

Interviewing Essentials and the Mindset of a Fraudster

The Interview Strategy and Preparation

Strategy

- Ends = Ways + Means
- Goals = Methods to Use + Resources Needed
- Determine Feasibility of your Strategy

Strategy

- Ends = Ways + Means

- Determine your Goal
 - Proving or Disproving an Action- Confession
 - Locating Assets
 - Locating a Person
 - Determining Co-conspirators
 - Stopping the Action

Strategy

- Information you know
- Information you need
- The interviewer's own strengths/weaknesses in times of stress

Strategy

- Goals = Methods + Resources
- Methods
 - Look at bank account Information
 - Analyze person's net worth
 - Determine property valuation for suspect's home
 - Determine if subject owns assets overseas
 - Determine if subject owns businesses
 - Determine if subject has criminal history

Strategy

- Goals = Methods + Resources
- Resources
 - Look at bank account Information - **Subpoena**
 - Analyze person's net worth – **Public Records**
 - Determine subject's property valuation - **Public Records**
 - Determine if subject owns assets overseas – **Overseas records**
 - Determine if subject owns businesses- **Public Records**
 - Determine if subject has criminal history - **Public Records**

Strategy

- Feasibility
- Can you obtain the information you need to meet your goal
- Do you have capabilities – subpoenas, witnesses
- Adaptable strategy

Characteristics of an Effective Interviewer

- Knows own weaknesses
- Is a good listener—80/20 rule
- Demonstrates fairness
- Projects professionalism
- Presents no threat
- Evaluates, controls, modifies
- Works informally
- Lacks bias

Starting the Interview

- The interviewers should:
 - Introduce themselves
 - Use basic, common courtesy
 - Shake hands with the interviewee



Mechanics

- Establishing transitional statement
- Seeking continuous agreement
- Not invading body space
- Note-taking—what you project
- Attentive echo
- Summary return

The Interviewer Self-Monitoring Checklist

- Do not make the interview a personal issue.
- Do not take whatever happens during the interview personally.
- Expect the deceptive individual to resist and understand that it is natural for them to do so.
- Do not be resentful if the interviewee is not cooperative.
- Strive to establish a low-anxiety atmosphere.

The Interviewer Self-Monitoring Checklist

- Project confidence and control.
- Anticipate that the interviewee will be reluctant to be forthcoming.
- Anticipate that the interviewee will display symptoms of deception.
- Do not become angry, upset, or defensive.
- Remember the importance of being able to understand the interviewee's perspective.

