

The Witness Files: 10 People We Keep Seeing In Workplace Investigations (Cont.)

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I have written [here](#) and [here](#) on BT Currents about the fact that it seems there are a handful of types of characters – among the complainants, the accuseds and the innocent bystanders alike – who seem to present themselves over and over again in workplace investigations, and a series I have written on [i-sight.com](#) about these characters and key strategies for dealing with each of them. The 10 characters I have identified are the following:

- Complainants

- Poor performer - Questionable complainant - Parting shot complaint - Counseled for performance

- Accuseds

- Clueless yet complaint - Master manipulator - High risk harasser

- Third-party witnesses

- Squeamish supervisor - Reluctant innocent bystander - Gossipy witness
Recently I presented the second of two webinars presenting this series in that format. That webinar may be accessed at no charge [here](#), and the first webinar may be accessed at no charge [here](#). They review all of these recurring characters, with accompanying PowerPoint slides as well as audience questions. It is a helpful resource for any reader who may be investigating harassment or other workplace charges.

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