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BACKGROUND

The standard Test for Espionage and Sabotage (TES) is a counterintelligence (CI) testing format which includes National Security issues. At the request of the Assistant Commissioner, Office of Professional Responsibility (OPR), U.S. Customs and Border Protection (CBP), the Credibility Assessment Division (CAD) worked with the National Center for Credibility Assessment (NCCA) to develop the TES-Corruption (TES-C) for CBP. The TES-C format focuses on National Security issues and has an additional focus on Serious Criminal Activity. CBP's Credibility Assessment Division conducted a pilot from May 1, 2017, through October 26, 2017. Following the pilot, the NCCA's Quality Assurance Program concluded that TES-C meets federal polygraph standards and adequately demonstrated efficacy as a personnel security screening / questioning technique for CBP CI and corruption issues.

PURPOSE

This guide supplements several sections of the NCCA Psychological Detection of Deception (PDD) 504 TES pamphlet to provide guidance for CBP law enforcement pre-employment testing procedures using TES-C.

RELEVANT TOPICS

Under normal circumstances, Subtest B will be administered first unless there are mitigating circumstances that warrant administering Subtest A as the initial series. If an examiner determines a need to administer Subtest A first, they will be required to document those reasons in the Examiner Comments in CAPS. It is advisable that the examiner coordinate with their supervisor when deciding to administer Subtest A first.

CAD will follow all TES procedures detailed in PDD 504 Test for Espionage and Sabotage (TES). Sections 13.2.1 and 13.2.2 of the pamphlet have been modified to accommodate the CBP TES-C procedures.

TES Subtest B

R3 - Have you been involved in any serious criminal activity?

R4 - Have you deliberately hidden any foreign contact from CBP?

TES Subtest A

R1 - Have you been involved in terrorism against the United States (U.S.)?

R2 - Have you deliberately compromised any classified information?

PRETEST INTERVIEW

The TES-C screening examination process is based on a professional rapport-based style of interviewing, while utilizing the elicitation model of interviewing. It is important to remember that the pretest interview should be a dialogue, not a monologue. A dialogue requires an exchange of information, while a monologue is a long speech that is not conducive for elicitation. It is the polygraph examiner's responsibility to conduct an interview that allows the examinee an opportunity to provide information, even if it is minor.

Prior to scoping any specific relevant topic area, the examiner will provide at least one general appeal to be truthful regarding the topics that will be discussed. The examiner should use a transitional appeal when introducing the relevant topics in general and before scoping each relevant topic area. The purpose of this general appeal is to minimize the impact of the relevant area(s) and to create an atmosphere that invites the examinee to be truthful to the topic that will be introduced.

REFER TO APPENDIX I: APPEALS

Once the relevant topic has been introduced in general, and an appeal has been given, it is time to scope the topic. Each topical area must be thoroughly discussed. This means that in addition to a definition for the relevant question, the examiner should provide an appropriate number of topic clarification questions so there is no doubt in the examinee's mind what the topic area encompasses.

Examiners will use the CAD standardized route maps when scoping all relevant questions. Examiners will adhere to protocols outlined in Appendix A (CAD Scoping Guide) and Appendix F (CAD Interview Route Maps) when scoping all relevant questions.

During the scoping of Illegal Drug Use within Subtest B as part of the R3 question, examinees will be provided an opportunity to surface any drug concerns, including use outside the three year window. Examiners will not seek out of scope information, but will offer the examinee the chance to disclose any illegal drug activity concern(s). Examiner will tell the examinee that they will discuss any illegal drug use within the last three years. Examiner should ask the examinee what concerns they have about illegal drug use.

If potentially disqualifying (DQ) information is provided during the pretest interview of either Subtest, the examiner will first brief their supervisor or QC (if ASAIC is not available), then if deemed appropriate, will email the on-call Personnel Security Division (PSD) adjudicator for a decision before continuing with the examination. If the PSD adjudicator determines the admission is DQ, no further testing will be conducted unless directed by a supervisor. The examiner will then attempt to obtain a written statement. If the examinee declines to provide a statement, the examiner will document the declination in the Examiner Comments section in CAPS. The email response from the on-call PSD adjudicator (DQ/Not DQ) will be posted to the Exam Files section in CAPS.

TEST QUESTION CONSTRUCTION

When conducting a TES-C subtest, and the examinee provides an admission, the appropriate relevant question will be caveated. A relevant admission is a statement against self-interest that falls within the scope of the relevant question. All other concerns should be addressed by the examiner by reminding the examinee that their concern is not within the scope of the question. The exception to this would be in rare instances where the non-relevant admission is salient to the examinee and in the examiner's professional opinion, it would be in the best interest of the examinee to caveat the question. Any time a relevant question is caveated, the justification will be documented in CAPS Examiner Comments.

Caveats will only be used for TES-C subtests. The Relevant Questions (RQs) for Break Downs (BDs) and Break Outs (BOs) have been worded to exclude any admissions by the examinee. Accepted caveats are: "Other than what we discussed"...? (OTWWD); "Other than what we talked about"...? (OTWTA); "Other than that one time..."? (OTTOT)...? "Are you hiding/concealing any...?" The caveat questions, "Are you hiding / concealing)..."...will never be combined with any other caveat.

These same caveats apply to PLCs.

Refer to Appendices B, C, D, and E for Test Question Construction.

IN-TEST

Misanswered DLCs

If an examinee answers "Yes" to the first DLC question (1C1), the examiner will go out of operation. The examiner should reiterate the testing instructions, then remind the examinee to "lie" by answering "No" to those (DLC) questions. Examiners will conduct a quick review of all questions, to ensure all questions are given equal weight, then re-administer the test.

If the examinee answers "Yes" to any of the other DLC questions during data collection, give answering instructions (AI) but do not repeat the question. Continue with the test. That DLC question may not be used for scoring.

Other Artifacts

If an artifact occurs at 1C1, the examiner may stop or continue the chart based on the artifact and situation. If the artifact appears to be an apparent attempt at countermeasures (refer to Appendix G) (e.g. the movement sensor contains a response indicating a physical movement), the polygraph examiner can continue the test to determine if frequency and specificity occurs. If 1C2 is able to be evaluated, then the examiner will evaluate the first two relevant questions against 1C2.

If both comparison questions in an analysis spot contain artifacts or are answered incorrectly,

thereby precluding analysis of one repetition of the relevant questions, the evaluation conclusion will be No Opinion and the entire subtest will be conducted again. The exception is, if the examiner suspects the examinee is engaging in countermeasure activity, the examiner will have the option to re-run the subtest, or conduct a mild probe and transition to breakdown testing. If after two attempts the examinee fails to complete an entire TES-C subtest with data suitable for evaluation, the examiner will conduct a mild probe and transition to breakdown testing. The examiner will document in CAPS Examiner Comments their actions and their rationale for the testing progression.

Breakdown (BD) or Breakout (BO) testing should follow the standard LEPET/ MGQT labeling conventions.

Short Chart/4th Presentations

Following the collection of a TES-C subtest, the examiner will globally review the data quality to identify if the criteria can be scored. The global review should be completed quickly to prevent too much time passing between the subtest and the short chart. If a single Relevant Question (RQ) or one presentation of both RQs, (but not two of the same RQ) was artifacted, the examiner will promptly conduct a short chart immediately following the subtest. The short chart format is as follows: I1 I2 SR 3C1 4R3 4R4 3C2 (for TES-C Subtest B) or I1 I2 SR 3C1 4R1 4R2 3C2 (TES-C Subtest A), as appropriate.

Collecting a 4th presentation in the same TES-C chart is not authorized. If a short chart is collected for a single artifacted RQ, the unevaluated fourth asking will be marked as “NS” on the Test Data Analysis (TDA) sheet. All other artifacted data will be marked with a zero slash symbol.

Examiners should be certain that a short chart is required before collecting one. If a short chart is collected and it is later determined to have been unnecessary, both 4R3 and 4R4 (or 4R1 and 4R2) will be evaluated. Both numerical scores will be added to the final evaluation, regardless of the impact the 4th presentations have on the final call. A short chart cannot be collected to replace an artifacted Comparison Question (CQ). A short chart is only conducted when the artifact occurs at a relevant question.

Examiners will **not** collect a short chart if the below condition(s) exists:

1. Numerically the subtest will remain No Opinion (NO), regardless of the short chart results. For example, if the unartifacted/unevaluated RQ has a spot score of 0 or less, a short chart is unnecessary because the result will likely remain NO. In this situation, the examiner can immediately transition to a breakdown testing of the most salient issue.
2. If more than one of the same RQs are artifacted. For example, on TES-C, if 1R3 is artifacted due to a deep breath and 2R3 were artifacted due to an Examinee cough, then a short chart would not allow for three score able R3 presentations.

TEST DATA ANALYSIS

Global Analysis

One of the most crucial steps in beginning the analysis process, is to conduct a global analysis of all the physiological data collected. Global analysis is assessing the chart as a whole as opposed to making systematic comparisons among questions. Look for trends and note deviations from them in order to better perform data analysis. When conducting a global review, examiners should look for inconsistencies between the global review and the numeric score.

Numerical Evaluation

CAD will utilize the NCCA 7-position scoring system. A conservative approach should be taken in the presence of suspect data. The examiner should take into consideration that if the data is so poor and a seven position scale should not be used, then a better decision may be NO rather than to attempt a conclusive call. Reverting to 3- position scoring in the presence of suspect/poor data, is not authorized.

CAD will follow NCCA TES cutoff scores. If either of the vertical question totals is less than or equal to -3, the decision is SR. If the horizontal total is less than or equal to -4, the decision is SR. If the horizontal total is greater than or equal to +4, and positive scores are in both vertical spots, the decision is NSR. Any other total is NO.

CAD will not make a conclusive Significant Response (SR) call after a series that was administered with DLC's. If a series with TES-C format, using DLCs has SR numbers, that series will be called SR, however a Breakdown series (MGQT format) with PLCs must be conducted. If the BD is SR, then the final Exam call will be SR. If the TES-C SR is not resolved with a BD, then the Exam Result will be NO (No Opinion).

Disparity Rule

If there is a value of at least +3 or greater in both spots, the disparity rule will not apply regardless of the numerical difference between the two.

