

## 3-Day Course

# Hostage Negotiations with the Empathy Impaired and Psychopaths

**Instructor: Dr. Andy Young** has been a Professor of Psychology and Counseling at Lubbock Christian University since 1996 and a negotiator and psychological consultant with the Lubbock Police Department's SWAT team since 2000. He also heads LPD's Victim Services Unit and is the director of the department's Critical Incident Stress Management Team. He has been on the negotiating team at the Lubbock County Sheriff's Office since 2008 and is on the team at the Texas Department of Public Safety (Texas Rangers, Special Operations, Region 5). He is the author of, "Fight or Flight: Negotiating Crisis on the Frontline" and "When Every Word Counts: An Insider's View of Crisis Negotiations", which contain mostly stories about his work as a crisis counselor and hostage negotiator at LPD (see [www.DrAndyYoung.com](http://www.DrAndyYoung.com)). He was added as a third author for the 6th Edition of "Crisis Negotiations: Managing Critical Incidents and Hostage Situations in Law Enforcement and Corrections". Since 2014 he has spoken nationally and internationally at numerous hostage negotiator conferences, as well as other professional and academic conferences on crisis intervention and hostage negotiating.

### **Course Description:**

This advanced negotiation class is for police crisis (hostage) negotiators who have already passed a 40-hour basic certification course. Day one will review basic (active listening) and advanced (influence and persuasion) negotiator skills and will use callout debriefings from the instructor's past experience as examples. Day two will cover the advanced topics of negotiating with different psychiatric conditions and will focus on negotiating with those who are personality disordered and/or empathy impaired. A 15-hour hostage standoff debriefing from the instructor's experience will serve as an example. Also included in this course are sections on how Incident Command, SWAT, and negotiators can work better together, negotiating via text, and kidnap negotiations.

### **Day 1: Negotiator Competencies and Operational Reviews as Examples**

0800-0900 - Introduction and Some Case Reviews

0900-0915 - Break

0915-1015 - Operational Reviews as Examples

1015-1030 - Break

1030-1145 - Operational Reviews as Examples (Coaching/Being the Secondary Negotiator)

1145-1300 - Break for Lunch

1300-1400 – Reviewing the Basics (Active Listening) and Understanding Personality

1400-1415 - Break

1415-1515 – Influence and Persuasion

1515-1530 – Break

1530-1700 – Finishing up all of the above

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### Day 2: Negotiator Competencies Continued. Negotiating with Different Psychiatric Conditions

0800-0900 – Introduction to Psychiatric Conditions

0900-0915 - Break

0915-1015 – Negotiating with the Psychotic (Including Audio Example)

1015-1030 - Break

1030-1145 – Negotiating with the Mood Disordered (Major Depression and Bi-Polar)

1145-1300 - Break for Lunch

1300-1400 – Negotiating with Anxiety Disorders

1400-1415 - Break

1415-1515 – Negotiating with Personality Disorders

1515-1530 – Break

1530-1700 - Introduction to Negotiating with the Empathy Impaired and Callout Review as Example (15-hour hostage standoff)

### Day 3: Negotiating with the Empathy Impaired

0800-0930 - Negotiating as a Team - Operational Review as Example

0930-0945 - Break

0945-1030 – Topic Continued

1030-1045 - Break

1045-1145 – Negotiating Via Text

1145-1300 - Break for Lunch

1300-1400 - Kidnap Negotiations and Negotiating with Terrorists and Active Shooters

1400-1415 – Break

1415-1515 – Negotiating like you will see them again. Case example to pull it all together.

1515-1530 - Break

1530-1700 – Finish topic, a few debriefs to end on a good note, course evaluation, class wrap-up

