



Analytic Interviewing

Including Cognitive Interviewing

32-Hour Curriculum

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ANALYTIC INTERVIEWING

Analytic Interviewing was the basis for the hit FOX television series “Lie to Me”. This was the first time that the interviewing technique, used to train select investigators and intelligence agents, existence was revealed to the public. No permission was granted to FOX to use the real name of the technique in the television series. None of the specially trained criminal interviewers and instructors participated in advising the television series, preserving the true scope and power of this scientifically proven interviewing technique.

Forty years of research in human deception and detection by psychotherapist have identified the skills investigators must develop to be highly effective interviewers and detectors of deception. Experienced intelligence officers, undercover agents and homicide investigators collaborated with some of the 20th centuries leading researchers to develop this powerful interviewing approach.

Analytic Interviewing is taught to Military Intelligence officers and Special Operations.

The 1990's have been called the decade of the brain. During that period, more was learned about the brain and the mind than the entire previous history of neuroscience and psychology. Advances in technology allowed scientists to directly record the activity of single neurons or group of neurons and relate that activity to specific mental states. Unprecedented work was conducted regarding the cognitive process, emotions and the impact of human interaction on the human mind, resulting in significant discoveries and applications for investigators. Researchers in neuroscience are confirming why the Analytic Interviewing approach is so powerful.

Researchers tested 13,000 law enforcement officer, judges and psychologist to evaluate their ability to detect deception. Only 29 were able to detect deception over 80% of the time in all three forms of human deception. The 29 were given the title of “Truth Wizards”. Researchers identified what enabled “Truth Wizards” to successfully and consistently detect deception.

This course develops specific nonverbal, social intelligent and emotional intelligent skills that we as humans are genetically predisposed to learning and using in human interaction. The curriculum includes techniques used to train doctoral students in counseling psychology to help participants experience and learn specific skills essential for reading people.

Detecting deception in the blink of an eye? This course *trains* participants to read facial expressions that occur in 1/25 to 1/2 second: called micro-expressions. Micro-expressions reveal hidden emotions or deception. The ability to detect micro-expressions gives the interviewer powerful insight into what the interviewee is feeling and thinking. Body language is how we cope with the emotions.

Analytic Interviewing provides investigators and undercover agents the advanced interpersonal skills and confidence to fully realize their potential in quickly and accurately assessing people and situations, managing the interview process, and obtaining accurate, detailed, truthful information.

Cognitive Interviewing

In 1999, the U.S. Department of Justice adopted the Cognitive Interviewing technique as the standard for interviewing victims and witnesses for Eyewitness Evidence collection. The technique is endorsed by the Force Science Institute as the standard for interviewing law enforcement officers involved in a "use of force" incident. The technique was expanded for use to get detailed statements from suspects.

Our senses detect 70-80% of the activity in our presence, but we are only able to consciously recall 10-20% and significantly less following a traumatic incident. Cognitive Interviewing is the most powerful information retrieval technique developed by psychotherapist to help accurately and truthfully retrieve most of the activity captured by our senses during a traumatic incident.

TENTATIVE COURSE SCHEDULE

8:00-11:00	Introduction Learning interpersonal communication skills Perception
11:00-12:00	Lunch
12:00-1:00	Eight types of nonverbal cues
1:00-2:20	Emotional intelligence skills
2:30-3:50	Unmasking the face and emotions behind it
4:00-5:00	Interview preparations

Day2

8:00-8:50	Interpersonal observation skills
9:00-9:50	Reading micro-expressions
10:00-11:00	Interpersonal listening skills
11:00-12:00	Lunch
12:00-1:50	Responding skills
2:00-5:00	Rapport building Norming, Mirroring, Leading, and Anchoring

Day 3

8:00-8:50	Information Processing – Cognitive and Emotional
9:00-11:00	Cognitive Interviewing
11:00-12:30	Lunch
12:30-5:00	Cognitive Interviews

Day 4

8:00- 9:30	Questioning techniques
9:30-11:00	Detecting deception
11:00-12:00	Lunch
12:00-12:50	Detecting deception Obtaining the Truth

The course material is taught in a very specific sequence. The curriculum begins with the most fundamental interpersonal skills preparing the foundation to enhance participant proficiency with more advanced blocks of instruction. The curriculum will be taught using a skills-based approach.

DETAILED DESCRIPTION OF 5-DAY COURSE ANALYTIC INTERVIEWING-COGNITIVE INTERVIEWING

Power of Analytic Interviewing and the Analytic Approach

The development and philosophical approach of Analytic Interviewing. Why and how Analytic Interviewing works. Rules of Analytic Interviewing.

Eight Categories of Nonverbal Cues

How nonverbal cues and respect are interconnected and why it is important in the interview process. What are the specific nonverbal cues that researchers found have a high probability of deception. Understanding and applying chronemic and haptic nonverbal cues to manage the interview process. Why norming behavior is critical for successful interviews. This instruction builds an essential foundation for understanding specific nonverbal cues used in later blocks of instruction.