CAD defines "Disparity" in a TES Subtest as any Subtest that is numerically NSR however one of the spots is either a +1/+2 and the other spot has a 5 or more points difference between the two spots (e.g. +1/+6; +2/+7; +2/+11).

Examiners may choose to utilize the Disparity Rule when there is less than a 5 point difference between spots, if global analysis reveals consistent, significant response to one of the RQs. The examiner will document in CAPS Examiner Comments their actions and rationale for the testing progression.

When Disparity is determined during TDA of the TES A or TES B Subtest series, the examiner will follow the Disparity Rule guidelines as follows:

- The examiner should review the chart data for **global responses**. For example, if the vertical numeric score at one question in a subtest is a +1 and the other vertical numeric score at the second relevant question is a +6 with a combined horizontal score of +7 this would be called NSR in the TES format. However, **a global review will most likely reveal consistent, significant responses at the relevant question in the +1 spot suggesting salience to the examinee.**
- Examiner will hold a final evaluation for that TES-C series in abeyance. A mild probe will be conducted in an attempt to identify the cause for the differences. An examinee may have a non-relevant, non-reportable concern that is affecting the weaker score. Examiners will document any information that might explain the scoring differences. If there is a value of at least +3 or greater in both spots, the disparity rule will not apply regardless of the numerical difference between the two.
- If no plausible explanation for the weaker score is obtained, the examiner will conduct a breakdown on the relevant question with the lower score. If the breakdown is evaluated as NSR, the examiner will then provide a final evaluation of NSR to the TES-C subtest and to the breakdown series. The TES-C subtest will be considered resolved with NSR and a breakdown of the remaining relevant question is not required. If the breakdown is evaluated as SR or NO, the examiner will provide a NO evaluation to the previously administered TES-C subtest.
- If the examinee provides significant information during the mild probe on the more salient topic (recommend consulting with your supervisor or QC) then the TES-C subtest will be evaluated as NO and **both** topics will be broken down in PLC MGQT format.

All exams initiated with the TES format will use only TES final results: No Significant Response, (NSR), Significant Response, (SR), No Opinion, (NO), or No Opinion-Countermeasures (NO-CM). This includes results for breakdown/breakout testing. LEPET and specific issue exams are not included.

Examiners will make the appropriate documentation in CAPS when the Disparity Rule was followed.

SUCCESSIVE HURDLES

If TDA of *either subtest* data results in either a No Opinion (NO) or a Significant Response (SR) decision, examiners will conduct a mild probe of the examinee for information that would explain the results. The interview should not be so extensive that it alone would preclude additional testing for that day.

Following the mild probe interview, the most salient RQ or the relevant topic that produced admissions during the probe interview **will** be tested in a breakdown (not breakout) testing format. Prior to conducting RQ scoping for all BDs and/or BOs, the examiner should present examinee with an appeal in order to give the examinee an opportunity to discuss his/her concerns about the subject matter. The examiner will then topically scope the elements of each RQ. The

review does not need to be as detailed as the initial review; however, the examiner needs to ensure the examinee understands the topics and has no concerns.

If Subtest B is cleared through breakdown testing, the Subtest A topics can be resolved with a breakout format.

Probable Lie Comparison (PLC) testing in MGQT format will be the only authorized version of testing for any BD or BO. PLCs cannot be repeated verbatim on subsequent BD's or BO's. If additional BD's or BO is needed, new PLCs will be used or the previous PLCs will be slightly reworded. Once the transition to MGQT format has been made, all future series/testing will utilize the MGQT format, to include any subsequent days of testing.

The Subtest B, R3 question "Have you been involved in any serious crime?" is a complex issue covering Serious Crimes and Illegal Drug Activity. Should the examiner identify the Serious Crimes question as the salient topic, conduct a breakdown of Serious Crimes. If a breakdown of Serious Crimes results in a NO evaluation, the examiner will conduct a breakdown of Illegal Drug Activity.

If an examinee reports relevant or significant illegal drug concerns during the pre-test or post-test/probe of Subtest B, the examiner may bypass the Serious Crime BD with a BD of Illegal Drug Activity. The examiner will document the justification in CAPS Examiner Comments.

Once the issue of Illegal Drug Activity has been broken down separately, it can no longer be re-combined with the issue of Serious Crime. Both issues must be tested/resolved independently of each another. This means that any future testing of the Serious Crime topic will exclude Illegal Drug Activity from the scoping, to include any subsequent days of testing, regardless of the examination session.

The second subtest should not be administered if the first subtest has not been resolved. An allowable exception would be if the examinee surfaces significant concerns related to the other subtest. In all cases, deviation from resolving both issues before advancing to the next subtest topics must be authorized by a supervisor and documented in CAPS Examiner Comments.

It is imperative that examiners are certain of their NSR call to Subtest B topics before moving on to Subtest A topics. If there is any doubt regarding the evaluation of Subtest B topics, breakdown testing on those topics will be conducted (If NSR results are obtained with a significant disparity in scoring, refer to the Disparity Rule in Section 8 TDA).

Typically, if two consecutive breakdowns yield NO results, no additional testing will be conducted that day and the examiner will transition to a posttest covering the relevant topics (and countermeasures if warranted). Additional testing can be conducted only with supervisor approval.

Any SR decision to a BD or BO will terminate testing for the day and a thorough posttest interview will be conducted. In rare instances, when a plausible explanation is provided, examiners will consult with a supervisor for guidance.

The examiner is not to conduct consecutive BDs of any relevant topic unless it is the only unresolved issue remaining for that subtest.

Up to five series can be collected in a single day of testing. Each TES-C subtest is considered a single series. For example, if you conduct TES-C Subtest B, followed by two BDs of Subtest B topics, you'll have completed three series and have two BDs or a BO remaining to address Subtest A topics.

With **rare** exception, a supervisor may approve a 6th series, if an examinee only has one remaining issue to clear. An example of this exception could be that the examinee has travelled a great distance and/or incurred significant cost to appear for the examination. Prior to initiating the 6th series, the examiner must be certain the examinee is still capable of proceeding with the examination (alert, not fatigued, etc.)

Examiners may choose either MGQT version 1, or version 2 for BD or BO testing. Switching between version 1 and version 2 is allowed in the same exam but is **not** permitted within the same *series*.

Refer to Appendix H-Extended Testing flow chart.

POSTTEST INTERVIEW

When conducting a posttest interview examiners will continue the posttest process guided by the same professionalism and rapport used in the pretest. The main goal is to elicit information so the posttest should not be confrontational.

Proper posttest procedures include overcoming denials, the use of multiple themes to rationalize and mitigate issues, handling objections then building towards and presentation of alternative questions. The examiner should then ask follow-up questions to obtain pertinent details (who, what, when, where, why, and how) to any relevant admissions provided by the examinee.

A legitimate attempt should be made to allow the examinee to provide an explanation for their final results. However, if it becomes clear (for example within the first 20 minutes), that an examinee is not inclined to provide information (body language, passive refusal to cooperate, blanket denials, etc.) or if an examinee becomes agitated or hostile, there is no benefit to continue. At that time, the interview should be stopped. If the posttest is stopped early, the examiner will document in CAPS Examiner Comments why the posttest was terminated.

Should the examinee provide potentially DQ admissions during the posttest, the examiner will brief their supervisor or QC (if their supervisor is not available). Then if deemed appropriate, the examiner will email an on duty PSD Adjudicator to determine if the admission(s) disqualify the applicant from employment. If the PSD Adjudicator deems the admissions DQ, the examiner will attempt to collect a written statement. If the examinee declines to provide a statement, the examiner will document this in CAPS Examiner Comments. The email response from the on-call PSD adjudicator (DQ/Not DQ) will be uploaded to the Exam Files section in CAPS.

WRITTEN STATEMENTS

Written statements will be collected for any of the following:

- Examinee provides information that has disqualified or likely will disqualify the examinee from CBP employment.
- Examinee provides information that will likely lead to a referral to a law enforcement or intelligence agency (Care should be taken to ensure classified information is not reflected in the statement).
- Examinee provides any information regarding misconduct of a CBP employee.
- Examinee admits to engaging in countermeasure activity.
- Examinee indicates they intend to withdraw from the CBP hiring process during the examination.

Examiners will adhere to the CAD Report Writing Assistance Manual on how to properly collect a written statement.

REPORTING

All admissions will be appropriately recorded in the CAPS reporting system. An admission will be considered a statement ***against self-interest and/or any information wherein the examinee has been personally involved in any activity scoped within the CAD Scoping Guides.***

Examiners will consult with their supervisor or QC if in doubt as to whether or not to report information obtained as an admission.

Examiners will refer to the CAD Report Writing Assistance Guide to ensure reports are written to CAD standards.

Appendix A: Scoping Guide:

TES-C SCOPING GUIDE

CBP TES-C Sub-test A Topics

TERRORIST ACTIVITY: Terrorist activity is the calculated use of violence or threat of violence to induce fear; intended to coerce or to intimidate governments or societies in the pursuit of goals that are generally political, religious or ideological. In simple terms, terrorist activity is violent activity that is politically motivated. Subversive activity is any activity that would interfere with, undermine, or deny any individual of their rights guaranteed under the U.S. Constitution; or could result in or lead to the violent or illegal overthrow of the U. S. Government. The questions shall be defined to determine personal involvement in subversive or terrorist activity or support to subversive or terrorist groups. The key elements of subversive and terrorist activity to be included in the definition of the question are Narco-terrorism: Any acts of terrorism financed by profits from illegal drug trafficking.

