Risk Assessment

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In any organization, risks are bound to occur and this calls for a risk assessment. Risk in an organization can be posed by an individual within the firm or natural situation. Either way, a risk assessment serves an integral role in evaluating the effects that can result from the risk and methods which can be used to curb the same. This paper, therefore, seeks to explore risk assessment from Bob’s case scenario given by answering the stated questions in details.

Risk assessment is the process of determining the quantitative or qualitative estimate of risk related to a situation. In cases of individual risk assessment, as given in the scenario, there are many ways through which the evaluation can be conducted. The purpose of the specialized interview is to evaluate any potential of risk from Bob because of his recent behavior which has not been good and which has brought mixed reactions in the company. Besides, the specialized interview will seek to inform Bob about how his conduct has been perceived in the organization and the consequences which can result from such behaviors (Renn, 2017). Further, the specialized interview will act to know whether Bob is fit enough to continue working in the organization or not. This is an evaluation that needs to be conducted precisely to ensure that the information that is gathered from the assessment is correct and can serve as evidence in the future in case of anything related to the respondent.

To plan for the assessment, I will ensure first that I have collected information that is critical to the assessment and which will form the base of the evaluation. For example, political, cultural, religious and background information, as well as work history, will serve an imperative when it comes to the assessment. Additionally, I will plan the evaluation in such a way that I will assess the workstation first before investigating others places (Haimes, 2015). Besides, I will ensure that Bob has full and clear information about how the assessment will go and what is expected of him so that he can cooperate fully because without cooperating, it will be difficult to conduct the assessment and also it is against the law to conduct such a threat assessment when Bob has not cooperated for the same.

When it comes to interviewing different sources to collect data, I will have to interview many individuals. For example, to understand his current behavior better, I will have to interview his colleagues in the workplace. His workmates will serve to offer valuable information relating to how he has been behaving lately and his relationship with others in the organization. This is paramount because these are individuals who work with Bob day in day out and know him better than even their manager. Furthermore, the workmates will offer information related to any threat Bob might have posed to them in the recent past. Another source of information which I will interview is his two ex-wives. The two when accessible, will aid in giving me his past conduct which will be essential (Paustenbach, 2015). For example, the ex-wives will help in understanding how Bob behaved when he was still married to them. This will help me to know if there was any one time when he posed a threat. Additionally, it will be useful to conduct the reporter who surfaced the case in which Bob was charged on a drunk and disorderly acts. This will help me have enough information about his conduct. Also, interviewing the military master where he was before being discharged will help a lot. This is because from the military personnel, I will be able to access a lot of information and details about his discharge and the severe personality disorder.

I will inform Bob that the interview is an individual risk assessment and it will serve to evaluate whether the alleged claims about his threats are valid or not. Also, I will tell him that the evaluation will help the manager to make an informed decision about his(Bob’s) position in the organization. This is because as an employee at the firm, the company’s manager has the power to call for a threat assessment for the employees when there are concerns about threats. About the potential consequences of the evaluation, I will inform Bob that he has to fully cooperate to avoid termination and also to give correct information because providing incorrect information could lead to termination from the company. I will tell him all these so that he can make a clear decision before the assessment knowing the repercussions of the evaluation. By informing him about the consequences of the evaluation, I expect Bob to be honest and offer correct information which will help the assessment to be conducted with ease and also to help him avoid losing his job.

Telephone interview has both advantages and disadvantages. When it comes to advantages, the telephone interview is cheap and cheerful. When conducting an interview via phone, it is easier and less costly than a face-face interview. This is because one needs not to travel to interview different people to access information. Also, research can be conducted quickly because it saves time. In spite of the advantages, there are also some disadvantages. For example, it lacks the personal touch and convincing power unlike face to face interview where a person can persuade a responder to give more information about an issue (Belisario, Jamsek, Huckvale, O'Donoghue, Morrison & Car, 2015). Moreover, telephone interview lacks the ability for the interviewer and interviewee to use body language. Also, the interviewer cannot study the body language of the interviewee hence making it difficult to know whether the respondent is interested in the interview or not. In addition, time must be considered when using telephone for an interview. This is because too lengthy interview may inconvenience the responder and too short time may lead to giving less information.

The assessment instruments which I will administer to Bob will include specialized surveys, questionnaire, and evaluations. The reason for using these instruments is that they are cheap and easy to administer. Considering the urgency of the results of the assessment by the manager, I will employ these instruments to get accurate information and with ease. To evaluate the truthfulness of Bob’s responses, I will utilize Psychophysiological Techniques such as the polygraph. Through this, I will use the direct question test and directed lie test to evaluate the truthfulness of his responses. Another way will be through observational techniques where I will observe his verbal and nonverbal behavior when answering the questions (Renn, 2017). To deal with Bob’s defensive posture during the interviews, I will use such methods as probing. This method will help in that Bob will continue to give more information which will make it difficult for him to lie all through. This is because probing for more information will eventually show the truth of the matter. Also, being patient with Bob will help by giving him enough time to answer the questions which will aid in dealing with his defensive posture

**References**

Belisario, J. S. M., Jamsek, J., Huckvale, K., O'Donoghue, J., Morrison, C. P., & Car, J. (2015). Comparison of self-administered survey questionnaire responses collected using mobile apps versus other methods.

The source discusses the merits of using mobile interview and shows how data collected using this method is different from information gathered using other methods of interview. The source explores the challenges of each method as well as the benefits.

Haimes, Y. Y. (2015). *Risk modeling, assessment, and management*. John Wiley & Sons.

The author of the source describes the state of the art in risk management and its importance as well as application. The author talks about the balance between qualitative and quantitative aspects of risk management. The source shows how risk management techniques are used in the real world and how they help in decision making.

Paustenbach, D. J. (Ed.). (2015). *Human and Ecological Risk Assessment: Theory and Practice (Wiley Classics Library)*. John Wiley & Sons.

This source offers helpful tips for individuals conducting interpersonal risk assessments. Further, the source also explores the methods which have become paramount in today’s society when it comes to both types of risk assessments.

Renn, O. (2017). *Risk governance: coping with uncertainty in a complex world*. Routledge.

The author of the source explores and provides guidance on how risk managers and other risk consultants can undertake their roles in an effective manner. Also, the source examines how different risk assessment methods can be applied in different scenarios for better outcomes.