HMCT Practical Exercise

**Preemployment – Pretest Admissions**

# Pretest admissions refers to the case where an examinee has made admissions prior to the test concerning any of the relevant topics. Therefore, every relevant topic assumes that an admission may have been made and should be asking if they “have reported everything about an action or behavior”, or “other than what they have disclosed, is there anything else.”

# Part 1 – Choose Topics

**Instructions:** Choose relevant topics needed for the test—keep in mind the examinee has made pretest admissions. Select from the suggested relevant topics listed below, if needed.

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| **R1** |  |
| **R2** |  |
| **R3** |  |
| **R4 (comparison)** |  |

**Suggested Relevant Topics (R1, R2, R3)**

* Unreported commission a sex crime
* Commit an act of domestic violence that was not reported
* Undisclosed scamming
* Unreported thefts of items valued of ? amount
* Unreported stealing from a previous employer (over ? amount)
* Undisclosed fired or suspended from a previous job
* Divulging confidential information at a previous job that was not reported
* Undisclosed accepting or offering bribes at a previous job
* Unreported fraud at a previous place of employment

**Suggested Comparison Topics (R4) –** The comparison topic should not assume a pretest admission has been made since any such confession would be about a very serious issue that would likely disqualify the examinee and/or require legal action, instead of a lie detection test.

*Law Enforcement:*

* Ties to gangs or organized crime
* Illegal arms trafficking
* Human trafficking
* Sabotage
* Espionage
* Exchange counterfeit money

*Commercial:*

* Exchange counterfeit money at work
* Human trafficking
* Ties to gangs or organized crime
* Violent crime
* Identity theft

Cont.

# Part 2 – Write Statements

**Instructions:** Write the statements for the relevant and comparison topics by altering the text shown in blue below in the “R1, 2, 3, and 4 - No/Yes” column. Use the text shown in gray in the “example” column as a reference but do not just copy it.

*Consider the following when writing statements:*

* *All relevant (R1, R2, R3) statements should ask about unreported, undisclosed, or concealed behaviors/acts*
* *Include 6 TRUE and 6 FALSE statements for each topic*
* *All statements must be unique*
* *Balance – all statements should be roughly the same length*
* *Each topic statement refers to the same action or behavior in corresponding topic paragraphs from instructions*
* *Keep it simple – do not use confusing wording or include spelling or grammatical errors*
* *Include time frames and other qualifiers from the pre-test instructions*

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| **R1 - No** | **Example** |
| **Have you …?** | Have you left out any illegal drugs used in the past 2 years? |
| **Did you…?** | Are there illegal drugs used in the past 2 years that you have withheld? |
| **Are you guilty of…?** | Are you lying about your illegal drug use from the past 2 years? |

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| **R1 - Yes** | **Example** |
| **Have you…?** | Have you reported all illegal drug use from the past 2 years? |

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| **R1 - False** | **Example** |
| **I admit...** | I have lied about some illegal drug use from the past 2 years. |
| **I am guilty of...** | I have hidden some illegal drugs used within the past 2 years. |
| **I have...** | I have used illegal drugs in the past 2 years and lied about it. |
| **I have been an...** | I am still concealing some illegal drugs used in the last 2 years. |

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| **R1 - True** | **Example** |
| **I have not...** | I have reported all illegal drugs used in the past 2 years. |
| **I have avoided...** | I have disclosed all illegal drugs used in the past 2 years. |
| **I am innocent of...** | I have left out no illegal drug use from the past 2 years. |
| **I have never...** | I was honest when reporting illegal drugs used in the past 2 years. |

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| **R2 - No** | **Example** |
| **Have you …?** | Have you left out a time when you bribed someone? |
| **Did you…?** | Are you lying about any time when you may have bribed someone? |
| **Are you guilty of…?** | Is there time that you bribed someone that you are lying about? |

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| **R2 - Yes** | **Example** |
| **Are you…?** | Did you report all times when you bribed someone? |

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| **R2 - False** | **Example** |
| **I admit...** | I am currently lying about a time when I did bribe someone. |
| **I am guilty of...** | I did bribe someone and am currently lying about it. |
| **I have...** | I am hiding a time when I bribed someone. |
| **I have been an...** | I have left out a time when I bribed someone. |

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| **R2 - True** | **Example** |
| **I have not...** | I have reported everything about any past acts involving bribery. |
| **I have avoided...** | I disclosed all acts of bribery from my past. |
| **I am innocent of...** | I have not withheld any acts of bribery. |
| **I have never...** | I was honest when reporting bribery from my past. |

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| **R3 - No** | **Example** |
| **Have you …?** | Are you lying about a serious crime committed as an adult? |
| **Did you…?** | Did you leave out a serious crime committed as an adult? |
| **Are you guilty of…?** | Have you withheld a serious crime committed as an adult? |

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| **R3 - Yes** | **Example** |
| **Have you..?** | Have you reported all serious crimes committed as an adult? |

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| **R3 - False** | **Example** |
| **I admit...** | I am lying about a serious crime committed as an adult. |
| **I am guilty of...** | As an adult, I committed a serious crime that I am hiding. |
| **I have...** | I have withheld a serious crime committed as an adult. |
| **I have been an...** | I committed a serious crime as an adult that I am lying about. |

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| **R3 - True** | **Example** |
| **I have not...** | I reported all serious crimes committed as an adult. |
| **I have avoided...** | I did not leave out any serious crimes committed as an adult. |
| **I am innocent of...** | Any serious crimes I have committed as an adult, I reported. |
| **I have never...** | I disclosed all serious crimes committed as an adult. |

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| **R4 - No** | **Example** |
| **Have you …?** | Have you ever associated with terrorists? |
| **Did you…?** | Do you have any association with terrorist groups? |
| **Are you guilty of…?** | Have you ever worked with or for a terrorist group? |

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| **R4 - Yes** | **Example** |
| **Have you..?** | Have you refrained from committing serious crimes as an adult? |

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| **R4 - False** | **Example** |
| **I admit...** | In the past, I have worked with a terrorist organization. |
| **I am guilty of...** | I have associated with terrorist organizations in the past. |
| **I have...** | I have had involvement with a foreign or domestic terrorist. |
| **I have been an...** | I did work with a foreign or domestic terrorist group. |

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| **R4 - True** | **Example** |
| **I have not...** | I have not had past ties to any terrorist organizations. |
| **I have avoided...** | I have never had ties to a domestic or foreign terrorist. |
| **I am innocent of...** | I have never associated with any terrorist organizations. |
| **I have never...** | Associating with terrorists is something I've always avoided. |