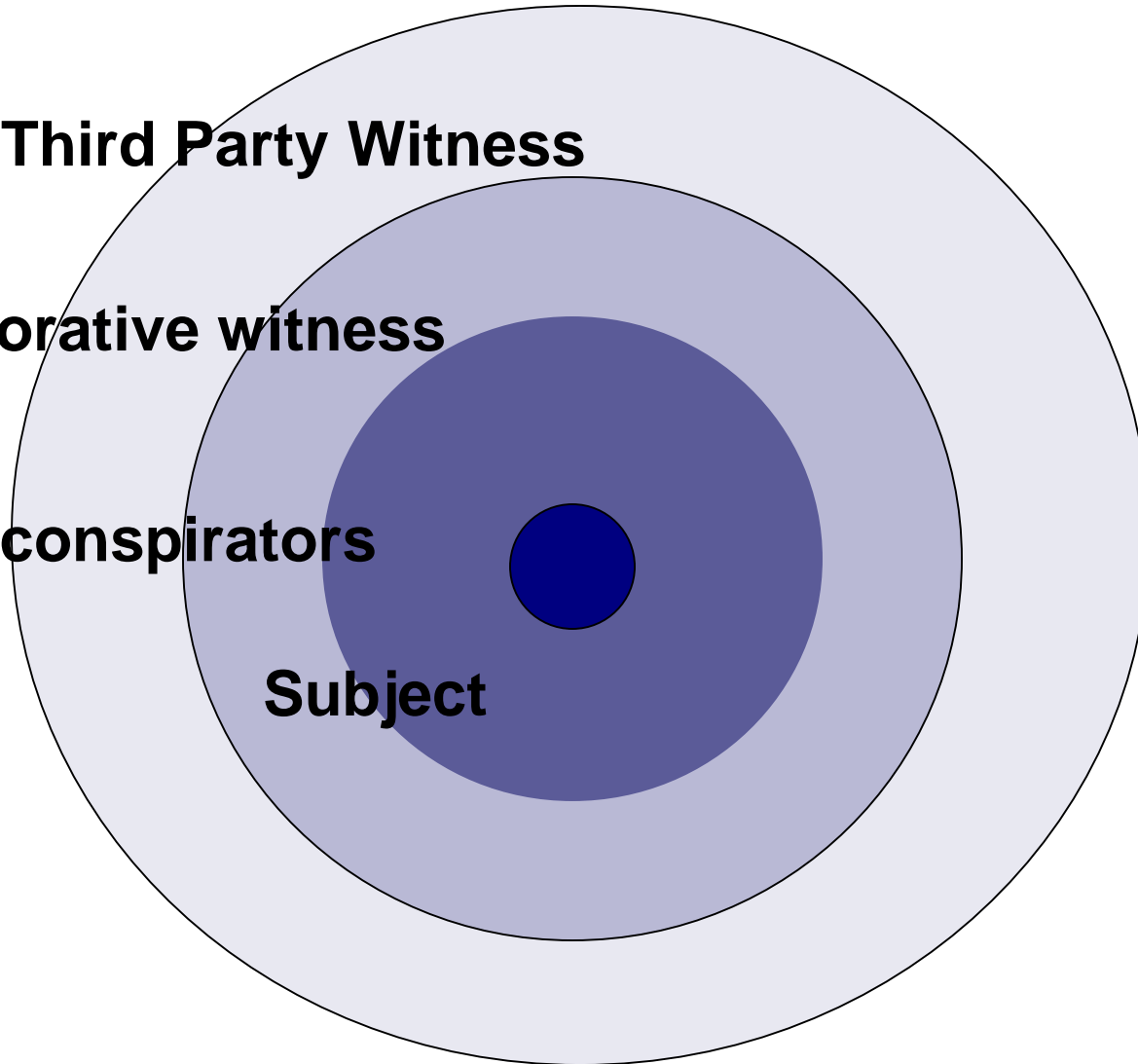
General to Specific

Neutral Third Party Witness

Corroborative witness

Co-conspirators

Subject



Example of Predication

Bailey Books, Incorporated

MEMO OF PREDICATION

TO: FILE (11-4422)|
FROM: LOREN D. BRIDGES, CFE
SUBJECT: ANONYMOUS TELEPHONE CALL
DATE: JANUARY 28, 2015

On January 28, 2015, at approximately 10:12 a.m., I received a telephone call from an unidentified man who said that he had been a long-term supplier to Bailey for sundry office supplies and paper.

The caller—who refused to reveal his identity—said that ever since Linda Reed Collins had taken over as purchasing manager, he had been gradually “squeezed out” from doing business with Bailey. The caller declined to furnish additional information.

Based on the predication supplied above, a fraud examination is being commenced.

Fraud Theory Approach

- Analyze available data.
- Create a hypothesis.
- Test the hypothesis.
- Refine and amend the hypothesis.

Hypothesis Can Change

Determine if Jim Jones was embezzling: No.



Anomalies in pay for Ann Simons were found during the review of accounts.



Determine if Ann Simons is engaged in Fraud: No.



Anomalies found that show HR Director added an employee that is unknown to company.



Determine if HR Director is engaged in Ghost Employee Scheme: Yes.

Steps of a Fraud Examination

- Discovery process
- Confirmation process
- Admission-seeking interview



Know the Subject



- Gather background information.
- Develop a theory as to a possible motive.
- Brain quadrant exercise.

Information on Subject

- Social media platforms
- Human Resource files
- Information from supervisor
- Residence location and worth, vehicles
- Lifestyle, hobbies, what they project
- Salary, standard of living, anomalies

Brain Quadrant Exercise

_____ **Analytical**
_____ **Administrative**
_____ **Conceptualizing**
_____ **Expressing Ideas**
_____ **Integration**
_____ **Writing**
_____ **Technical Aspects**
_____ **Implementation**

