

## SCCE Internal Investigations Workshop San Diego, California



### Interviewing the Subject

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### Interviewing the Subject

- There is a difference between an interview and an interrogation. The Subject is interrogated.
- You seek information as well as admissions of key facts.
- The Subject should be confronted with the information and given an opportunity to respond.
- The Subject is entitled to offer exculpatory information and mitigating circumstances.
- Remind the Subject that you are a fact-finder, and the investigation should not be deprived of the Subject's facts.
- You seek to explain the "why" more than the "what."

## A Hostile Interview?

- There is a potential for strong interviewee emotional reactions
- People become hostile for one of two reasons:
  - They feel personally threatened
  - They have emotional ties to someone who has a reason to feel threatened
- Personality characteristics of the hostile interviewee
  - Resentful of authority
  - Someone to protect
  - Personal involvement
- Hostile interviews are charged with emotion. The interviewee reacts rather than thinks.
- Keep it business-like and collegial.

## Interviewing the Subject

- Do not anticipate the outcome of the investigation or speculate about what is likely to happen after the investigation is complete.
- Don't argue with the Subject.
- Ask the Subject open-ended questions and then follow with more-specific questions intended to solicit admissions.
- If the Subject attempts to undermine other witnesses, explore the basis of the attempt.
- Allow the Subject to suggest other witnesses who might corroborate his defenses.

## Overcoming Objections

- "I don't want to get involved."
- "Why should I talk to you."
- "You can't prove that."
- "You can't make me talk."

## Interrogation Do's and Don'ts

- Use silence as a weapon.
- Keep questions short.
- Ask one question at a time.
- Question the answers you get.
- Don't make promises or threats.
- Don't show surprise at any answer you get.
- Don't use profanity even if they do.
- Don't lie or bluff.

## The Decision to Confess

- Confessing is counterintuitive.
- A witness can get away with lying.
- There are five reasons why people don't confess.
- There are reasons why people, in fact, choose to confess.
- The importance of rationalizations.
- The types of denials you may encounter.

## Methods of Interrogation

- The factual interrogation
- The classic emotional interrogation
- The "theme development" interrogation
  - It's non-confrontational
  - Convince the witness you know he committed the misconduct
  - Use factual information and offer rationalization
  - Build from a small admission

## The Psychology of Deception

- Telling the truth is easy.
- Lying and deception are different but the same to the interviewer.
- All behavior is goal-oriented, so deception is their goal.
- Decision results from a series of decisions:
  - Do I tell the truth and, if so, what will be the consequences.
  - Do I not tell the truth and, if not, what strategy do I use?
- Lying is difficult and intentional.
- Lying is complicated.
- Lying is stressful.

## Closing Thoughts

- Interview the Subject at the end of your fact-finding.
- Consider exculpatory and mitigating information.
- Think procedural fairness.
- Look for admissions rather than confessions.
- Remember your personal and professional safety.