

..... Co. SO / Pre-Employment – Transcript

Examiner: Hello Brett

Subject: Hi, how are you doing?

Examiner: Great; have a seat in that second chair over there if you would.

Subject: Okay, thank you.

Examiner: Well, did you have trouble finding our building?

Subject: No, not at all. They were easy directions.

Examiner: Very good. Very quickly, you're down here from the County Sheriff's Office for a background interview, a pre-employment interview and I'd like to take some time to go over with you what we're going to be doing here today so that you're fully aware that there's no surprises. Everybody has their own idea of what's going to happen here today. Some people may have heard stories about examinations or they have friends who took a polygraph for a job. I want to go over the process so that you will know exactly what is going to happen so there won't be any apprehension of about exactly what we're going to be doing here. This is a release form so that you can take the exam. Please print your name here, and signature and date here at the bottom if you would please.

Subject: Okay, here you go.

Examiner: Like I said, people come in here and they've heard stories about examinations. Have you ever taken a background exam before like this?

Subject: No, not like this.

Examiner: Okay. Well, today you're going to be taking a pre-employment examination where we will utilize the Computer Voice Stress Analyzer. In the past years the polygraph was used. However, there were a lot of problems with the polygraph. People would take drugs to mess things up to make inconclusive results, etc. The fact of the matter is the CVSA does not have all the problems that the old polygraph has. In other words drugs don't affect it; staying up all night drinking coffee does not affect it all that sort of thing. So, just to let you know the CVSA is very accurate. There are about 170 law enforcement agencies here in Florida alone that have gone over to CVSA simply because people don't feel as though they are being strapped into a chair; the tension, the stress. The fact of the matter is the accuracy rate is very high. Any agency you might talk to about it will say it is anywhere between 95 to 98 percent accurate. In other words very accurate. So when we are finished here today, we will have good, solid, accurate results and you can hopefully move on with the employment process with the Sheriff Office.

Subject: Good.

Examiner: Now, I want you to know up front that my job here with you today is not to screen you out of the job but to screen you in to this job. The fact of the matter is the Sheriff's Office needs good people, but they are not looking for perfect people. Perfect people do not exist is what it comes down to. Human nature dictates that we all make errors in judgment from time to time. We do things that we look back on that we regret. We say, "Gee I wish I hadn't done that." But the fact of the matter is we did it. The Sheriff's Office looks at it this way; since we are all human, we have all made errors in judgment. We've all done things that we wish we hadn't done. Basically there are two kinds of people we know are going to walk through that door. The people that walk through that door who have made errors in judgment, who have learned from their errors in judgment are not going to dodge hide and weave and that sort of thing. And, although they are not proud of the errors that they made, they are not going to lie about it because they did learn from it; they grew from that experience. The sum total of our lives is the experiences we have gone through; hopefully mostly good, but some bad also. Things happen on jobs; people get fired from jobs. You look back on it and think "Gee that really was my fault", but at the time you thought it was their fault. So, in other words, the Sheriff's Department looks at it as everybody is going to come in here and they are going to have had problems. Really, the whole purpose of this interview and the examination is to see who is going to be upfront with their problems and who is going to try to lie about their problems. For instance, if you have a detective working a case on the street and he makes a mistake, and if he has the propensity to try to cover things up when he makes an error in judgment, when the supervisor pulls up to the scene, he's not going to get the straight story from the detective. He's going to get a lie; the guy is going to try to cover himself up. Instead of just saying here's what happened, I made a mistake here. But if the supervisor gets a lie, if he gets a false story and then it goes out into the media, and then when it comes back as being a lie, then it looks like the Sheriff's Office has covered something up when in reality the Supervisor is going off of what he was told from the detective. What it boils down to is if people would just be up front then you can deal with that and go on from there. So really when it comes down to your background, if you made an error in judgment, it's not so much of what you did that they are worried about. Well, in some cases, if you are an axe murderer, don't tell me what you did because then they are not going to hire you. But the fact of the matter is they can deal with almost anything as long as they understand that the guy made an error in judgment, he is human, he was upfront about it and we don't believe he will do that in the future. The guy explained what he did, he learned from the mistake, he grew from it, and he is a better person because of it.

