



Training Solutions, Delivered!

I COULD HAVE SAVED A LIFE THAT DAY

**Leader's Guide, Fact Sheet
& Quiz**

This easy-to-use Leader's Guide is provided to assist in conducting a successful presentation.

PREPARING FOR THE MEETING

Here are a few suggestions for using this program:

- a) Review the contents of the Fact Sheet that immediately follows this page to familiarize yourself with the program topic and the training points discussed in the program. The Fact Sheet also includes a list of Program Objectives that details the information that participants should learn from watching the program.
- b) If required by your organization, make an attendance record to be signed by each participant to document the training to be conducted.
- c) Prepare the area and equipment to be used for the training. Make sure the watching environment is comfortable and free from outside distractions. Also, ensure that participants can see and hear the TV screen or computer monitor without obstructions.
- d) Make copies of the Review Quiz included at the end of this Leader's Guide to be completed by participants at the conclusion of the presentation. Be aware that the page containing the answers to the quiz comes before the quiz itself, which is on the final page.

CONDUCTING THE PRESENTATION

- a) Begin the meeting by welcoming the participants. Introduce yourself and give each person an opportunity to become acquainted if there are new people joining the training session.
- b) Introduce the program by its title and explain to participants what they are expected to learn as stated in the Program Objectives of the Fact Sheet.
- c) Play the program without interruption. Upon completion, lead discussions about your organization's specific policies regarding the subject matter. Make sure to note any unique hazards associated with the program's topic that participants may encounter while performing their job duties at your facility.
- d) Hand out copies of the review quiz to all of the participants and make sure each one completes it before concluding the training session.

3187 I COULD HAVE SAVED A LIFE THAT DAY FACT SHEET

LENGTH: 15 MINUTES

PROGRAM SYNOPSIS:

This video tells the story of an employee who failed to take action when witnessing the warning signs of impending workplace violence. His decision to “look the other way” not only ended in the senseless death of a co-worker, but also resulted in a fellow employee spending the rest of his life behind bars. Viewers will also see how the behavior of other key characters contributed to the escalation of events that led to the shooting.

Much like its predecessors “I Chose To Look The Other Way” and “It’s Up To Me,” this powerful video is based on a safety poem by Don Merrell. Brought to life through the blending of poetry and video, the program’s dramatic storyline teaches compelling lessons about responding to signs of potential violence and makes clear that violent tragedies in the workplace can be prevented.

PROGRAM OBJECTIVES:

After watching the program, the viewer will be able to explain the following:

- Why it is imperative that you speak up when you notice the potential for violent behavior;
- Why you should make sure you know who to contact if someone is exhibiting signs of potentially violent conduct;
- What types of behavior to avoid in order to keep from escalating the probability for a violent event.

INSTRUCTIONAL CONTENT:

THE POEM: “I COULD HAVE SAVED A LIFE THAT DAY”

I could have saved a life that day,
If I hadn’t looked the other way.
I saw the risk and should have called,
But I didn’t want to get involved.

I’d known the man for quite a while,
And never saw him laugh or smile.
He was a quiet, moody type,
Who always seemed to have a gripe.

I knew he was upset with work,
He considered his boss to be a jerk.
And often he was heard complain,
That there wasn’t a manager with half a brain.

And then one day he started in,
About his boss being after him.
And I heard him say - If he had the nerve,
Someday they’d get what they deserve.

Some months before, they’d explained to us all,
Behaviors to watch for, and the people to call.
But I told myself, that it wasn’t that bad,
He was just spouting off, because he was mad.

His boss wasn’t there, when he came in that day,
But she was there, and in his way.
With his anger and rage, I don’t know why,

But he thought that somebody had to die.

Now my life will never be the same,
For I'll always know that I'm to blame.
That she could be alive today,
If I hadn't looked the other way.

If you see someone who's so distraught,
That you question if they are safe or not.
Talk to someone, place a call,
Get help for them, and protect us all.

