

ORIENTATION FOR THE PRE-EMPLOYMENT POLYGRAPH SCREENING PROCESS

At Forensic Truth Verification Group, it is our belief, that in order for each applicant to have a positive experience during their pre-employment polygraph screening, they should feel well-informed and at ease before and during the process.

First, you should understand that it is not the intent of your polygraph examiner to embarrass, belittle, accuse or judge you. We all have things that we wish we could change about certain decisions we made or behaviors that we participated in at some time in our past.

It is our belief that no one should be judged solely on an event or events that occurred during our worst moment in life. We are all human beings and sometimes bad things happen to good people.

Hopefully, during your life you have learned from your mistakes and have taken appropriate measures to correct those bad decisions. It's all part of the maturation process as we grow up.

All professional law enforcement agencies have come to the realization that there are very few people who have not committed a few "youthful indiscretions" as the result of peer pressure. It is common knowledge that the majority of applicants have participated in some of the following behaviors at some time in the life:

- Experimentation in the use of various illegal drugs or prescription medications
- Underage drinking
- Driving while under the influence of alcohol or drugs
- Shoplifting
- Minor thefts of office supplies from an employer

We have come to learn that many successful police officers, dispatchers and volunteers had participated in some of these activities during their formative years. We have also come to realize that they were successful in their quest to join the ranks of the police profession because they possess the integrity to admit that they have the same frailties as everyone else.

Your pending polygraph examination is all about determining whether you are a person who has the integrity required to perform well in a profession where integrity is the utmost of importance. The best indicator of your future performance is your past performance. If you are a person who has made mistakes or bad decisions but have learned from those mistakes and have taken action to better yourself, you are a person of integrity. Step #1 is to take responsibility for those behaviors during your polygraph interview.

The law enforcement agency you have applied to, needs to know that they can trust you to be a truthful, trustworthy person in the future. They expect you to make a few mistakes while you are learning and performing the essential job functions but must have full confidence in your integrity. They need to know that when you make a mistake, you will step forward, accept responsibility for that mistake and ask for guidance to correct it.

When you arrive for your polygraph appointment, you will be asked to fill out a pre-test questionnaire. It looks much like a typical job application and will provide information that will help the polygraph examiner understand your basic background information. It is very important that you are already in the "100% truthful mode" when you are filling this out. Do not

attempt to provide just the part of the truth that will get you past that moment. The examiner will be reviewing all of this information with you and you don't want to put yourself in the position of changing your answers because your conscience got the best of you at the last minute!

Prior to taking the polygraph exam, the examiner will explain how polygraph works and educate you about how your own physiology will determine the outcome of the polygraph exam. It's very important for you to understand how polygraph works so you will know how important it is to be 100% truthful during your polygraph exam.

Prior to taking the polygraph exam, your examiner will also review all of the questions with you. There will not be any surprises or unexpected questions during the polygraph exam. The only questions that you will hear during the exam are the questions that you just reviewed with the examiner. It is important for you to understand that you will be helping the polygraph examiner to construct the question list. Sometimes you may not be comfortable about the way a question is worded because it makes you think about something that is not pertinent to this exam. During the review of the questions, point out your concerns and your examiner will attempt to correct the way that question is worded. For example, while reviewing the following sample question:

“IN THE PAST FIVE YEARS HAVE YOU COMMITTED ANY ACT OF VIOLENCE AGAINST ANOTHER PERSON?”

In your mind, you may be remembering a time when someone attacked you and you merely fought back in self-defense. Tell the polygraph examiner about this and he may want to change the way that question is worded. If appropriate to this situation, he may change the question to read;

“OTHER THAN WHAT WE SPOKE ABOUT, HAVE YOU COMMITTED ANY ACT OF VIOLENCE AGAINST ANOTHER PERSON?” The intention of the polygraph examiner is to word every question in a way that will allow you to answer truthfully.

At the conclusion of the polygraph exam, your examiner will discuss any concerns that he or she may have. In most cases, there are no concerns because you arrived on time, well-rested and prepared to be cooperative and truthful.

The polygraph examiner's opinion regarding your truthfulness will also include comments about your ability to arrive on time, your attitude and your appearance.

Keep in mind that your polygraph interview/exam is part of the selection process for this agency and you should arrive dressed appropriately for an interview of this magnitude.

We hope to see you soon in the polygraph suites at The Forensic Truth Group!