I'd like to take this time to explain these things to everybody that comes in here because I feel like I owe it to you to let you know that if you in fact have made an error in judgment here or there that the department can deal with that. The department needs to feel like that you have learned from it that you are an upfront type of guy. As for me, I've made errors in judgment in my life and these are things that I'm not proud of. But the fact of the matter is I've learned from those mistakes and I am who I am today. I am a good guy, a very honest a very upfront guy; everybody that knows me will tell you that but I made some a few mistakes. If I went on a job interview today, there's some things that I would have to say here's what I did, here's what

happened and here's what I learned from it. It's just the way life is. I'm human just like everyone is. I'd like you to think that I'm perfect, and you probably would like me to believe that you're perfect. But the fact is I know you're not perfect, and I know that I'm not perfect. If you're not a career criminal or an axe murderer or something like that, then making mistakes in your life is fairly normal and they should not follow you around for the rest of your life, or hurt you for the rest of your life. I want you to understand that it tells us a lot more about where your mind is at when you are open and upfront and honest about things because that's really what they're looking for, not the perfect guy but the guy who can be honest when he makes a mistake, and who can be upfront.

We do a complete background check here. We check the NCIC computer that puts out all the arrest convictions and also the W4 computer that puts out all employers for the last 10 years; we call those people and we discuss things with them. The thing is anything that we discuss here really does not count against you when we call an employer up even if it's something negative, at least he told us what happened. So, that really means a lot to the Sheriff Office. The fact that what you said here, even though it was negative, is exactly what the last employer said; he was upfront. I don't want to say that that gives you points, but it does. If we call them up and they give us one story and we look at our notes and that's not what Brett said, that really is a big negative. We realize there are two sides of every story, but we really want to see both sides of the story to be a little closer together. Your view may be a little different from your last employer's view, but it shouldn't be completely different. What I'm saying is since we find out everything anyway, basically, I want to encourage you to be upfront. I want to encourage you to be honest about things; because in doing so I can help you get the job rather than hurting you. I feel that I get paid to help screen people into jobs not out. But I know that if they're not upfront, if they're not open and honest with me, I know the probability is they won't get the job. But if they are upfront and honest and if they are not career criminals axe murders then that is looked upon in a good light; that is a good trait; this guy was open and honest about things. He might have made an error in judgement but he was open and honest about it, and that's a very good thing.

Let's go ahead and go over your background as a background review. What was the last place you worked at Brett?

Subject: Auto Nation.

Examiner: Okay. Are you still working there now?

Subject: Yes I am.

Examiner: From when to when?

Subject: Started about last October 1998.

Examiner: October 1998 to present. The reason you want to leave this job to go over to work at County Sheriff's Office?

Subject: This is my dream here; this is what I want to do. I've been looking forward to this ever since I was a little kid. I have a cousin that works over at the West Palm Beach Police Department and this is just great, and I'm ready for it.

Examiner: What do you do over at Auto Nation?

Subject: Sell cars. I'm a car salesman.

Examiner: Okay. Are you any good at it? *(both laugh)* Where did you work prior to that job? Well...before you respond, we will contact Auto Nation to find out what kind of employee you were over there. Do they know that you applied for the job at County?

Subject: No, I haven't told anybody.

Examiner: Well once you leave here we will contact and discuss what type of employee you were. What are they going to say when we do call them; what will they say about you as an employee over there?

Subject: They will say that I'm a good employee; I report to work on time, I meet my quotas every month, and customers like me, and I get a lot of referral business.

Examiner: Okay. Prior to that job, where did you work?

Subject: I worked at Kmart. I was a dock supervisor over there.

Examiner: From when to when?

Subject: Oh, I started there around June 1995.

Examiner: June 1995, and you left when?

Subject: Around a month prior to taking the job at Auto Nation.