DIRECT INVOLVEMENT IN TERRORIST ACTIVITY	SUPPORT/INVOLVEMENT IN TERRORIST ACTIVITY
<ul style="list-style-type: none">• Participation in terrorist activity or attacks• Participation in subversive activity• Approaches or offerings to conduct subversive or terrorist activity• Contact with subversive, terrorist, or narco-terrorist groups or representatives• Recruitment, training, or planning for subversive or terrorist activity• Received compensation (i.e. money, status, personal, or family gain) from a terrorist organization• Unreported knowledge of terrorist activity	<ul style="list-style-type: none">• Providing support to a subversive, terrorist, or narco-terrorist organization• Financial support• Equipment and/or technical expertise• Intelligence or Information• Logistics or harboring• Sworn allegiance to a subversive/terrorist group• Support for illegal entry or movement about the U.S. <p><u>Terrorist Activity Question:</u> R1 Have you been involved in terrorism against the United States (U.S.)?</p>

DELIBERATE COMPROMISE OF CLASSIFIED INFORMATION: The **deliberate** failure to protect U.S Government classified information (CONFIDENTIAL, SECRET, TOP SECRET TS/SCI). Removing or storing either hard copy, electronic, or memorized classified information with the intent of giving, passing, selling, keeping, or publishing that information for any reason (espionage, sabotage, embarrass or harm the U.S., for personal or monetary gain). This definition is also concerned with unauthorized removal of classified information or material from a secure location and long-term storage outside an approved area. This would include any transfer of classified material to a non-approved computer. This transfer would constitute long-term storage of classified material even if the individual attempted to delete the information, because of the difficulty in deleting files from a computer.

UNAUTHORIZED DISCLOSURE OF CLASSIFIED INFORMATION	UNAUTHORIZED REMOVAL, STORAGE OR PROCESSING OF CLASSIFIED
<ul style="list-style-type: none">• Intentional provision of classified information to someone who was clearly not authorized to receive it• Provided classified US Government information to a representative of a foreign government or power• Provided classified information to any media personnel or to unauthorized persons via internet or computer social networks or blogs• Helped, planned or participated with anyone to compromise classified information• Accepted compensation in exchange for classified information Have you ever had a security clearance eligibility or access authorization denied, suspended, or revoked?	<ul style="list-style-type: none">• Unauthorized removal of classified information or material (documents, material, or electronic media) from a secured location• Unauthorized storage of classified information outside of government control (physically stored, computer, PED, cloud storage, cyber-space, etc.)• Processing classified information on unauthorized systems or networks both personal and US Government systems (computer, PED, Social Media, cyber-space) <p><u>Classified Information Question:</u> R2 Have you deliberately compromised any classified</p>

CBP TES-C Sub-test B Topics

SERIOUS CRIMES: Any lifetime involvement in felony crimes and serious misdemeanors committed, detected or undetected. Involvement: committed, planned, covered-up, aided/abetted, or participated in any of the following:

CRIMES AGAINST PERSONS

- Caused the death of any person (accidental or intentional)
- Serious Assault (criminal intent, non-self-defense, domestic violence, brandishing a weapon or use in committing a crime)
- Robbery (person or business)
- Human Smuggling or Trafficking
- Rape or Sexual Assault (statutory or forcible)
- Kidnapping or Abduction (detaining against one's will/ransom)
- Sexual or Physical abuse of a child
- Production, possession, distribution, sale or downloaded child pornography
- Extortion or Blackmail
 - Have you been approached by or made an agreement with any of the following to apply to CBP in order to advance any criminal endeavor?
 - Drug Cartel/Human smuggling/Trafficking organization
 - Organized crime /Terrorist organization / Gang affiliation
- Close and continuing associations with people involved in serious criminal activities?
- Past or present association with any criminal organizations or gangs?

PROPERTY CRIMES

- Arson
- Felony Theft (High dollar items: Vehicles, Jewelry, Electronic Equipment/Computers, Theft / Embezzlement from employer; Shoplifting as adult)
- Burglary
- Fraud (credit card, bank, mail, insurance, immigration documents, marriage, money laundering, identity theft)
- Counterfeiting (possessing, production, altering, or distributing) false currency, fraudulent immigration documents or law enforcement official credentials
 - Cruelty to animals
- Production, smuggling/trafficking weapons
- Vehicular hit and run involving serious injury or serious damage
- Information System Crimes (Network or account intrusion, virus introduction, hacking, phishing, cyber related schemes or fraud for both personal and U.S. Government systems)
- Transactional illegal drug activity: purchase with the intent to sell for profit, manufacture, produce or cultivate, distribute, package/repackage, lookout, middleman, or transportation support for drug transactions- in large quantity and/or for profit
- Illegal Possession/Use of drugs: within the last 3 years (based on adjudication guidelines)

Serious Crimes Question: R3 Have you been involved in any serious criminal activity?

ILLEGAL DRUG USE (PAST 3 YEARS)

Intentionally or unintentionally ingesting any of the following in any way (smoke, inhale, consume, inject, insert or apply topically):

- **Cannabis**, Marijuana, THC edibles, concentrated THC/MJ, CBD oil containing THC, Hashish, Synthetic Cannabinoids; K2 or Spice
- **Hallucinogens** (LSD, Psilocybin (Hallucinogenic Mushrooms), MDMA (Ecstasy/Molly), PCP, Ketamine, Peyote or Mescaline
- **Stimulants**: Cocaine (Powder or Rock), Amphetamines, Methamphetamines or Khat (Plant – Herbal Stimulant)
- **Narcotics/Opioids**: Heroin, Morphine, Opium, Methadone
- **Dependency/Recreational Use Prescription Medication**: Misuse of prescription medication (yours or someone else's) for the recreational purposes of getting high or stoned. Prescription pain killers, sedatives, sleeping aids, etc...
- **Steroids**: Anabolic Steroids, Testosterone, HGH, anti-catabolic or anti-estrogen, Winstrol or Dianabol (DBol)
- **Other Drugs of Concern**: Salvia, Flakka, Bath Salts, DXM
- **Inhalants**: Whippets, glues, gasoline, household products

OTHER ILLEGAL DRUG ACTIVITY (LIFETIME)

Transactional Activity: Purchase for sale, sell for profit, manufacture, produce or cultivate, distribute, package or repackage, lookout, middleman, or transportation support for drug transactions – in quality and/or for profit.

Transport and Smuggling Activity: Participation in any way with smuggling illegal drugs across State or International Borders

- Planning, secret communication for smuggling purposes, providing expertise for smuggling purposes, loading or unloading, scouting, or transporting
- Bribing Officials or Law Enforcement Personnel
- Lookout, hiding or storing drugs in vehicles or some type of container
- Hiding drugs in or on your person, retrofitting secret compartments in vehicles or containers

Other Illegal Use or Involvement with drugs or controlled substances:

- While possessing a Security Clearance
- While serving as a law enforcement officer, prosecutor, courtroom official or any position affecting Public Safety.
- Ordered, advised or asked to seek counseling/treatment as a result of illegal use of drugs or controlled substances

HIDDEN FOREIGN CONTACT: Unreported contact with the representative of a foreign government, power, group, organization or business; unreported close and continuing relationship of affection with a foreign national. Contact is considered unreported if not disclosed to CBP, to include a CBP Polygraph Examiner. Contact refers to any interaction and includes all means of communication, to include: in-person, telephonic, written, or electronic.

FOREIGN RELATIONSHIP	CONTACT WITH A FOREIGN REPRESENTATIVE
<p>Any deliberate hiding/concealing any of the following for nefarious reasons:</p> <p>Unreported Business/Professional Contact:</p> <ul style="list-style-type: none"> Foreign Business Contacts: Consultation, ownership or partnership with any foreign business, real estate, bank account, investment, or own rental property in a foreign country. Owed or provided money to a foreign national (for legal or illegal ventures). <p>Foreign Relationships of Affection (Close & Continuing Contact):</p> <ul style="list-style-type: none"> Foreign Close Friends and Family Members. Marriage, cohabitation, and/or continuing intimate relationships with a foreign national Shared living space in the U.S. or abroad (including overnights). Intent to marry a foreign national <p>Close and/or continuing contact with person(s) residing in U.S. illegally.</p>	<p>Unreported contact, cooperation, approach or recruitment from, training, or other interaction with any of the following for nefarious reasons:</p> <ul style="list-style-type: none"> Foreign Intelligence/Security Service Foreign Military or Law Enforcement personnel Foreign State Department or other Government Officials Any recurring contact with member of foreign organization and/or government. Legal or illegal transnational group or representative Have been arrested, detained, interrogated or interviewed by foreign law enforcement, military, or intelligence service Possession of a foreign passport? Ever travelled using one? Ever claimed dual citizenship? Unreported foreign travel Any foreign representative contact that requires reporting under security regulations <p>R4 Have you deliberately hidden any foreign contact from CBP?</p>

Appendix B: Relevant Questions:

SACRIFICE RELEVANT QUESTION WORDING OPTIONS
<p>All TES-C Subtests and Breakout for A Topics</p> <p>Concerning (regarding) the security issues we discussed, do you intend to answer each question truthfully?</p>
<p>Sacrifice Relevant for National Security <i>Breakdown (BD)</i> Series</p>
<p>Hidden Foreign Contact</p> <p>Concerning (regarding) hidden foreign contacts, do you intend to answer each question truthfully?</p>
<p>Classified Information</p> <p>Concerning (regarding) the compromise of classified information, do you intend to answer each question truthfully?</p>
<p>Terrorist Activity</p> <p>Concerning (regarding) your involvement in any terrorist activity, do you intend to answer each question truthfully?</p>
<p>Sacrifice Relevant for Serious Criminal Activity <i>Breakdown (BD)</i> Series</p>
<p>Serious Crime</p> <p>Concerning (regarding) your involvement in any serious crime, do you intend to answer each question truthfully?</p>
<p>Illegal Drug Activity</p> <p>Concerning (regarding) your involvement with any illegal drug activity, do you intend to answer each question truthfully?</p>

RELEVANT QUESTION WORDING OPTION SUBTEST B

TES-C B, R3 (First asking): Have you been involved in any serious criminal activity?

Breakdown for Serious Crime:

1st relevant question – Are you concealing your involvement with any serious property crime?

2nd relevant question – Are you hiding your participation with any serious crime against a person?

Or,

1st relevant question – Have you been involved with any serious property crime that you are trying to hide from CBP?

2nd relevant question – Have you participated in a serious crime against a person that you are not telling me about?

Or,

1st relevant question – Have you committed any serious property crime you have not told me about?

2nd relevant question – Have you participated in any serious crime against a person we have not discussed?

Or,

1st relevant question – Have you participated (or are you now hiding your participation) in any serious property crime?

2nd relevant question – Have you been involved (or are you now hiding your involvement) with any serious crime against a person?

Illegal Drug Activity (Breakdown)

1st relevant question – In the last three years have you used any illegal drugs?