If you hesitate and look away,
Then hope you never have to say,
I could have saved a life that day,
But I chose to look the other way.

SYNOPSIS OF STORY

The Incident

The program opens with one plant employee being led away in handcuffs and the sheet-covered body of another being carried out on a gurney. News accounts and company reports indicate a shooting has occurred at the plant. Weeks later, Brian, a co-worker of those involved in the incident, recalled the events of that day.

Stephanie, a company secretary, had just confirmed evening dinner plans and set her desk clock for 4:45 as a reminder to meet her family for dinner. She then entered the office of her supervisor Barry to enter some data into his computer. While there, she receives a message that John, a co-worker, had called in sick. When she completed her work, she began to leave Barry's office when John met her outside his door. "Hey John, I thought you called in sick," she said. He explained that he had called in sick, but really needed to speak with Barry. When Stephanie told him Barry wasn't in the office, John said "Look, don't go fighting his battles for him. I just want to talk to him!"

After Stephanie reiterated that Barry wasn't in, John angrily responded, "Oh, I see—you're in on it too, aren't you?" When Stephanie tried to calm him down, he accused her of covering for Barry and then pulled out a pistol. Stephanie was struck by the gunfire and died at the scene.

After recalling the incident, Brian said, "I never thought something like that could ever happen—not here, not with me, not with anyone I know."

Brian:

**I could have saved a life that day,
If I hadn't looked the other way.
I saw the risk and should have called,
But I didn't want to get involved.**

**I'd known the man for quite a while,
And never saw him laugh or smile.
He was a quiet, moody type,
Who always seemed to have a gripe.**

One Week Before The Incident

John had completed some paperwork that Barry had requested and gave it to Stephanie. While looking the documents over, she noticed that John hadn't signed some of them and asked him to do so. "Why do I always have to jump through these hoops? Do you and Barry get a kick out of telling me what to do all the time?"

After Stephanie told him that everyone had to sign them, John said “Well it doesn’t seem that way. You and Barry take my overtime away. I’ve got three weeks worth of work on my desk and the people who don’t want to work get more hours. That ain’t right!” Stephanie sympathized with John, but told him she had nothing to do with the scheduling. “I know, you’ve always got someone else to blame. It’s never your fault,” John replied sarcastically.

When John left the office, Brian approached Stephanie and asked her about the incident. Stephanie told Brian that John seemed to be angry all the time and that he needed help. Brian said he didn’t think they “should stir up a lot of commotion.” Stephanie agreed, but said “I would want people to help me if I needed it.” She agreed with Brian that they not get involved, hoping that it was just a phase.

Brian:

**I knew he was upset with work,
He considered his boss to be a jerk.
And often he was heard complain,
That there wasn’t a manager with half a brain.**

Two Weeks Before The Incident

John was in the company break room, apparently talking on the phone to his wife about selling some of the couple’s belongings. Just as Brian walked into the room, John angrily shouted “Look! Just let me handle this. This is all I can do for now, unless they start giving more overtime.”

After John posted the list of things he was selling on the company message board, Brian approached him to inquire about the situation. Brian asked him why he was selling all of his tools and if he was moving somewhere. “I wish!” John exclaimed. “I have to get rid of it all because that jerk Barry is taking all my overtime away from me. Can you believe that? I have three week’s worth of work on my desk and they take my overtime away from me,” he said. John added that Barry didn’t like the way he did things and got a kick out of giving him a hard time. This conversation ends with John making a direct threat against Barry and Stephanie.

Brian:

**And then one day he started in,
About his boss being after him.
And I heard him say - If he had the nerve,
Someday they’d get what they deserve.**

One Month Before The Incident

Barry approached John to explain some new work procedures that would require some paperwork. “You know we’ve had to make some adjustments to the procedures on starting up the production line,” Barry said. Obviously overwhelmed, John asked how long these procedures would add to the start up.

