Integrity Interviewing

An integrity interview is a pre-employment interview in which an applicant is asked a predetermined number of questions dealing with personal integrity issues. The interview is aimed at gathering information so an objective decision can be rendered as to an applicant's individual standards of honesty and integrity.

This process has proven to be highly effective in that much of the information gained would not have been uncovered through traditional background checks. It is also completely objective in that an applicant is evaluated based solely upon their admissions and not the opinion of the interviewer.

Obtaining admissions is accomplished through specially trained interviewers who can recognize verbal and non-verbal responses associated with deception and resolve deviations in a manner that encourages truthfulness.

Breakdown of Admissions Made During Integrity Interviews

The following statistics have been compiled from Integrity Interviews:

- 65% admitted to having falsified their applications to some extent
- 21% admitted to having criminal convictions within the past seven years
- 24 % admitted to having been fired or forced to resign from previous jobs
- 28% admitted to illegal drug usage within the past five years
- 25% admitted to theft from employers within the past five years (excluding small office supplies)
- 41% admitted to abuse of sick leave
- 26% admitted committing other crimes as adults to include burglary, robbery, and even attempted murder

Additionally, there were many other admissions regarding serious alcohol, physical and psychological problems, falsifying company records, unreported witnessing of thefts by co-workers, falsifying time, etc.

The benefits of integrity interviewing include the following:

- Reducing shrinkage from internal theft
- Reducing potential negligent hiring actions
- Providing the most effective process for screening out undesirable applicants
- Providing the most objective overview of applicants backgrounds and reduction in employee turnover
- Higher morale in the work place