2nd relevant question – Have you been involved in any other type of illegal drug activity? Or,

1st relevant question – Are you hiding any illegal drug use in the last three years?

2nd relevant question – Are you concealing any other type of illegal drug activity? Or,

1st relevant question – Are you concealing any illegal drug use in the last three years from CBP?

2nd relevant question – Are you hiding your involvement in any other type of illegal drug activity from CBP?

Hidden Foreign National Contact

TES-C, R4 (First asking): Have you deliberately hidden any foreign contact from CBP?

Breakdown for Foreign Contact:

1st relevant question – Are you deliberately hiding any foreign relationships?

2nd relevant question – Have you had secret contact with any foreign representative? Or,

1st relevant question – Are you **intentionally** hiding any foreign contacts we have not discussed?

2nd relevant question – Have you had contact with any foreign representative that you are trying to hide?

Or,

1st relevant question – Are you deliberately concealing any foreign contact (from CBP)?

2nd relevant question – Have you intentionally hidden any secret contact with a foreign representative (from CBP)?

RELEVANT QUESTION WORDING OPTION SUBTEST A

Breakout Questions for Subtest A Topics (Terrorism & Compromise Classified)

1st relevant question – Have you been involved in terrorism against the United States (U.S.)?

2nd relevant question – Have you deliberately compromised any classified information?

Or,

1st relevant question – Are you concealing information regarding your involvement in any terrorist activity?

2nd relevant question – Are you intentionally concealing involvement in any compromise of classified information?

Terrorist Activity

TES – A, R1 (First Asking): Have you been involved in terrorism against the United States (U.S.)?

Breakdown for Terrorist Activity:

1st relevant question – Are you concealing your involvement in any terrorist activities against the U.S.?

2nd relevant question – Are you hiding your support of any terrorist activities?

1st relevant question – Have you been involved in any terrorist activity against the U.S. that you have not discussed?

2nd relevant question – Have you provided support to any terrorist activity that you have not told me about?

Or,

1st relevant question – Have you participated in any terrorist activity against the U.S. that you are hiding?

2nd relevant question – Are you hiding any support you have provided to any terrorist activity?

Or,

Compromise of Classified Information

TES-C, A R2 (First Asking): Have you deliberately compromised any classified information?

Breakdown for Compromise of Classified Information:

1st relevant question – Have you (deliberately/intentionally) provided classified information to any unauthorized person?

2nd relevant question – Have you (intentionally/deliberately) stored classified material in any unauthorized location?

Or,

1st relevant question – Have you give U.S. Government classified material to anyone not authorized to receive it?

2nd relevant question – Have you purposefully stored U.S. Government classified material at a place not authorized?

Appendix C: CAD Approved Directed Lie Comparison (DLC) Questions:

The following are the only acceptable directed lies. NOTE: Do not use directed lies that are related to pretest admissions. Examples include but are not limited to: If examinee discusses excessive traffic tickets/violations do not use a traffic DLC. If an examinee discusses possible domestic violence or gives any indication of anger issues do not use anger or temper DLCs.

DLCs if working may be reused on the next Subtest. Best practice is to reword them slightly and to ensure the examinee has an incident in mind.

All DLC questions must begin, “Did you ever...?” “Have you ever...?” is reserved for Relevant Questions.

Did you ever violate a minor traffic (fishing/hunting/boating) law?

Did you ever commit a minor traffic violation?

Did you ever say anything derogatory about another person behind their back?

Did you ever do anything that made a close friend mad at you?

Did you ever say anything (in anger) that you later regretted?

Did you ever say anything about someone that was not true?

Did you ever exaggerate your (fishing/hunting/sports/work/personal) accomplishments to a friend?

Did you ever lose your temper?

Did you ever cheat at (golf/sports/school/video games)? *(Be cautious with a cheat DLC. If you have go to a PLC format, cheat PLCs, may no longer be an option.)*

Did you ever lie to a close friend?

Did you ever take/use any (government/company) supplies for your personal use? *(Ensure this is pre-tested as something with a low dollar value: pen, pad of paper, paper clip, etc.)*

Did you ever borrow something and forget to return it?

Did you ever brag to a friend about yourself to impress them?

Did you ever pretend that you liked someone (when you really didn't)?

Did you ever hope that an outcome would not go well for someone (you knew)?

Did you ever deliberately ignore the presence of someone you did not like?

Did you ever get jealous of another person's accomplishments?

Did you ever sneak any food or drinks into a theatre (the movies/a ballgame/a concert)?

Did you ever regret the purchase of any retail item?

Did you ever pretend you enjoyed a particular meal/food?

Did you ever say anything that hurt somebody's feelings?

Appendix D: CAD Approved Probable Lie Comparison Questions

Some PLCs may be more relevant to the issue being broken down than other PLCs. Examiners will avoid using the identified PLCs with the corresponding topic below.

*Avoid using BD of Serious Crime

**Avoid using on BD of Classified Information

TRUST/BETRAY

*Did you ever betray the trust/confidence of a loved one or close friend?

*Did you ever betray the trust/confidence of someone close to you?

*Did you ever violate the trust/confidence of anyone you consider to be a friend?

*Are you the type of person who would betray the trust of someone close to you?

Did you ever mislead a family member?

Did you ever deliberately make a promise you had no intention of keeping?

**Did you ever disclose a secret told to you in confidence by a friend?

*Would anyone we interview say that you are difficult to trust?

*Has anyone ever had reason to question your integrity?

GOSSIP/RUMORS

Did you ever spread gossip about anyone you consider to be a friend?

Did you ever spread gossip that was mean or cruel?

Did you ever gossip/spread a rumor in order to hurt someone?

Do you have a history of saying anything derogatory about a person behind their back?

Did you ever gossip in the workplace?

Did you ever spread gossip about a co-worker?

Did you ever gossip/spread a rumor about someone in the workplace?

Have you ever said anything derogatory about a co-worker?

Did you ever make derogatory comments about any of your past supervisors?

SCHOOL/ACADEMICS

Did you ever consider cheating on any examination (while in school)?

Did you ever cheat (at anything) while in school/high school/college?

Did you ever cheat on any academic assignment (while in school)?

Did you ever cheat on any school test?

Did you ever obtain any grade in school dishonestly?

Have you ever cheated on any school work?

Were you the type of person in school who didn't apply yourself?

LIE/CHEAT/BRAG

*Are you the type of person who would tell a lie if you made a mistake? *(Be careful in using this one if you pre-test the Relevant Questions as "mistakes" made in past.)*

*Are you the type of person who needs to lie to make up for your shortcomings?

Did you ever lie about someone behind their back?

Did you ever lie to anyone you consider to be a friend?

Did you ever brag/lie to make yourself look more important?

Did you ever brag about something that wasn't true?

Did you ever brag about something you did not do?

Are you the type of person who brags to impress others?

Are you the type of person who brags to make yourself look better?

Did you ever cheat at anything in your personal life? (*Caution: Could be crime related, and, do not relate specifically to spouse during pre-test.*)

Have you ever exaggerated your athletic/school/work accomplishments?

ANGER ISSUES

Did you ever say something in anger to hurt someone?

Did you ever say something to deliberately hurt someone's feelings?

CHARACTER FLAWS/GENERAL

Are you the type of person who can't relate to the needs of others?

Are you only interested in relationships for what you can get out of them?

Are you the type of person who has difficulty taking criticism?

Are you the type of person who struggles to learn new things quickly?

Did you ever falsely accuse/judge someone without knowing all the facts?

Do you often find you don't care about the needs of others?

Has your ego ever caused problems in any relationship?

Would anyone we interview say you don't work well in teams?

Would anyone we interview say that you are selfish/egotistical?

Would anyone we interview say that you are lazy?

Would anyone we interview say that you lack discipline?

Would anyone we interview say that you lack motivation?

Would anyone we interview say you are difficult to get along with?

Would anyone we interview say you have an attitude problem?

WORKPLACE

Did you ever conduct personal business on company time?

Have you ever allowed a co-worker to be blamed for a mistake you made?

Have you ever blamed a co-worker for a mistake you made (in the workplace)?

Have you ever failed to give 100% effort at any assigned work task?

Have you ever failed to give 100% effort at work?

Have you ever failed to follow any administrative rule because you were lazy?

Have you ever been known to be lazy on the job?

Were you ever accused of being lazy on the job?

****Have you ever disregarded any administrative rule because you thought it was unnecessary/were lazy?**

****Have you ever ignored administrative rules for personal convenience?**

Have you ever failed to correct an administrative error you made in the workplace/at work?

Have you ever failed to take responsibility for a mistake you made in the workplace/at work?

Have you ever taken credit for someone else's work?

Are you the type of person who would take credit for someone else's work?

Would any employer we interview say that you lack motivation?

Appendix E: CAD Approved Irrelevant Questions for the TES-C Format

The following are the only acceptable irrelevant questions:

Are you now in (state)?

Is today_____?

Do you sometimes drink water?

Are you now on (location)?

Are you sometimes called_____ ?

Are the lights on?

Are you sitting down?

