

Deception Detection: Interviewing and Getting to the Truth

Syllabus

This course provides advanced training in deception detection and information elicitation. The revolutionary interviewing technique presented over eleven modules provides professionals at any level with a systematic framework for identifying deceptive behavior, establishing trust, introducing professionalism and ethics into the workplace, and making accurate unbiased assessments of complex interpersonal dynamics. Students will be challenged to think differently, observe carefully and consider the benefits of building an environment where truth matters.

Module 1: Introduction		What deception costs you, your relationships, and society Deception frequency, demographic findings on who lies, introductory quiz How confidence, career, and relationships improve when you develop observational skill How to reclaim your personal power over deceptive people and practices	
Modules		Takeaways	Key Exercises
Module 2	The Science & Psychology of Deception	<ul style="list-style-type: none"> Who lies, how often, and how they do it (this includes you) The errors and tells that liars can't hide, and the neuroscience that explains it How you cooperate in being lied to – and how to stop Three rules that arm you against the psychology of deception How to unpack the hunger and biases that make you vulnerable to deception 	Activity: Lies are All Around You Reflections: 3 Workbook-Guided Exercises
Module 3	The Liespotting Technique	<ul style="list-style-type: none"> CIA techniques for observing human behavior Baselining basics: Defining “normal” so you can spot abnormalities in someone’s behavior Why one indicator isn’t proof of deception, and how to look for clusters How to elevate your natural liespotting instincts by turning hunches into evidence 	Activity: Test Your Observation Skills Case Study: Lloyd Blankfein, Goldman Sacks Reflections: 2 Workbook-Guided Exercises
Module 4	Verbal Indicators of Deceit	<ul style="list-style-type: none"> How to listen for lies in sentence structure, word choice, and speech patterns Eight universal ways that liars manipulate word choice to avoid telling the truth How liars will parrot, minimize, protest, attack, or detour to protect their lie What you can learn in the first three seconds after questioning a liar How tone, volume, and rate of speech can expose a liar How to practice identifying verbal indicators of deceit using real videos of convicted liars 	Quiz: Verbal Indicators Quiz: Word Choice Quiz: Sentence Type Quiz: Paralinguistic Qualities Activity: Identify the Verbal Indicators Case Studies: 11 including Bill Cosby, Jerry Sandusky, Anthony Weiner, R Kelly, and more
Module 5	Nonverbal Indicators of Deceit	<ul style="list-style-type: none"> 7 major human emotions and how to read them on a face Which two emotions are associated with lying, and which one emotion is <i>always</i> a red flag How to read microexpressions- the fleeting clues that liars can't suppress How to read body language 	Quiz: Identify the Emotion Quiz: Body Language Indicators Video Challenge: Finding Verbal and Nonverbal Indicators Case Studies: 9 including John Edwards, Lance Armstrong, Bernie Madoff, Margaret B. Jones, and more

Module 6	Gotcha! vs. Getting to the Truth: An Ethical Approach	<ul style="list-style-type: none"> An introduction to the PREP method: A systematic interviewing framework that supports truth-seeking in any conversation or interaction where lies could occur Why that “gotcha!” moment of catching a liar will be less satisfying than you think How to cultivate the open, cooperative mindset that breaks down walls and gets people talking 	Quiz: Your Cooperative Mindset Reflections: 2 Workbook-Guided Exercises
Module 7	Preparation	<ul style="list-style-type: none"> How world-class interviewers like Barbara Walters prepare for a powerful interview How to project authority, confidence, and comfort as you head into critical conversations What you can learn from the common legal practice of mock trials How to prepare your mind with two secret weapons. 	Quiz: Planning the Interview Activity: Get Ready to Listen Reflections: 3 Workbook-Guided Exercises Case Study: FBI anti-terrorism expert, Ali Soufan
Module 8	Rapport	<ul style="list-style-type: none"> How to build genuine (not manipulative) rapport How to connect and build first impressions How to use facial expressions, body language, and words to create an instant bond How to strengthen rapport by “mirroring” someone... (but without acting creepy and weird!) Surefire rapport-busters that will kill any conversation New scientific findings on rapport 	Quiz: Rapport Essentials Reflections: 2 Workbook-Guided Exercises
Module 9	Expert Questions	<ul style="list-style-type: none"> Eight question types, and the best order in which to ask them Timing: How to plan specific questions for a structured interview with a beginning, middle, and end One confrontational question that always puts your subject on the defensive How to build a “prefix bridge” to neutralize the emotional response to tough questions How to recognize anchor point shifts when someone answers your questions Story structure: How liars communicate narrative and chronology differently than people telling the truth 	Quiz: Intro to Expert Questions Quiz: Choose the Right Question Activity: Interview Planning Challenge Activity: Listening for Story Structure Activity: Mapping Story Structure Activity: Planning an Interview
Module 10	Persuasion	<ul style="list-style-type: none"> The spotlight framework for managing emotions Tried and true techniques to address resistance to telling the truth: dealing with passive aggressive subjects, narcissistic colleagues and other difficult personality types How to use strategic silence and patience to create an irresistible pressure to speak How to design and offer psychological bridges that almost always work when someone is reluctant to tell the truth 	Quiz: Managing Emotions 2 Reflections Case Study: Interrogation
Module 11: Conclusion		You will do a full review of all of the skills covered: reading people, baselining them, identifying indicators of verbal and nonverbal deceit, asking expert questions, understanding story structure, and recognizing resistance. You will also be asked to consider the challenges of navigating a world where the moral bar has been lowered. Finally, you will plan to start building a life where truth and honesty are supreme values.	

In order to earn a *Certificate of Completion*, participants must successfully complete all 11 modules, including participating in 24 video case study exercises that include detailed assessments of truthfulness. They must score a passing grade on each of 13 quizzes and thoughtfully complete the reflections in the workbook. The deception detection and information elicitation exercises are key to accomplishing the learning objectives of the course while the workbook reflections are designed to instill an ethical decision-making framework into the verbal and nonverbal assessment process. It is critical that students complete the reflection and the skills-practice portions of the course with equal attention to detail and effort.