

HOST AGENCY: CENTRAL VIRGINIA CRIMINAL JUSTICE ACADEMY

HOSTAGE NEGOTIATIONS WITH THE EMPATHY IMPAIRED AND PSYCHOPATHS

AUGUST 6-7, 2026

REGISTRATION INFORMATION

Register at www.PATC.com or [click here](#) to view more course information and register.

COURSE OVERVIEW

Designed for certified police crisis (hostage) negotiators, this 2-day course builds on foundational skills. Day one reviews active listening, influence, and persuasion using real-life callout debriefs. Day two focuses on negotiating with individuals with psychiatric conditions, personality disorders, or empathy impairments, featuring a detailed 15-hour standoff debrief.

TRAINING LOCATION

Central Virginia Criminal Justice
Academy
1200 Church St.
Lynchburg, VA 24504

HOTEL ACCOMIDATIONS

Courtyard Lynchburg
4640 Murray PL.
Lynchburg, VA 24502
Phone: 434-846-7900
Contact Hotel for Stat Govt. Rate



ANDY YOUNG
Instructor

QUESTIONS?

www.PATC.com
1-800-365-0119

Hostage Negotiations with the Empathy Impaired and Psychopaths

Instructor: Dr. Andy Young

Dr. Young has been a Professor in Behavioral Sciences 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 their 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 has recently been asked to serve as the Psychological Consultant on the Amarillo Police Department's HNT team and has joined the team at the Texas Department of Public Safety (state troopers). He has written a book, mostly stories about his work as a crisis counselor and hostage negotiator at LPD called *Fight or Flight: Negotiating Crisis on the Frontline* (see www.DrAndyYoung.com) and has published research on the callout experience, personality and decision-making styles of negotiators and SWAT operators, one of which was recently published in NTOA's magazine. Since 2014 he has spoken nationally at numerous hostage negotiator conferences, as well as other professional and academic conferences on crisis intervention and hostage negotiating.

Course Objectives:

This two-day 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 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.

Agenda Day 1

8:00 a.m. — 8:30 a.m.	Registration
9:00 a.m. — 10:30 a.m.	Introduction and review of Negotiator Competencies (Active Listening, Influence and Persuasion, and Coaching)
10:30 a.m. — 11:45 a.m.	Finish Review and Operational Reviews as Examples (Negotiating with the Depressed or Suicidal)
11:45 a.m. — 1:00 p.m.	Lunch (on your own)
1:00 p.m. — 2:15 p.m.	Operational Review as Example (Negotiating with the Psychotic)
2:15 p.m. — 3:45 p.m.	Operational Review as Example (Negotiating as a Team)
3:45 p.m. — 5:00 p.m.	Pulling it all together and close

Day 2

8:00 a.m. — 9:15 a.m.	Review of Psychiatric Conditions
9:15 a.m. — 10:45 a.m.	Review of Personality Disorders
10:45 a.m. — 12:00 p.m.	Lunch (on your own)
12:00 p.m. — 1:15 p.m.	Review of Negotiating Strategies for the Empathy Impaired
1:15 p.m. — 2:45 p.m.	Callout Review as Example (15-hour hostage standoff)
2:45 p.m. — 4:00 p.m.	Pulling it all together and close