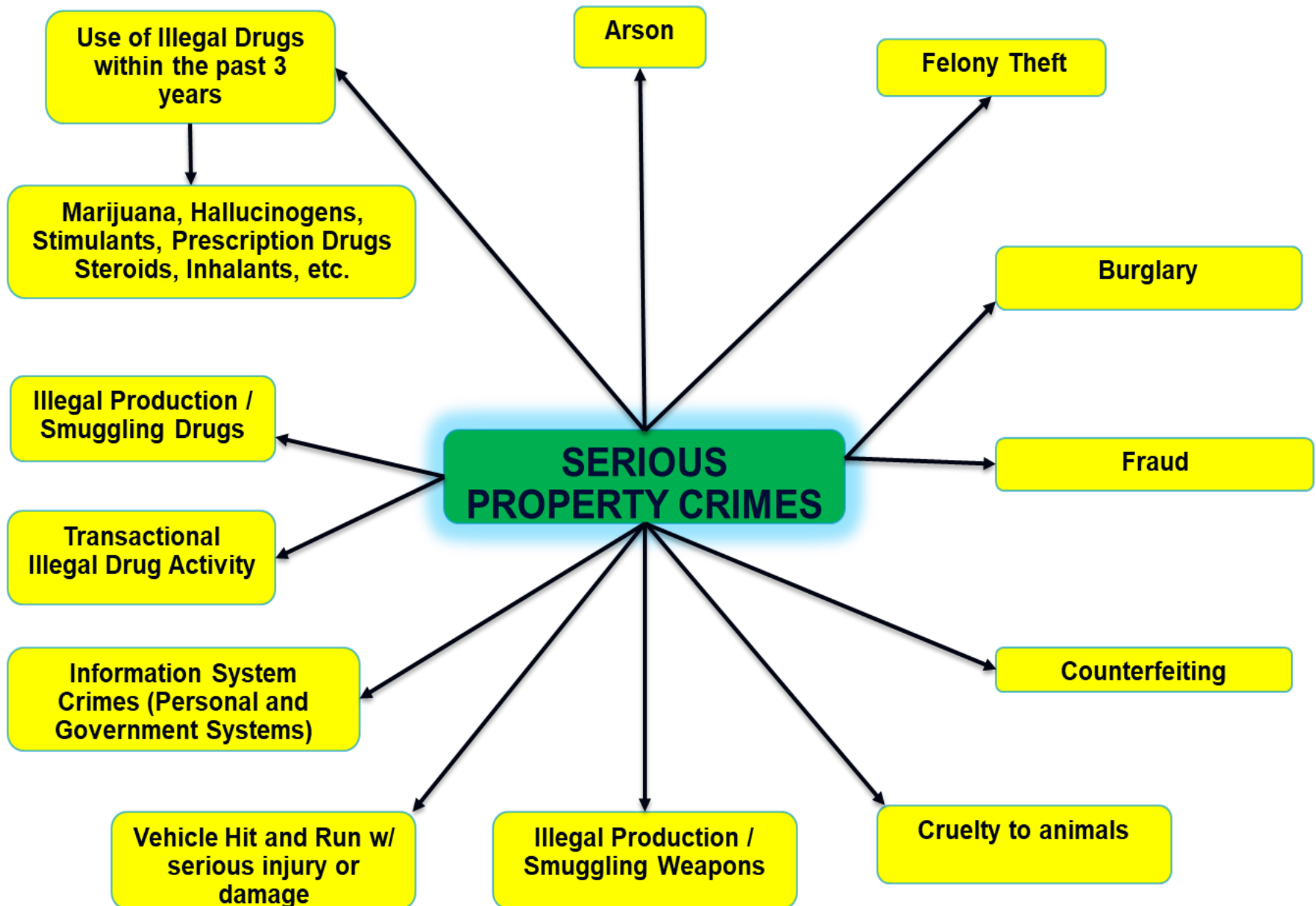
Are you wearing shoes (sneakers, boots)?

Is this the month of _____ ?

Is the door closed?

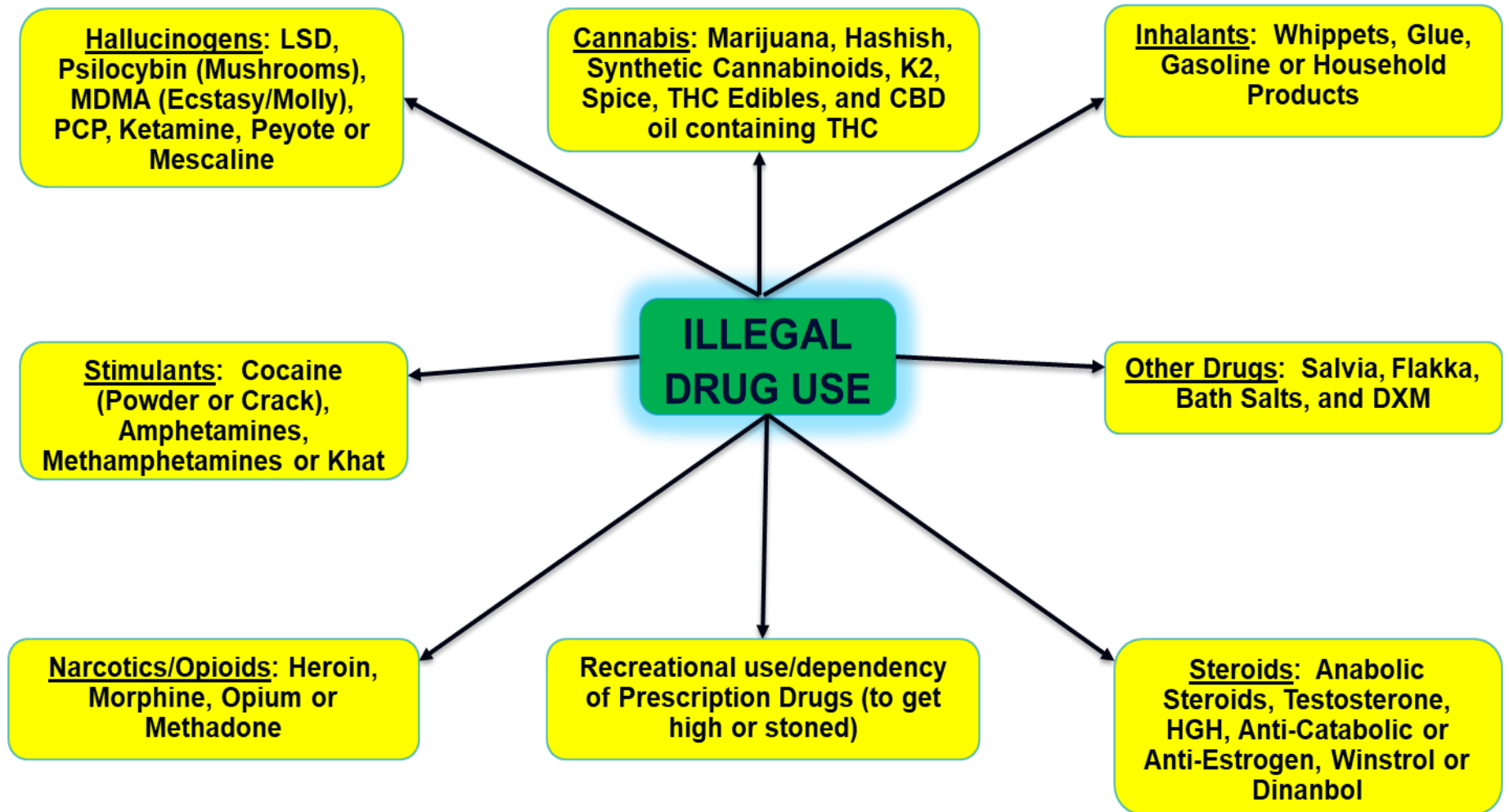
Appendix F: Interview Route Maps
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ILLEGAL DRUG USE (PAST 3 YEARS)

Knowingly or unintentionally taking into body, eating, drinking, smoking, sniffing, snorting, tasting, absorption, injection, etc., to get high



ILLEGAL DRUG ACTIVITY

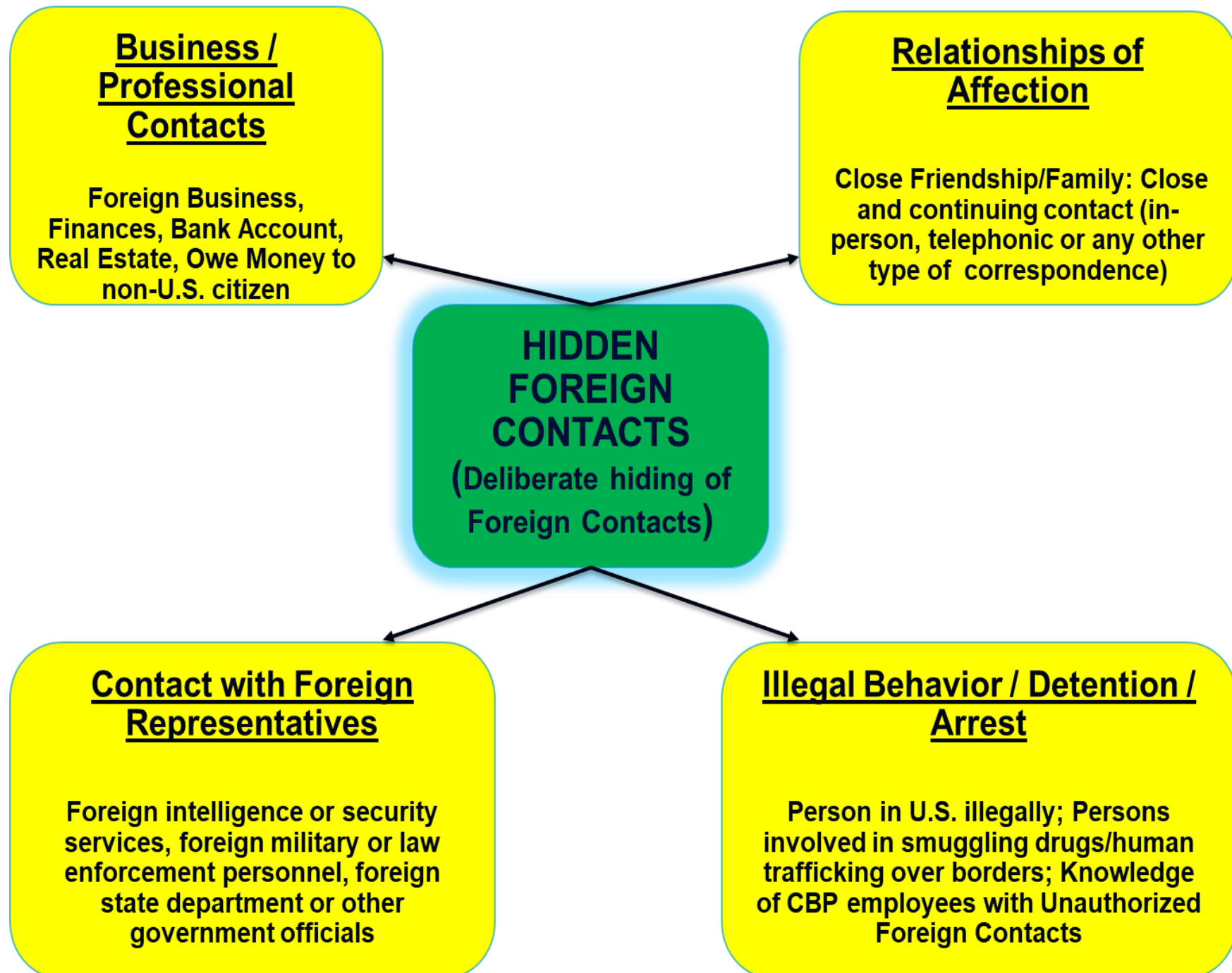
```
graph TD; A[ILLEGAL DRUG ACTIVITY] --> B[Possession/Use Last 3 Years]; A --> C[Transactional Activity Lifetime];
```

