

Is There A Potential Connection Between Incivility And Executive Targeting?

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SEC

SECURITY EXECUTIVE COUNCIL

A research and advisory firm

A man with grey hair and a beard, wearing glasses and a dark blue suit, is sitting at a desk in a modern office. He is looking down at a laptop, with his hands on the keyboard. The background is a blurred office interior with large windows and warm lighting.

Executive Summary

New Security Executive Council research examines the increase in executive targeting occurring alongside rising workplace incivility and disruptive behavior. While no direct causal relationship has been established, the data highlights accelerating and emerging risk indicators that warrant leadership awareness.

This research is shared to support thoughtful, cross-functional discussion among Human Resources, Legal, Security, and Operations on organizational readiness, governance, and response capabilities. It is intended to inform planning and awareness and should be viewed as directional insight rather than predictive or causal analysis.

Beyond Incivility: The Soaring Business Cost of America's Deteriorating Civility, 2025

(click for full report)

Perceptions and Reactions to Incivility & Safety

58% Employee/Management disengagement

↑ 2% Concern of assault or death by coworker

30% Leaving employment after experiencing inappropriate, unethical, and illegal behavior

72.3% Concern of violence during criminal act

57% Concern of internal retail theft

28.1% Location closure due to crime

29.7% Change in product offerings due to crime

↑ 6% Americans who think crime is worse than a year ago

↑ 6% Americans who believe there is more crime in their area than the year before

Note: Items with arrows are derived from multi-year trend analysis.

Society for Human Resource Management (SHRM) Civility Findings

58% Percent of employees that believe society is uncivil

↑ 6.2 Pts. SHRM Civility Score for Society Q1-Q4

↑ 3.4 Pts. SHRM Civility Score for Workplace Q1- Q4

Number of uncivil acts U.S. Workers experience daily

208 Million

SHRM: Lost revenue due to reduced productivity and absenteeism

\$2.142 Billion per day



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Note: Items with arrows are derived from multi-year trend analysis.

Incivility

44.3% Non-Compliance with mandatory Return To Office (RTO)

41.4% Workers looking for new jobs if pushed for RTO

13.4% Healthcare workers reporting harassment

12% Online harassment adults

46% of Americans experiencing uncivil customer behavior

↑ **17%** of Americans that acted uncivil with business

↑ **84.7%** Religious discrimination complaints with merit

↑ **52.4%** Unfounded religious discrimination complaints

7 Weeks Time executives spend with aftermath of incivility

Note: Items with arrows are derived from multi-year trend analysis.



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Social Disorder

- ↑ 109% FAA Misconduct cases
- ↑ 10% Shoplifting in 23 major cities
- ↑ 93% Retailer reported shoplifting
- ↑ 44.8% Fatal hit and runs
- ↑ 50% Porch piracy value of packages
- ↑ 38% Cargo theft by volume
- ↑ 67% Cargo theft by value
- ↑ 16.67% Property damage hit and runs
- ↑ 67.7% Workplace overdoses
- ↑ 13.8% Non-residential burglary in 16 major cities
- ↑ 24% Median fraud loss value
- ↑ 12% Audio deepfake fraud
- ↑ 20% Video deepfake fraud



Note: Items with arrows are derived from multi-year trend analysis.



Threatening Behaviors And Violence

Note: Items with arrows are derived from multi-year trend analysis.

↑ **19.13%** Workplace gunshot wounds & homicide

↑ **15.20%** Self-reported crime victimization ages 12+

↑ **148%** Violence during organized retail crime

↑ **96.7%** Violence against postal workers

↑ **57,610 cases** intentional injuries resulting in DART (days away from work, job restrictions, or transfers)

↑ **10%** Threats of physical attack or violence between students

↑ **4.5%** National violent crime

↑ **68.39%** Religious hate crime

Executive Targeting: Analysis of Attacks on Corporate Executives from 2003-2025

(click for full report)

Characteristics

↑ 339% Male Executives

↑ 365% Assailants were strangers

↑ 327% Executives were CEOs

↑ 189% Assailants used weapons

↑ 150% Targets were killed or injured

↑ 225% Executives were non-CEOs

↑ 250% Assailants had a work nexus

↑ 340% Executives were in tech

Incidents

↑ 313% Incidents

↑ 305% Physical Incidents

↑ 370% Occurring in the AMER Region

↑ 308% Involved two or more assailants

↑ 400% Occurred in the Executive's home city

↑ 356% Occurred in the U.S.

↑ 375% Occurred during the day

↑ 463% Were motivated by activism

Executive targeting incident frequency has surged since 2023, with 2025 already doubling 2024 totals by October, which is the highest level observed in this analysis. Targeting increasingly occurs at workplaces and residences, with protest-driven activity driving growth at public events.

Note: Items with arrows are derived from multi-year trend analysis.



Security Executive Council (SEC)

The SEC is a research and advisory firm specializing in security risk mitigation. Drawing on experience with hundreds of organizations, SEC subject matter experts partner with security leaders to transform programs into highly valued centers of excellence. <https://www.securityexecutivecouncil.com/>



Security Leadership Research Institute

The Security Leadership Research Institute provides independent, actionable research for the security and risk community, documenting the full spectrum of risk mitigation and security practices. <https://securityexecutivecouncil.com/research/security-leadership-research-institute>



Business Intelligence & Innovation Laboratory

The BI² Lab is a collaboration between the Security Executive Council and Mercyhurst University that develops intelligence driven security research and tools to help corporate security leaders identify and communicate business relevant insights. <https://www.securityexecutivecouncil.com/insight/program-best-practices/secs-business-intelligence-and-innovation-lab-nowopen-2030>



Mercyhurst University

Founded in 1926 by the Sisters of Mercy, Mercyhurst University is a fully accredited Catholic institution in Erie, Pennsylvania, serving approximately 3,000 students across more than 85 undergraduate majors and 13 graduate programs. <https://www.mercyhurst.edu>

About the Contributing Subject Matter Expert for the Executive Targeting Report

The contributing subject matter expert is a senior protective intelligence professional from a Fortune 500 technology company with extensive experience in executive protection, threat assessment, and open-source intelligence. Their background spans corporate protective intelligence, law enforcement analysis, and behavioral research, combining strong operational and analytical expertise.

Through this collaboration, the expert provided domain knowledge and methodological guidance to BI² Lab analysts, helping ensure the executive targeting research remains rigorous, current, and aligned with real-world corporate security practice.



CONTACT US

Email us at contact@secleader.com
For a faster response, [please fill out this form.](#)
Call us at +1 202 730 9971