Emotional Intelligence

The reason we have difficulty detecting deception is because hidden emotions and deceptive behavioral cues are identical. This block of instruction enhances the interviewer's ability to manage their own emotions and the emotions of interviewees to help clear the emotional clutter and enable the interviewer to more easily and accurately detect deception. 40-years of research in the psychological field of Human Deception and Detection have found that detecting deception is an advanced Emotional Intelligence skill.

Unmasking the Face and Emotions behind It

What are the seven universal emotional facial expressions? What muscles are used in the face to accurately communicate these specific emotions? Reading facial emotions accurately and quickly on both halves of the face. Reading two facial emotions simultaneously.

Fundamentals of Interview Preparation

Creating an environment that encourages cooperation. Posturing and positioning to maximize interviewer's ability to accurately and quickly assess and read interviewees. Being creative under the circumstances.

Interpersonal Observation skills

What are we looking for to make inferences about the interviewee's energy level, quality of relationships, anchors, hotspots and feelings? Used in conjunction with other skills taught in this course, participant's ability to quickly and accurately assess people and situations is significantly enhanced.

Reading Micro-expressions

Participants are trained to read facial expressions lasting the blink of an eye (1/15th of a second). Micro-expressions reveal either hidden emotions or deception. Micro-expressions are a powerful source of information to provide high quality and effective questions to get to the truth.

Engaged Listening skills

What are we listening for to assist the interviewer is asking pertinent, detailed questions? Techniques used to train doctoral students in counseling psychology are used to help participants become more proficient at engaged listening. Engaged listening reduces the effect of interjecting the interviewer's own biased perception into what the interviewee is actually saying.

Responding

This pivotal skill builds on all of the previous skills addressed to help the interviewer understand what the interviewee is saying, feeling and doing. Responding is one of the key components to triggering a detailed and truthful confession. Proficiency in responding determines the true proficiency of an interviewer and is the foundation for all subsequent blocks of instruction.

Establishing Rapport and Control

Discusses and demonstrates a wide range of subconscious rapport building techniques. How to build effective rapport. Why is rapport important for encouraging interviewee participation? Rapport can create guilt when the suspect does not feel guilty about the offense. What is an anchor? How to use the subconscious power of anchors to help motivate interviewees to cooperate during the interview process.

Cognitive Interviewing

Developed to obtain detailed and accurate information from victims, witnesses and suspects of traumatic events. Experience interviewing strategies to help the interviewee's point of reference. In 1999, the U.S. Justice Department adopted Cognitive Interviewing as the standard for interviewing victims and witnesses. Since that time, further research and application by criminal interviewers learned how to use the technique to interview suspects, particularly in conjunction with the Analytic Interviewing technique.

Information Processing

Take your communication skills to new levels of understanding. Learn how you process information. How to use terminology to build rapport and generate higher quality, detailed information from others.

Asking Questions/Preventing Deception by Omission

Experience one of the most comprehensive and powerful blocks of questioning techniques taught in any training course. What to ask to expose deception by omission. What to say and questions to ask when you don't know what to ask next. The power is in its simplicity!

Detecting Deception

This portion of the presentation pulls all the pieces of the puzzle into one comprehensive picture and demonstrates the criteria used to detect deception accurately. Analytic Interviewing is also designed to avoid false positives, false confessions and Othello Error.

Obtaining the Truth

What do we do when we detect deception? Why demonstrating respect at the beginning of the interview is now used to discourage deception and a lack of cooperation. How rapport and anchors encourage cooperation. How to influence the sympathetic and parasympathetic nervous system to encourage detailed, truthful statements and discourage deception and uncooperative behavior. Ending the interview using the Closing Technique.

Example of the many testimonials:

“As a seasoned investigator who spent seven years working person’s crimes I always prided myself as a good interviewer. Through the years I attended various interview and interrogation classes trying to hone my skills. In 2017, I attended the Analytic Interviewing class with Tab and Mary. I was able to see that a lot of things that took me years to learn were being taught in this course. As the Division Commander this training is a must for my investigators. I believe this training is an absolute must have tool in today’s policing.”

Jerry Saulters
Criminal Investigation Division, Captain
Athens-Clarke County Police Department
Athens, Georgia

“This was one of the most needed courses I have taken during my career as a law enforcement officer. I am excited about trying some of the techniques. I would recommend this course to everyone that wants to improve their skills.”

Samuel Gardner
Background Investigations Unit, Lieutenant
Jackson Police Department
Jackson, Mississippi

“This is one of the best courses I’ve attended in 18 years of law enforcement. This is a course I wished I would have been exposed to at the start of my career. This course will become a new standard for our agency. I will be able to apply these new skills in every aspect of my professional and personal life. This is far more than just another interview course.”

Bryan Carlisle
Assistant Chief
Shenandoah Police Department
Shenandoah, TX

“I have attended many courses during 37 years of military and police service combined. I will say that this is the best course I have attended. Well worth the cost.”

