXPECTATIONS**
(personal stressors)



Red Flag Observation 31

Indirectly
**EXPRESSING
NEGATIVE FEELINGS**
toward employer/
co-workers instead
of openly addressing them
(passive aggression)



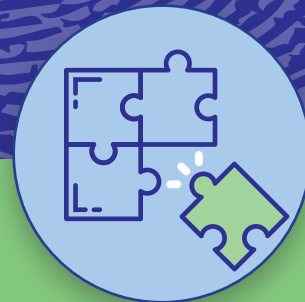
Red Flag Observation 32

Interest
in matters
OUTSIDE OF THE SCOPE
of his/her job



Red Flag Observation 33

Lack of
adaptability
in
**ADVERSE
CIRCUMSTANCES**



Red Flag Observation 34

Lack of
RESPONSIBILITY



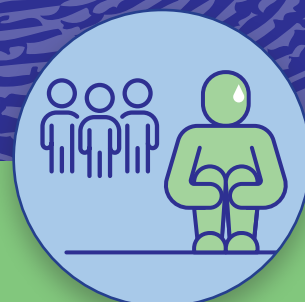
Red Flag Observation 35

Making
THREATS
against
employer
or other
employees



Red Flag Observation 36

Maladaptive
BEHAVIORS
outside workplace





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Red Flag Observation

Red Flag Observation 37

Non-verbal signals
of
RADICALIZATION

(like change in physical appearance, ...)



Red Flag Observation 38

Not being able
to deal with
CRITICISM



Red Flag Observation 39

Not being
very
EMPATHETIC



Red Flag Observation 40

NOT COMPLYING
to safety
and
(cyber) security policies
and procedures



Red Flag Observation 41

Not responding
well
UNDER STRESS
or during crises



Red Flag Observation 42

Organizational
culture of
FEAR AND SILENCE



Red Flag Observation 43

PARTICIPATING
in
manifestations
of
**EXTREME
ORGANIZATIONS**



Red Flag Observation 44

Poor
PERSONAL HYGIENE



Red Flag Observation 45

Repeatedly declining
to allow others to
SERVE AS BACK-UP
for handling responsibilities
(control freak)





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Red Flag Observation

Red Flag Observation 46

REPORTS

received
from other employees,
clients or third parties
on the
behavior of the employee



Red Flag Observation 47

Sudden
and
unexplained

**CHANGE
IN PERFORMANCE**



Red Flag Observation 48

Sudden
changes in
**WORKING
HOURS**



Red Flag Observation 49

Sudden
**INTENSIVE
TRAVEL**



Red Flag Observation 50

Team members
LEAVING
the organization



Red Flag Observation 51

TIME PRESSURE
or bureaucracy
(‘red tape’)
leading to
unwanted shortcuts



Red Flag Observation 52

Too heavy
WORKLOAD



Red Flag Observation 53

Unauthorized
absence
or abnormal
HIGH ABSENTEEISM



Red Flag Observation 54

UNAUTHORIZED
access attempts
to systems or
physical locations
not necessary for the job





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Red Flag Observation

Red Flag Observation 55

UNEASINESS
with
fellow employees



Red Flag Observation 56

Unexplained
WEALTH



Red Flag Observation 57

**VERBAL
SIGNALS**
of
radicalization
extremism
*(Making or defending statements
of extremist/radical point of view)*



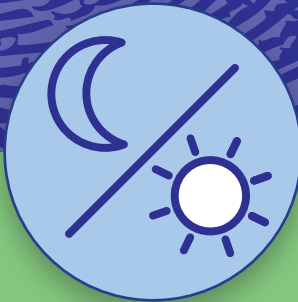
Red Flag Observation 58

Working
a lot of
OVERTIME
(come early/stay late)



Red Flag Observation 59

WORKING LESS
than expected
(come late/leave early)



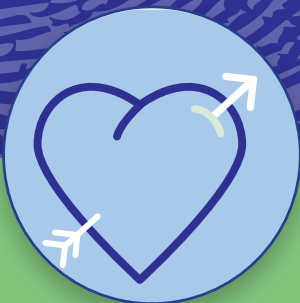
Red Flag Observation 60

Negative
SECURITY SCREENING
advice from
government authorities



Red Flag Observation 61

ROMANTIC
relationship
with a colleague





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