

# Sign post Six



PSYCHOLOGY  
FOR INTELLIGENCE  
AND SECURITY

## Introduction to insider risk

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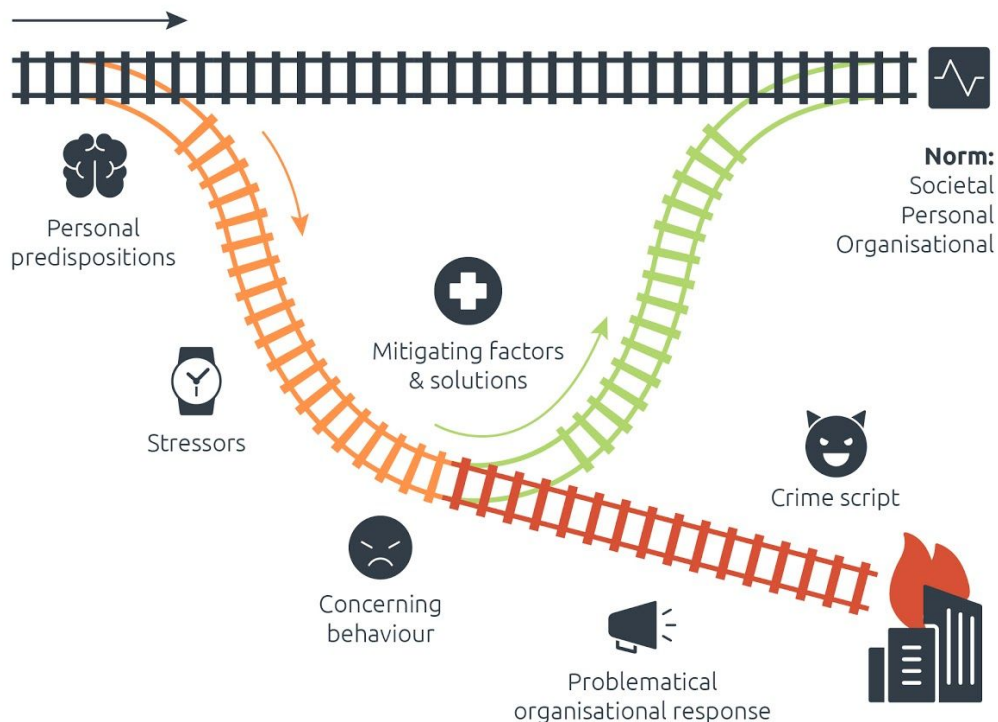
"A ship in harbour is safe, but that is not what ships are built for."

— J. A. Shedd

## Introduction to insider risk and the Critical Pathway

Recognising the need of organisations to come with scalable solutions, Signpost Six has designed an e-learning programme focused on manager and employee awareness of behavioural risk signs and the Critical Pathway to Insider Risk (CPIR) methodology (see figure below). This pathway approach was developed based on a review of over 1500 insider risk cases and its application to insider risk cases represents best practice. The e-learning enables both managers and employees to recognise and respond to concerning behaviours early on, thereby mitigating insider risks within your organisation.

### [Watch the introduction](#)



Critical Pathway to Insider Risk (adapted from Shaw and Sellers 2015)

The critical pathway contains five key elements: personal predispositions, stressors, concerning behaviours, problematic organisational responses and crime script. We describe each component in more detail on the next page.



### Personal predispositions

Personal predispositions explain why some insiders carry out malicious acts, while coworkers who are exposed to the same conditions do not act maliciously. Think for example about mental health disorders or a history of rule violations.



### Stressors

All of us have stress in our lives but in the case of insiders, significant personal, professional and financial events appear to trigger their underlying personal predispositions, leading to an increased risk of insider acts.



### Concerning behaviours

Researchers have found that in almost every case, insiders have violated lesser rules before their more serious acts. They, therefore, often are already on management's "radar" for violations of policies, practices, rules, and even laws.



### Problematic organisational response

Organisations often respond to concerning behaviours in a manner that increases insider risk. A basic risk evaluation considering counterproductive problematic organisational responses, can help in these situations.



### Crime script

An insider crime script refers to preparations, planning, rehearsals and security efforts by the subject committing or about to commit an insider act. This is also the point at which protective monitoring programmes should trigger alerts.

## Practical information

The investigative interviewing training will help you:

- **UNDERSTAND** the duty of care towards colleagues
- **PREVENT** derailment of a potential malicious insider
- **DETECT** early warning signals to commit insider acts
- **IMPROVE** adequate response by employees, managers and the organisation as a whole

### Modules

- An introduction to insider risk management
- The Critical Pathway to Insider Risk methodology
- Your 'own' insider experience: case studies from different insider acts across various industries (6 options to choose from: espionage, IP theft, insider trading, violence, media leaks, sabotage)
- Summary

### Key features of this e-learning

- Offered through our online learning platform or your learning management system
- Composed of 4 short modules
- User needs to pass a short quiz to complete each module
- User can select from various cases
- Contains pre-test and post-test to qualify what the user has learned
- Total duration is 1 to 1.5 hours

### Benefits of e-learning concept

- **Reaches many employees** at one time and in a short time-frame
- Ensures **consistent** messaging
- **Promotes high retention** due to the diversity in learning techniques
- **Saves time and money** compared to classroom training
- **Measures** progress and effectiveness through reporting tools
- Creates **flexibility**, allowing users to follow training when it is convenient
- **Scales** quickly, enabling new policies, training, ideas, and concepts to be communicated fast

If you have any further questions please reach out to us through [info@signpostsix.com](mailto:info@signpostsix.com)



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