



OAKLAND POLICE ACADEMY

Combined Regional Emergency Services Training Oakland Community College

2900 Featherstone Road • Auburn Hills, MI 48326-2845 • www.oaklandcc.edu/police



OBJECTIVE PRE-EMPLOYMENT INTERVIEWING

Dealing Effectively With Applicant Misrepresentation Pre-employment Interviewing Techniques and Procedures For Accurate Selection Information

INSTRUCTOR: Stanley M. Slowik has undergraduate degrees in physiology and psychology and an MBA from the University of Colorado. He is a contributing author to several texts, has published numerous articles and studies and has testified as an expert witness in federal and state criminal trials, Police and Fire Commission, Civil Service, EEO, NLRB, military courts martial and various legislative proceedings. Formerly Chief Executive Officer of John E. Reid & Associates and Director of London House's Instructional Systems Division. Mr. Slowik created portions of the **Reid Interviewing and Interrogation** course. He created and directed the **Reid Interviewing For Integrity** pre-employment program and developed the London House, Inc. **Interviewing Techniques For Applicant Truthfulness** instructional course.

COURSE DESCRIPTION: It has been estimated that 30% to 80% of all resumes/applications contain false information. References either do not have or are reluctant to share employment information for fear of slander/libel suit. Drug testing is easy to defeat, polygraphs are already illegal for the private sector and psychological tests are banned in several states with federal legislation pending. Record checks are limited to those information needs for which records exist – often not the case with many critical information needs.

COURSE OUTLINE:

- Learn how to recognize the signs of verbal, vocal and visual behavior occurring during selection interviews as they relate to the widespread problems of exaggeration, fabrication, minimization, omission and deceptive denials.
- Develop interviewing techniques that encourage accurate information particularly when the applicant perceives that candor could lead to disqualification.
- Refine the ability to discuss critical but sensitive topics (dismissals, integrity, substance abuse, etc.) in ways that do not offend or alienate candidates.
- Reduce selection time and costs while improving the quality of information necessary to make accurate hiring decisions.

COURSE NAME: Objective Pre-Employment Interviewing

COURSE CODE: PBSV-5407

DATE: December 1-2, 2015

TIME: 8:00 am - 4:30 pm

COST: \$350.00

LOCATION: Oakland Police Academy
Oakland Community College
2900 Featherstone Road
Auburn Hills, MI 48326-2845
Phone: (248) 232-4220
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— This Course is MCOLES Approved —

CANCELLATION POLICY: Class reservations may be cancelled up to 7 calendar days prior to the first day of class with a 100% refund, less than 7 days, but prior to the first day of class with a 50% refund, on the first day of class with a 0% refund. All "no shows" will be charged full price. Please include the registered person's name, course name and date, your signature and date. Students are responsible for amounts not covered by third party sponsors or departments unwilling to satisfy the invoice.



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