Examiner: Okay, so that would put your end date as of September 2002. Alright, so you were the dock supervisor there, so what did you do there?

Subject: Well, I was responsible for making sure all the shipments were in, checked the inventory, if something had to be shipped to another store maybe or to the warehouse, made sure we were fully stocked to supply the floor.

Examiner: When we contact Kmart what is the reason they will say you left?

Subject: I left because of the job I got at Auto Nation.

Examiner: Now you said you actually left a month before you started at Auto Nation

Subject: Yeah, I took a couple weeks off and went on vacation

Examiner: Okay, so when we contact Kmart they are going to say you left for another job, or a better job or...

Subject: For a better job at Auto Nation; the pay was better and the benefits were better and it would just work out better for me.

Examiner: Okay, and before your job at Kmart where did you work?

Subject: Basically I was self-employed. I had a small printing shop off of Okeechobee Drive called "Easy Print" and I owned that for about six years. It was as a nice business but I ended up selling it because things were getting rough. Being self-employed things were tough because I was pretty much the business. My wife would help me out every so often to help keep money coming in. Occasionally, I had summer help, part-time help but I was doing the hiring, I had to do the print work, going out trying to get business and doing sales, so it got pretty rough and I ended up selling it.

Examiner: Alright. Did you sell that and go straight to working for Kmart or was there a lag time?

Subject: There was a break in between for about month or two.

Examiner: And you said that you had that business for about six years?

Subject: Yeah, for about six years so that would put me at about 1989 or 1990.

Examiner: Alright, do you have any arrests or convictions that will show up on the NCIC chart?

Subject: No, not at all. I have a clean record.

Examiner: Alright, let's go ahead and go over the questions on the examination and I want you to feel free at any time to stop me if you have any questions. If you can, try to answer the questions as "Yes" or "No", so if you have a problem with any of these by not being able to answer as "Yes" or "No", let's stop and discuss it. I want you to pass the examination even if I have to write a note on my report and then I can change the question as "Other than what we discussed, did you...whatever". I don't want to turn in a report that indicates you failed the question. My point is I don't want you to just say "Yes" or "No" to a question when there's something on your mind that may show up on the charts and then we're here for another hour discussing that.

Examiner: Okay, so the first question I have for you is, "As an adult have you stolen any property or money from an employer within the last two years?"

Subject: No, no, not at all.

Examiner: Okay. "Since the age of 16 have you been fired or asked to resign from a job?"

Subject: No, not at all.

Examiner: “Have you used any illegal drugs within the last two years?”

Subject: No.

Examiner: “Have you ever bought or sold any illegal drugs?”

Subject: Not at all.

Examiner: “Have you intentionally or knowingly worked under the influence of alcohol or illegal drugs?”

Subject: No, not at all.

Examiner: “Have you committed a crime within the last five years that you’ve known would keep you from employment at this agency?”

Subject: No.

Examiner: “Did you deliberately omit any information from your employment application?”

Subject: No, not at all.

Examiner: “Okay. I’m going to now go over what we call irrelevant questions, or baseline stress questions. They are questions that we really know the truth to such as, “Is your name Brett?”

Subject: Yes it is.

Examiner: Now, you realize that on the exam you’ll just be saying “Yes” or “No”.

Subject: Oh, okay.

Examiner: Now, if you can’t hear that’s fine.

Subject: Okay.

Examiner: “Am I wearing a tie?”

Subject: Yes.

Examiner: “Are you sitting down?”

Subject: Yes.

Examiner: “Am I wearing glasses?”

Subject: Yes.

Examiner: “Are we in the City of West Palm Beach?”

Subject: Yes.

Examiner: “Is my shirt striped?”

Subject: Yes.

Examiner: “Is this the month of October?”

Subject: Yes.

Examiner: “Are we in the state of Florida?”

Subject: Yes.

Examiner: “Am I wearing a ring?”

Subject: Yes.

Examiner: “Am I sitting down?”

Subject: Yes.

