Interviewing the Subject

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• 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.