Possession/Use Last 3 Years

Cannabis/THC
Hallucinogens
Stimulants
Narcotics
Steroids
Inhalants
Recreational
Use/Dependency of
Prescription Drugs
Other Illegal Drugs

Transactional Activity (Lifetime)

Buying/Selling for Profit
Manufacturing/Cooking
Distributing/Packaging
Middleman/Support
Smuggling
Transportation
Other Drug Activity



COMPROMISE OF CLASSIFIED INFORMATION

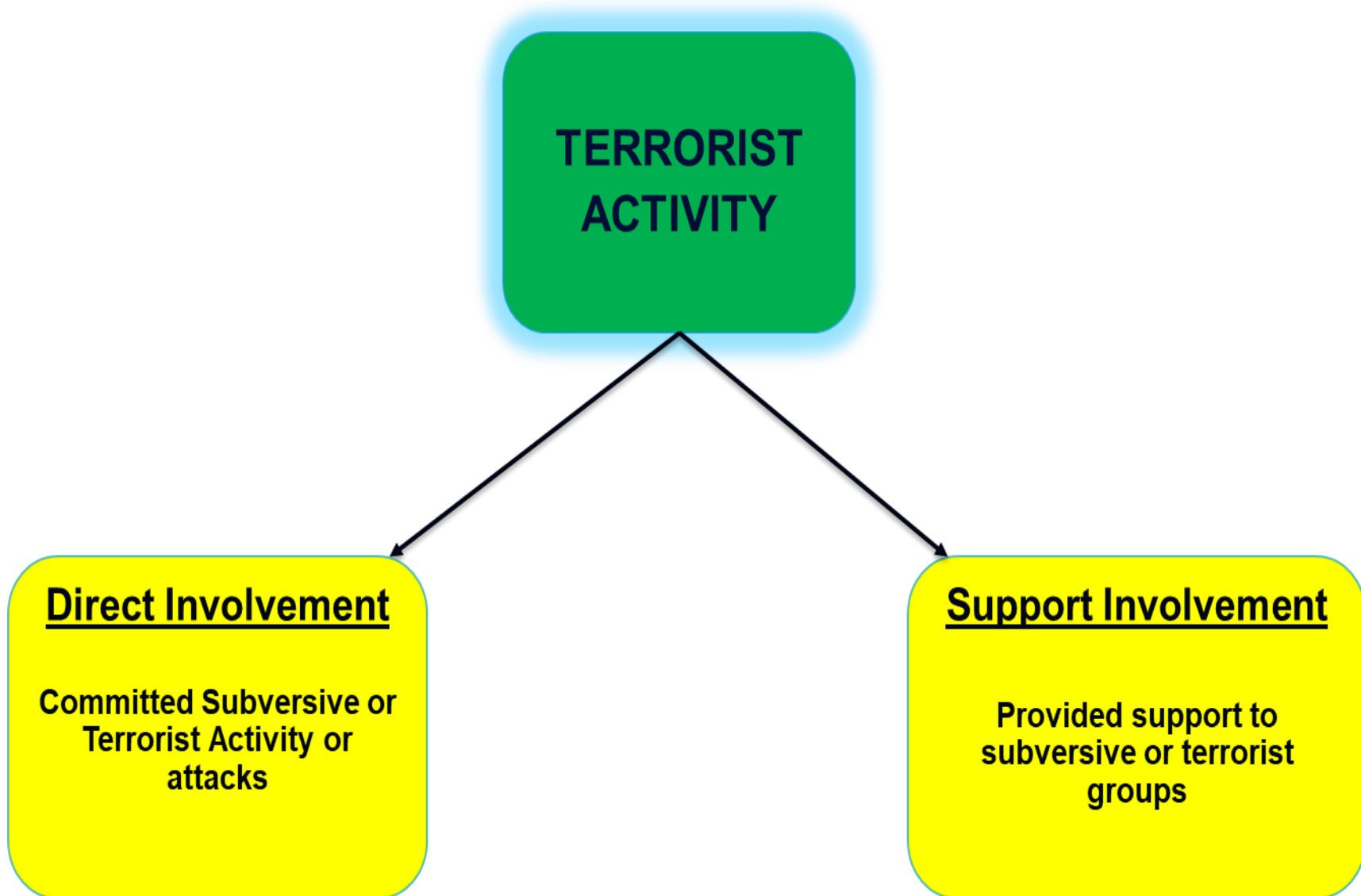
```
graph TD; A[COMPROMISE OF CLASSIFIED INFORMATION] --> B[Unauthorized Disclosure of Classified Information]; A --> C[Unauthorized Removal, Storage or Processing of Classified information];
```

Unauthorized Disclosure of Classified Information

Intentionally provided or disclosed classified info to someone clearly not authorized, or sabotaged any U.S. Government or military classified computer, machinery, equipment, satellite, or weapon

Unauthorized Removal, Storage or Processing of Classified information

Intentionally removed, stored, or processed classified info/material (documents, material or electronic media) from a secured location without authorization



Appendix G: Countermeasures

Definitions:

Countermeasure: Any deliberate action(s) taken to affect a PDD examination outcome by tactical employment of behaviors, movements, medication or cognitive processes.

Suspected Countermeasures: Atypical physiology consistent with an attempt to manipulate polygraph chart data was present on the charts, but the examinee did not admit to employing countermeasures.

Confirmed Countermeasures: Atypical physiology consistent with an attempt to manipulate polygraph chart data was present on the charts, and the examinee admitted to employing countermeasures.

Final assessment result will be No Opinion-Countermeasures (NO-CM) for both Suspected and Confirmed with appropriate documentation provided to support either.

Cases where the data is just not good or erratic may not warrant a NO-CM call. In some of those cases, it may just be an overly anxious examinee who can't or won't settle down. In other cases, when poor, erratic data is present, it could be due to deception and what is reflected on the charts is physiology as a result of F3, not countermeasures. It is critically important that examiners make every effort to assure the examinee that they are their advocate. Sometimes, just a quick non-threatening conversation will put an examinee at ease. Let them talk out their anxiety and angst. Let them know it is OK to be nervous and that nervousness won't negatively impact the exam as long as they are 100% truthful to the security questions and follow your instructions.

If countermeasures are suspected after the first TES-C subtest, the examiner is required to conduct a breakdown examination. The examiner should also employ counter-countermeasure techniques such as instructing the examinee to repeat the last word of the question when appropriate. If the suspicion of countermeasures continues, the examiner is to collect an additional chart deemed most appropriate to help further collect evidence of countermeasures. This may be a green/white chart (consisting of PLCs and Irrelevant questions) if the examiner suspects the examinee is targeting PLCs. If the examiner suspects the examinee is targeting relevant questions, then the most appropriate action would be to collect a "Yes" test, consisting of Relevant and Irrelevant Questions to which the examinee would answer "Yes" to the relevant questions. **The diagnostic charts must be the last chart(s) collected of the day.** Examiners are required to collect a minimum of two series, following the successive hurdles model, before making a CM call. All strategies employed and reason why will be documented in the PF Notes, LX chart comments or in Examiner Comments in CAPS.

Following a suspected countermeasure examination, the examiner will begin with a posttest interview addressing relevant issues. Once that is *exhausted*, the examiner will address suspected countermeasures.

The examiner will complete the countermeasure debrief worksheet for any exam submitted with a final call of NO-CM (suspected or confirmed). The CM tabs in CAPS must be completed anytime CMs are suspected, even if the final call is not NO-CM. The green CM admission tab will only be completed if the examinee admits to CMs. A generic statement such as, "DOE admitted to employing countermeasures during his/her polygraph," is the only documentation needed in the CM admission box. The specific CM activity will only be documented in the pink CM tabs. If the examinee *admits* to employing countermeasures, the examiner should attempt to obtain a written statement. If during the posttest, the examinee *does not* admit to employing CMs, no written statement needs to be obtained regarding CMs (other relevant admissions may require a statement be collected for those purposes). The written statement needs to be in a narrative style, using the

examinee's words and followed by open-ended follow up questions.

Examiner will avoid asking leading questions, such as:

Q: You thought by altering your breathing that your answers would appear truthful, right?

Q: So would it be fair to say you altered your physiology because you were nervous and thought it would help you pass?

Q: You wanted to make all of your answers look the same because you thought that would look better and help you pass?

Some examples of good follow up questions are:

Q: What research did you conduct on polygraph or what advice did you receive that caused you to attempt to manipulate your physiology during the examination?

Q: To which questions on the examination were you manipulating your physiology?

Q: Why did you choose to alter your physiology to those questions?

Q: What did you think would have happened if you had not manipulated your physiology today?

Q: If given another opportunity, would you again manipulate your physiology?