Examiner: Now, the next two questions I ask you I’d you to deliberately lie to. Okay?

Subject: Okay.

Examiner: “Is the color of the wall beige?”

Subject: No.

Examiner: You know, I probably should have asked you what color is the wall to you?

Subject: It looks beige to me.

Examiner: You see I’m trying to get a good determination on what it looks like when you don’t tell the truth. Now, here’s the second question, “Have you ever gone over the speed limit?”

Subject: No.

Examiner: Okay, well very good then. That’s all the questions. Do you have any questions for me?

Subject: Yes, so for those last two questions you want me to deliberately lie to you?

Examiner: Yes, about the color of the wall, and going over the speed limit.

Subject: Okay.

Examiner: So, why don’t you go ahead and clip on this microphone here on top of your collar right there. Okay, the first question I have for you Brett is, “Is your name Brett?”

Subject: Yes.

Examiner: Is the wall beige?

Subject: No.

Examiner: Am I wearing a tie?

Subject: Yes.

Examiner: As an adult, have you stolen any property or money from an employer within the last two years?

Subject: No.

Examiner: Are you sitting down?

Subject: Yes.

Examiner: Since the age of 16, have you been fired or asked to resign from a job?

Subject: No.

Examiner: Am I wearing glasses?

Subject: Yes.

Examiner: Have you ever driven over the speed limit?

Subject: No.

Examiner: Are we in the City of West Palm Beach?

Subject: Yes.

Examiner: Have you used any illegal drugs within the last two year?

Subject: No.

Examiner: Is my shirt striped?

Subject: Yes.

Examiner: Have you ever bought or sold illegal drugs?

Subject: No.

Examiner: Is this the month of October?

Subject: Yes.

Examiner: Have you intentionally or knowingly worked under the influence of alcohol or illegal drugs?

Subject: No.

Examiner: Are we in the state of Florida?

Subject: Yes.

Examiner: Have you committed a crime within the last five years that if known would keep you from employment with this agency?

Subject: No.

Examiner: Am I wearing a ring?

Subject: Yes.

Examiner: Did you deliberately omit any information from your employment application?

Subject: No.

Examiner: Am I sitting down?

Subject: Yes.

Examiner: Okay. We're going to go ahead and run a second examination. The reason we do that is because sometimes on the first examination even innocent people will show what we call situational stress, and on the second exam that dissipates. The only thing that is left is deceptive stress. So, if a person is not responding truthfully, that actually increases on the second test, whereas situational stress dissipates. So, we'll go ahead and run a second chart. Okay, so first question Brett, is your name Brett?

Subject: Yes.

Examiner: Is the wall beige?

Subject: No.

Examiner: Am I wearing a tie?

Subject: Yes.

Examiner: As an adult, have you stolen any property or money from an employer within the last two years?

Subject: No.

Examiner: Are you sitting down?

Subject: Yes.

Examiner: Since the age of 16, have you been fired or asked to resign from a job?

Subject: No.

Examiner: Am I wearing glasses?

Subject: Yes.

Examiner: Have you ever driven over the speed limit?

Subject: No.

Examiner: Are we in the City of West Palm Beach?

Subject: Yes.

Examiner: Have you used any illegal drugs within the last two year?

Subject: No.

Examiner: Is my shirt striped?

Subject: Yes.

Examiner: Have you ever bought or sold illegal drugs?

Subject: No.

Examiner: Is this the month of October?

Subject: Yes.

Examiner: Have you intentionally or knowingly worked under the influence of alcohol or illegal drugs?

Subject: No.

Examiner: Are we in the state of Florida?

Subject: Yes.

Examiner: Have you committed a crime within the last five years that if known would keep you from employment with this agency?

Subject: No.

Examiner: Am I wearing a ring?

Subject: Yes.

Examiner: Did you deliberately omit any information from your employment application?

Subject: No.

Examiner: Am I sitting down?

Subject: Yes.

Examiner: Okay. It wasn't as bad as you thought was it?

Subject: No, not at all. This is very high tech.