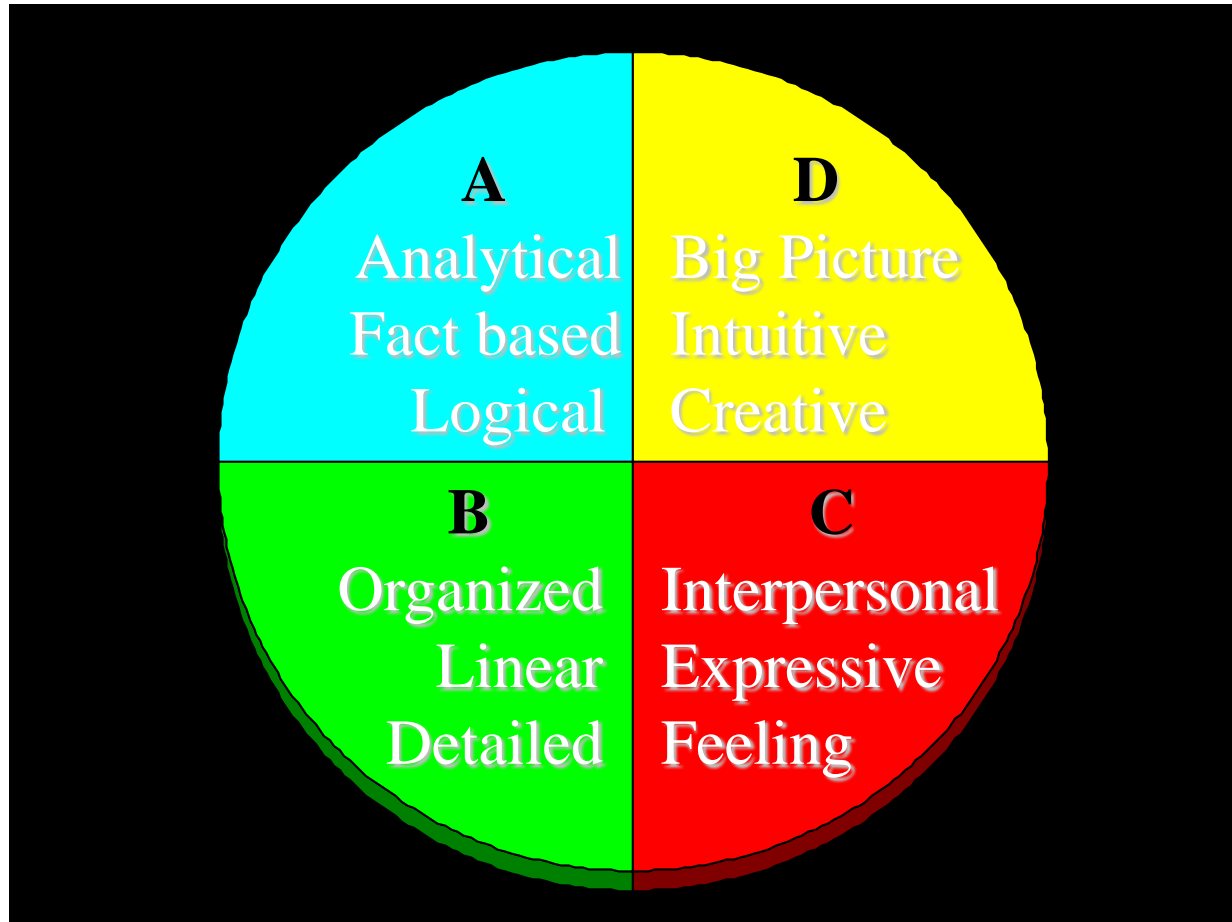
_____ **Planning**
_____ **Interpersonal Aspects**
_____ **Problem Solving**
_____ **Innovation**
_____ **Teaching/Learning**
_____ **Organization**
_____ **Creative Aspects**
_____ **Financial Aspects**

Brain Quadrant Exercise

A Analytical
B Administrative
D Conceptualizing
C Expressing Ideas
D Integration
C Writing
A Technical Aspects
B Implementation

B Planning
C Interpersonal Aspects
A Problem Solving
D Innovation
C Teaching/Learning
B Organization
D Creative Aspects
A Financial Aspects

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A

Logical
Orderly
Systematic
Brief, Precise
Critical Analysis
Like to work alone

Leaders
Abstract
Aggressive
Innovative
Like change
Big picture thinkers

D

Rules & Procedures
Like planning
Action Plans
Like Details
Building
Timely

Feelings and Values
Open Discussion
Expression
Hands-On
Listeners
Empathy

B

C

Quadrant A

- **Characteristics:**
 - **Concrete thinkers**
 - **Logical**
 - **Precise**

- **Like:**
 - **Being Challenged**
 - **Analyzing and Diagnosing**
 - **Finance and Numbers**
 - **Putting things together**
 - **Making things work**
 - **Explaining things**
 - **Solving Problems**

Quadrant B

- **Characteristics:**
 - **Organized**
 - **Consistent**
 - **Timely**

- **Like:**
 - **Establishing Order**
 - **Being in Control**
 - **Providing Support**
 - **Administering**
 - **Planning Things Out**
 - **Following Rules**
 - **Details**

Quadrant C

- **Characteristics:**
 - **Pleasers**
 - **Expressive**
 - **Team Players**

- **Like:**
 - **Working with People**
 - **Communicating**
 - **Building Relationships**
 - **Teaching/Training**
 - **Being Part of a Team**
 - **Open Discussions**
 - **Listening**

Quadrant D

- **Characteristics:**
 - **Imaginative**
 - **Visual**
 - **Impulsive**

- **Like:**
 - **Dealing with the Future**
 - **Inventing Solutions**
 - **Taking Risks**
 - **Bringing about Change**
 - **Seeing the Big Picture vice the details**
 - **Putting Together Concepts**
 - **Exploration**