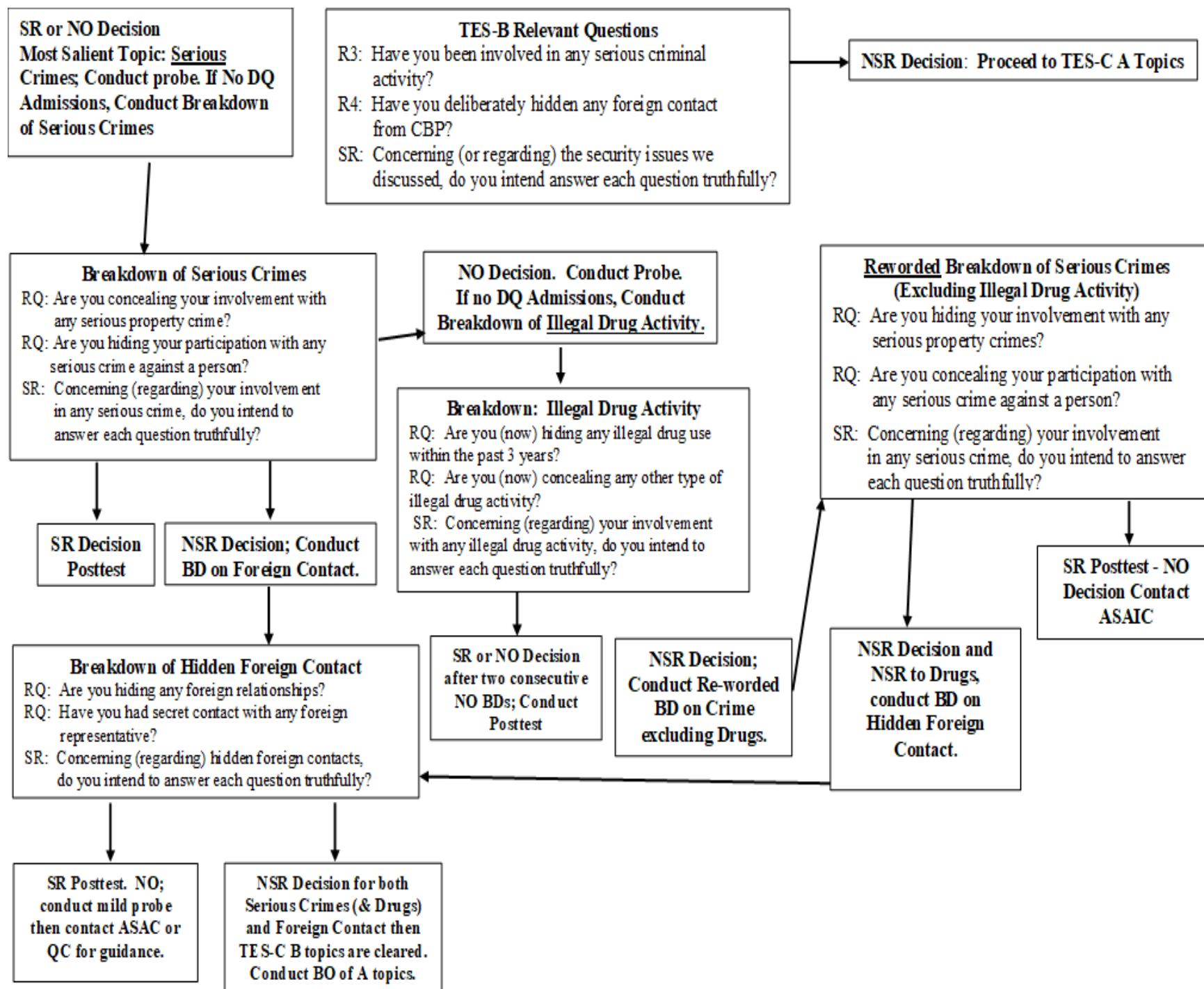
Q: (they should have answered no to above), follow up with: Why would you not manipulate your physiology again if given another opportunity?

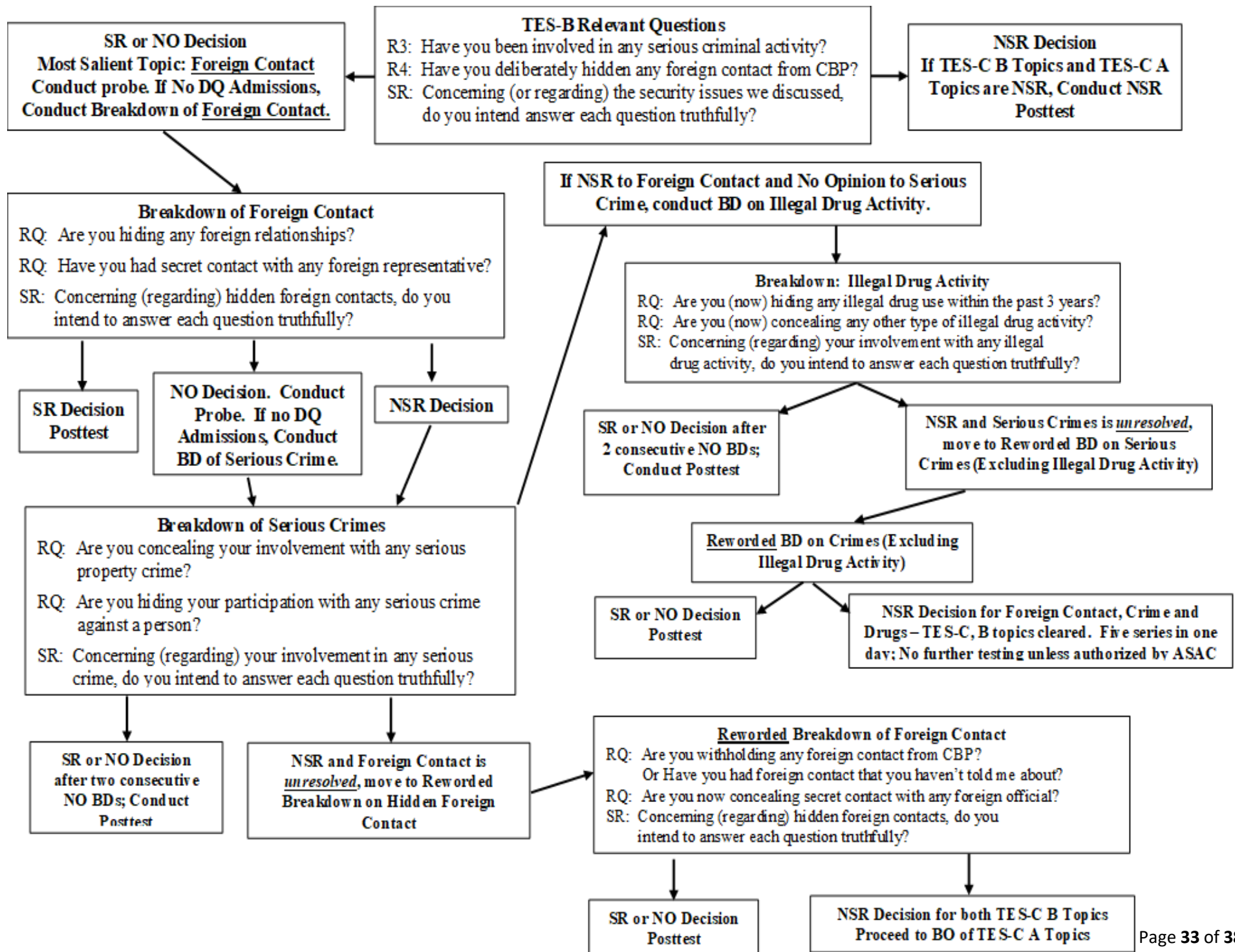
Elements of a Confirmed Countermeasure Statement (1-3 are required)

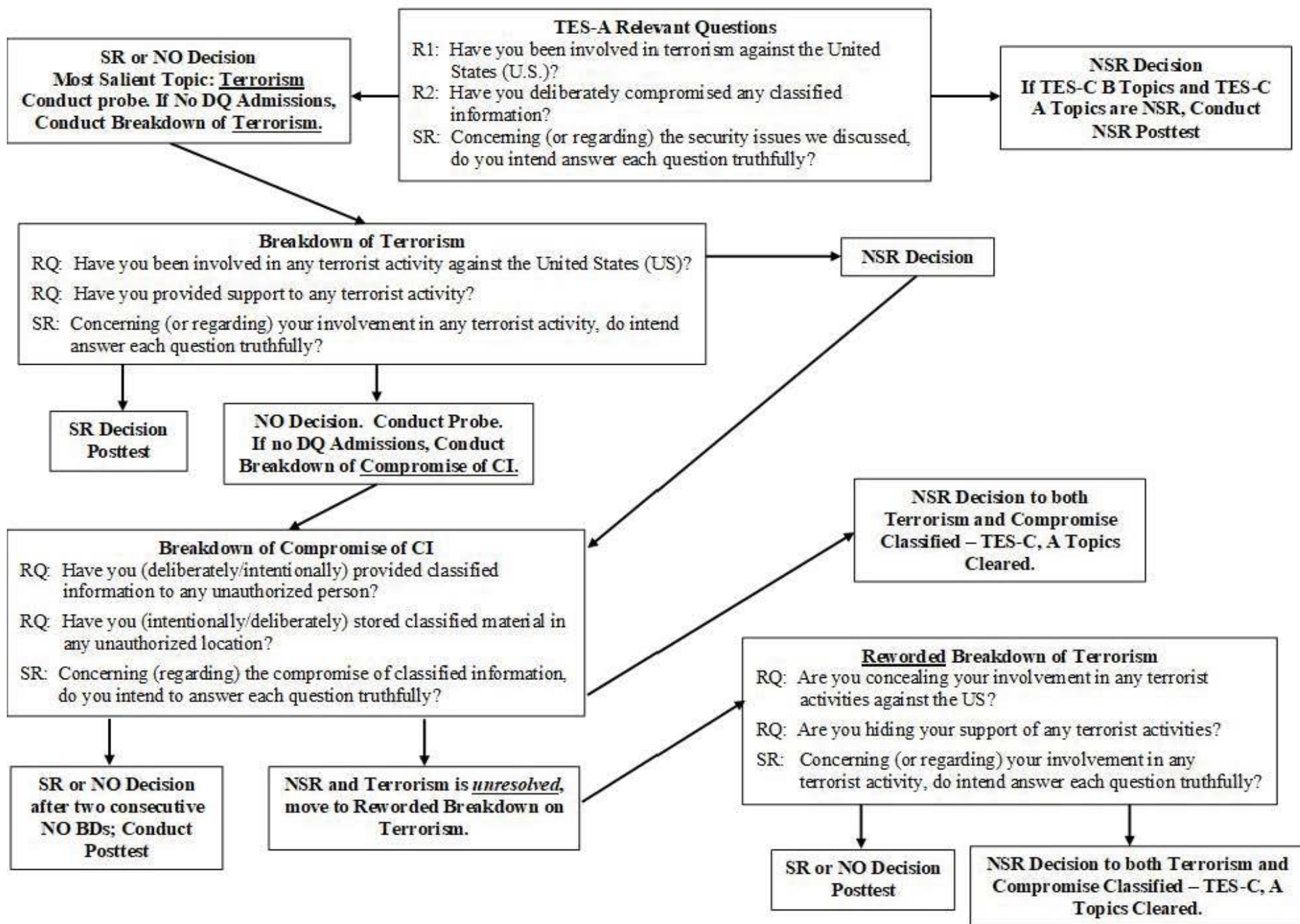
1. Admission to a specific conduct (controlled breathing, movements, etc.).
2. Acknowledgement that the examinee knew the conduct was prohibited.
3. **Disclosure that the reason for engaging in the conduct was to alter the natural outcome of the exam, that is, to defeat the exam, change the results, keep from failing, etc... (Note: Stating the conduct, e.g., controlled breathing, was done to help calm nerves or to help relax, is NOT a confirmed countermeasure.)**
4. Almost every countermeasure is done in an attempt to conceal information. The statement should include whatever the examinee was attempting to conceal.