Examiner: We seem to think so. Well, if you're going to use a truth verification device, like everything else, we make advances in technology and one day we'll get to that 100% rather than 95% or 98% accuracy. Okay, let me do a little review here.

Subject: Can I take this microphone off?

Examiner: Not just yet. I want to show you what non stress looks like, and what stress looks like. Remember I told you how easy it is to read the charts?

Subject: Yes.

Examiner: Now, this is your chart, and I want you to give me the numbers of the patterns that have high stress

Subject: 4, 6, and 16.

Examiner: Okay, now I have some questions for you. Question 4 was, "As an adult, have you stolen any property or money from an employer within the last two years?" Now, let me explain something to you Brett. I spent a long time with you when you first came in because again I believe an individual like yourself would make a good candidate for the Sheriff's Office, but we obviously have a problem; you can see the problem on the chart, and I saw the problem. If I can get you to be upfront with me there's still an excellent opportunity that they will give you this job. However, as long as that pattern displays the way it does, and as long as I have to write on my report that says the guy was not honest about this question, it's almost like an automatic turn down. The fact of the matter is I know that this is not a truthful response; I know that. You can see that this is not a truthful response based on the diagram I gave you right here. Now, whatever happened, I'd like you to go ahead and explain it to me. I will go ahead and re-write the question, do whatever it takes here. Like I said, my job here is to screen you into this job, not out of this job. There's obviously information that you haven't given me. The fact of the matter is that until we discuss this, I have to turn in a report that says you did not respond truthfully to that question. So, I think you and I need to sit here and have an honest conversation. I'll do whatever I can to screen you into this job. However, with a chart that looks like that I can't screen you into this job; you are basically screening yourself out of the job.

Subject: I was...I was working at Kmart, and there were some guys there that wanted to steal some stereos; basically car stereos that came in box loads. I never took any, I didn't take any. But, the only way that they could do this was if I wasn't there. So, they basically offered to pay me \$100 a box if I would not be there at certain times of the day or night. It was a real rough time for me. My wife was in the hospital; she was in there for a month and a half. My transmission broke down, and it was a real rough time for me to get to work. It's pretty much like you said, it was an error in judgement, but it was a big error in judgement. It was just a rough time. It's not something that I would do again, you know what I mean? I'm not that kind of a person you know? That's pretty much it.

Examiner: So, how long did it go on?

Subject: Not too long.

Examiner: Was it a big operation? You're saying basically that you never handled the merchandise?

Subject: I didn't take anything; I didn't take anything.

Examiner: How much did they give you? How much total money are we talking about?

Subject: It wasn't any more than \$1,000 tops. It was about a month and a half or two months, and they got busted.

Examiner: They didn't arrest you too?

Subject: No. But it's not something that I would do again. It was an error and I shouldn't have done it.

Examiner: So, is this all that we're talking about? Are there other jobs?

Subject: No, this is it; this is it. No other job.

Examiner: Well, as you noticed questions 6 and 16. Question 6 was, "Since the age of 16, have you been fired or asked to resign from a job?" Why do we see the reaction there?

Subject: No one has ever asked me that; if I've ever resigned or ever been fired. You know, I left the Kmart job because I figured if someone squealed that would be it

Examiner: So you're saying that Kmart never found out that you were also in on it?

Subject: I don't think so. No one has ever contacted me about it.

Examiner: Well, if Auto Nation contacted them, they didn't get anything negative?

Subject: I got the job so I assume not.

Examiner: Okay. So, question 16 was, “Have you committed a crime within the last five years that if known would keep you from employment with this agency?” Is that what you were thinking about; the ordeal that transpired at Kmart?

Subject: Yes, yes.

Examiner: Well, Brett. I’ll write this up and turn it in and we’ll see where it goes from there. You can unclip the microphone now. I know it was an error in judgement. Maybe they will look at it that way since you’ve been forward about it here. If they do look at it that way then maybe you’ll have a future with them there. Okay?

Subject: Okay, thanks.