Barry told John that they would have to wait to find out those kind of specifics, but that he needed John to look over the procedures, sign and date them and then turn them into Stephanie or him. “Look, Barry, you’ve cut my hours a great deal and now you’re adding procedures that will take even longer to get production running. When do you plan on letting me get anything done?” John asked.

Barry explained that he understood John’s concerns, but these changes had come from the corporate office. “Can you just sign the papers and give them back?” he asked. Sarcastically, John replied, “Yeah, whatever you want.” After Barry thanked him, John looked at the papers for a moment and then slammed his pen down in anger.

Two Months Before The Incident

Barry and Stephanie had attended a training session about workplace violence. During the session, they were told who to call if a co-worker was exhibiting signs of potential workplace violence.

Brian:

Some months before, they’d explained to us all,

**Behaviors to watch for, and the people to call.
But I told myself, that it wasn't that bad,
He was just spouting off, because he was mad.**

The Night Before The Incident

Barry and Stephanie were preparing to leave the office for the day. Barry told Stephanie that he would be late the next day because he would be picking up a cake for a co-worker's retirement party. "What do you want me to do in the morning 'til you get here?" she asked. He told her to enter the new paperwork on his computer. They then went home for the day.

Brian Interview

Brian:

**His boss wasn't there, when he came in that day,
But she was there, and in his way.
With his anger and rage, I don't know why,
But he thought that somebody had to die.**

**Now my life will never be the same,
For I'll always know that I'm to blame.
That she could be alive today,
If I hadn't looked the other way.**

"The saddest thing about the whole situation is that we lost two employees, and I could have saved both of them but I didn't," said Brian.

Brian:

**If you see someone who's so distraught,
That you question if they are safe or not.
Talk to someone, place a call,
Get help for them, and protect us all.**

**If you hesitate and look away,
Then hope you never have to say,
I could have saved a life that day,
But I chose to look the other way.**

Conclusion

Brian reads the entire poem to conclude the program.

I COULD HAVE SAVED A LIFE THAT DAY

ANSWERS TO THE REVIEW QUIZ

1. c

2. b

3. b

4. e

5. a

6. a

7. c

I COULD HAVE SAVED A LIFE THAT DAY
REVIEW QUIZ

The following questions are provided to determine how well you understand the information presented in this program.

Name _____ Date _____

1. In the video, an employee failed to take action when witnessing warning signs of impending workplace violence. What were the results of his decision to "look the other way?"
 - a. The senseless death of a co-worker
 - b. A fellow employee spending the rest of his life behind bars
 - c. Both answers a and b
 - d. None of the above

2. Violent tragedies in the workplace are a necessary evil and can never be prevented.
 - a. True
 - b. False

3. When Stephanie, the secretary, informed John, the shooter, that their boss, Barry, wasn't in, what was John's reaction?
 - a. John accepted her statement and went home
 - b. John's anger escalated and he accused Stephanie of covering for Barry
 - c. John shot their boss, Barry

4. One week before the shooting, what warning signs did Stephanie witness?
 - a. John overreacted to a simple request
 - b. John expressed he felt he was being singled out
 - c. John argued that other employees were getting preferential treatment
 - d. John spoke with sarcasm
 - e. All of the above

5. Stephanie shared her concerns with her co-worker, Brian, but Brian felt it was best to ignore it and forget about what happened.
 - a. True
 - b. False

6. Two weeks before the shooting, Brian witnessed several warning signs from John. Which of the following was NOT one of the signs Brian witnessed?
 - a. John used physical force to break into his boss's office
 - b. John complained angrily about their boss taking away his overtime
 - c. John made direct threats against Barry and Stephanie

7. What had Barry and Stephanie NOT been taught in the training session they attended about workplace violence?
 - a. Warning signs and behaviors to watch for
 - b. Who to call if a co-worker was exhibiting signs of potential workplace violence
 - c. Why one should ignore threats
 - d. All of the above