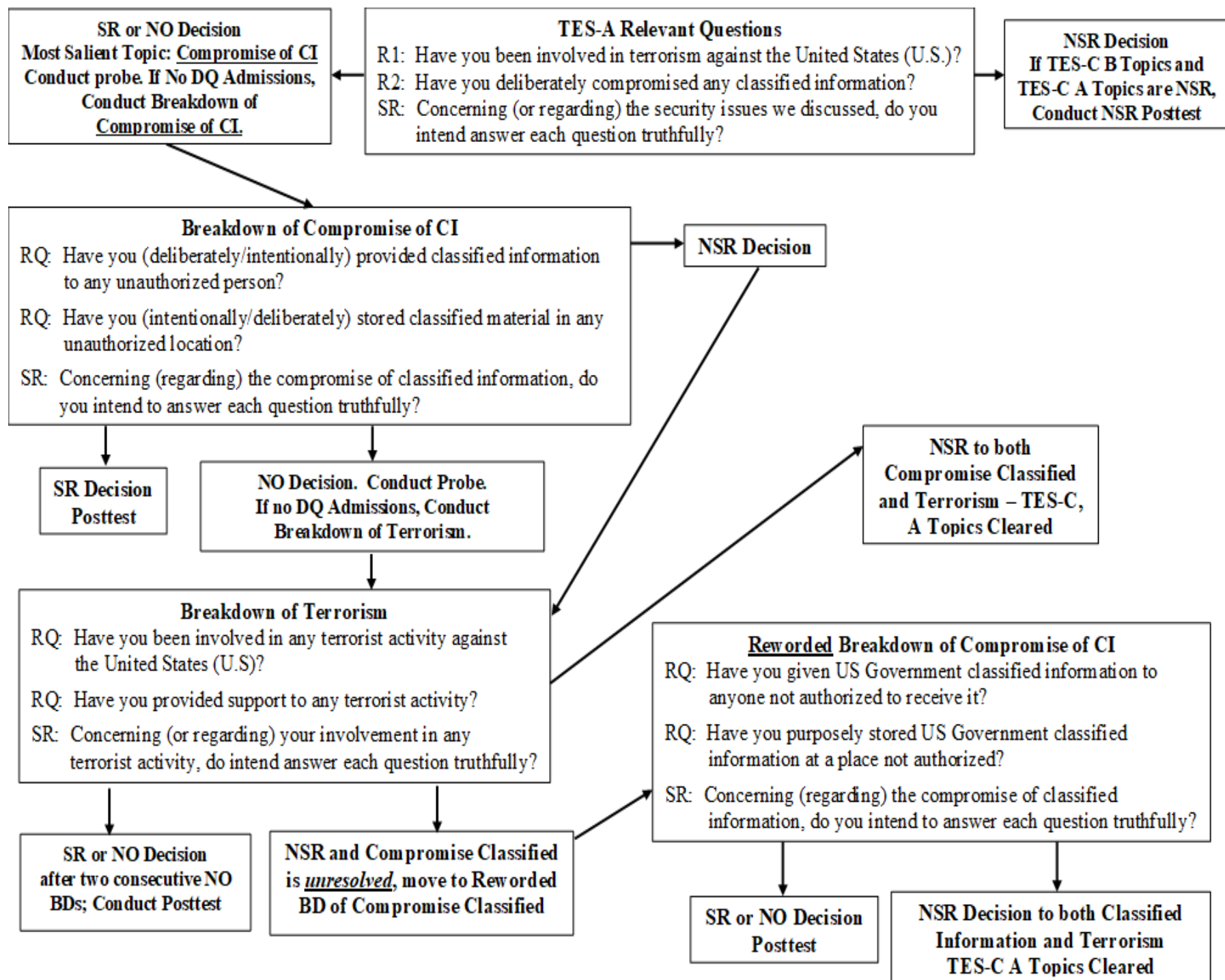
Examiners should include the timestamp of when the CM posttest began, or when the examinee admitted to CMs, in examiner's comments, so that if necessary, QC can quickly verify the information.

Appendix H: TES-C and Extended Testing Flow Chart
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Appendix I: Appeals

General Appeal: This can be given after the overview and prior to the ACQT, or immediately before scoping questions.

EXAMPLE: Before we begin discussing the specific questions you will hear on your test today I want to allow you a chance to discuss anything that may be weighing on your mind. We all have things in our past or background that we may not be proud of. CBP isn't looking for perfect people, they are looking for honest people. Any information you provide to me can be excluded from the test when I create the test question, so you will be able to answer the question truthfully. So what thoughts, concerns, or worries did you have knowing you would have to take a polygraph today?

Serious Crime Appeal: We are now going to discuss activities you may have engaged in that may be seen as against some sort of law. We are not looking for perfect people. We are simply looking for honest people; people who can acknowledge a mistake or error in judgment and learn by it. Often, we find that people have committed crimes of minor significance to the employment process but are enormously important to the individual because they are embarrassed by them. However, the act of withholding that type of information creates the impression that the withheld information is far more important than it really is. It is essential that you tell me about any involvement with criminal activity. What in your background comes to mind with regards to serious crime?

Illegal Drug Appeal: The last topic we are going to discuss under serious crimes is illegal drug activity. I will be testing you about any illegal drug use in the last three years and any lifetime involvement with any other type of illegal drug activity. Before we get into specifics, what concerns if any, do you have about illegal drugs?

Hidden Foreign Contacts: Now I want to discuss your associations with citizens of foreign countries. It is very common to know or associate with citizens of other countries. Many American citizens study and work abroad. Sometimes US citizens are born in a foreign country and have friends and family that are citizens of a foreign country. It is important that I understand the nature and extent of your associations, if any, with foreign citizens. Before we get into more detail, what relationships or associations, if any, come to mind for you regarding foreign contacts?

Terrorism: Next, I want to discuss any connection to terrorist activity. Sometimes people engage in some sort of direct action in order to change political or social conditions. Often those who become involved do so with good intentions. It may develop out of efforts to improve the economic and political conditions of downtrodden people or to prevent environmental exploitation. Sometimes individuals are not aware of the full nature of their activity until they are more involved than they ever intended. What, if anything, do you think about regarding your connection with any terrorist related activities?

Classified Information: Classified information is USG information that should be protected to safeguard the security of the United States. Because there are many regulations regarding classified information, it is easy to make a mistake in safeguarding classified information without intending to harm national security. Please tell me about any experiences with regard to handling, storing and transmitting classified information.

Appendix J: Themes

Themes are an aide to motivate the examinee to disclose information against self-interest, while allowing them to save face. Theme topic choices are virtually endless.

Effective themes are those that persuade a person to be truthful by appealing to two major psychological desires that people possess:

Conformity: The psychological need/desire of people to demonstrate that they conform to social and moral norms. The need to conform can be used both in pretest and posttest interviews.

- **Positive Conformity:** During a posttest interview, the examiner encourages the examinee that they possess the integrity they claim to have; thus showing they conform to normal moral norms.
- **Negative Conformity:** The examiner assures the examinee that their behavior is not abnormal and that others have done something similar.

Attribution Theory: People do not like to say they did something wrong. They prefer to “attribute/blame” something or someone else to explain or mitigate their behavior.

- **Internal Forces:** People may attribute internal forces (immaturity, depression, etc.) as an explanation for their behavior.
- **External Forces:** People may attribute external forces (bad relationships, peer pressure, need money, poor working environment, etc.) as an explanation for their behavior.

Theme Categories:

- **“Man-Up” Themes (Conformity):** These themes center around encouraging the examinee to exhibit the character they claim to possess. Key in on family pride, patriotism, the need for honesty in law enforcement, an appeal to show they are honest.
- **Face Saving Themes (Internal & External Attribution):** These themes focus on justifying behaviors, such as:
 - **Embarrassment:** Embarrassed to discuss with a stranger (examiner), it’s not their fault, blame people or environment (bad upbringing, poor selection of friends/partners, going through a bad time), new memories came up during the exam.
 - **Old Self/New Self Themes (Internal Attribution):** These themes focus on the fact that the bad things they did were when they were a “different person. Once they decided to be in law enforcement, they changed their life; or they have learned from their mistakes and are a better person because of it.
 - **Logical/Evidentiary Themes (Conformity):** These themes lead a person logically to the conclusion that they would look foolish for not telling the truth. Point out inconsistencies of previous statements and discuss the only logical answer to the exam’s result, is that they have more to tell you. Carry them logically through the exam: First they said nothing which prevented them from passing the exam. In the posttest interview, they added a new crime admission (for example). This process happened again, so there must be something new to discuss.

Persuasion: Examiners can persuade the examinee to cooperate, be truthful, and trust the expertise of the examiner.

- **Reciprocity:** The examiner can remind the examinee that they have done their part in providing a fair exam, now it is the examinee’s turn to keep their end of the original agreement to be truthful.
- **Social Proof:** “Others would do the same in your shoes.”
- **Authority:** Demonstrate to the examinee that you are a person that can resolve things. (Don’t make promises regarding them being hired or not; prosecuted or not).

- **Commitment:** Have the examinee commit to something small and incrementally work up to bigger issues.
- **Scarcity:** There is a limited amount of time to resolve issues.
- **Likeability:** Examiners are more likely to be able to persuade someone who likes them.