Tony Fuqua
Criminal Investigations Division, Lieutenant
Foley Police Department
Foley, Alabama

What a superb course! You both were terrific at presenting and explaining the material, and I will definitely be incorporating these techniques into my future interviews. It’s rare and refreshing to encounter professionals who can both “Do” and “Teach”!

Tom Witherington, Polygrapher
Criminal Investigations Division, Sergeant
Alachua County Sheriff’s Office
Gainesville, Florida

INSTRUCTOR BIOGRAPHIES



Mary Daugherty, Senior Special Agent with the Bureau of Alcohol, Tobacco and Firearms, is considered to be the *best of the best* in Analytic Interviewing as a criminal interviewer and instructor. Until recently, Analytic Interviewing was only available to select criminal investigators, intelligence officers, military intelligence and special operations.

Researchers in psychotherapy call her the ultimate lie detector. The title of “Truth Wizard” was bestowed upon her by researchers as she can accurately detect deception over 80% of the time in all three areas of deception. When in control of the interview process, detection rises to almost 100%.

Agent Daugherty began her 24-year career at ATF with the Arson and Explosive group. Later she worked as an undercover agent for ten years infiltrating the most violent and dangerous criminal organizations in Texas: including the Jamaican Posse street gang; Chinese organized crime; Mexican Mafia; Bandito motorcycle gang; street gangs involved in violent home invasions, etc. During an 18-month undercover investigation involving the Texas Syndicate, Agent Daugherty and a female partner, personally purchased weapons and narcotics from members paroled from the Texas prison system. The investigation resulted in 140 Felony cases with a 100% conviction rate. They were honored by the 100 Club of Houston as "Officer of the Year" for the Gulf Coast region of Texas.

Agent Daugherty became involved in an investigation of a group converting semi-automatic rifles to fully automatic. In addition to conducting surveillance and debriefing the undercover agent, she acted in the capacity as the undercover agent’s girlfriend. On February 28, 1993, Federal Agents with the Bureau of Alcohol, Tobacco and Firearms were ambushed while executing a lawful search warrant on the compound where the group lived. Assault rifles opened fire as agents dismounted from their vehicles. Agent Daugherty was the last agent to exit the cattle trailer as it was being destroyed by .223 and .50 caliber weapons fire. During the intense 90-minute long gun battle, 4 agents were killed and 19 were wounded. Agent Daugherty only sustained a rifle round through the pocket of her uniform pants which struck an agent behind her. After being involved in the largest gun battle in U.S. law enforcement history, Mary was one of the last ATF agents to leave the grounds of the compound. On the third day of the ensuing standoff, Agent Daugherty and another agent met with members of the Branch Davidians to remove the first two children from the compound. She was able to obtain invaluable intelligence concerning casualties and conditions inside the compound. As result of this experience, she became a negotiator attached to a Federal Special Response Team.

Mary became an internationally renowned instructor with the Institute of Analytic Interviewing, Inc. (IAI), training the trainers for government agencies in the U.S. and abroad. As the lead instructor with IAI, Mary worked with Dr. Paul Ekman, Dr. Mark Frank, Dr. Maureen O’Sullivan and Dr. Ed Geiselman learning and applying the latest and most advanced scientific research available in interviewing techniques.

Agent Daugherty received ten commendations from ATF, FBI, DEA, U.S. Immigration and Customs, and the U.S. Attorney’s Office.

In addition to her case load, she instructed Interviewing and Undercover School for ATF for 14 years at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA. As a certified instructor for the Department of the Treasury and Department of Justice, Mary has instructed thousands of Law Enforcement officers/agents at numerous conferences and training programs.

Senior Special Agent Daugherty finished her career as an ATF Intelligence Officer assigned to the FBI Joint Terrorism Task Force.

The remainder of her biography is still classified top secret by the U.S. Government.



Tab W. Cooper is quickly becoming internationally recognized for his skills-based approach to modifying participant behavior to enhance a wide range of interpersonal skills, personally and professionally.

During his 20-year law enforcement career, Tab served as patrol officer, investigator, firearms instructor and commander. He held a Master Peace Officer certification through the Texas Commission on Law Enforcement. He still holds an Instructor certification through TCOLE. Tab earned a Bachelor's of Science in Criminal Justice - Law Enforcement and Police Science from Sam Houston State University. While working as a police officer, he completed a Master's Degree in Business Administration from SHSU. He later completed 36 hours of additional post-graduate courses in management, communication studies and business communication.

Tab is a graduate of the 9-week Texas Leadership and Command College (LCC). While a police captain at SHSU, he expanded the required LCC research paper "Crime on Texas University Campuses" and created a statistical model that could predict the number of Part I UCR offenses on individual University campuses based on specific demographic characteristics of the University and the local community. The study was designed to help University police departments refine their crime prevention strategies. The results of the study and the statistical model were published in 1995.

In 1997, Tab joined the Law Enforcement Management Institute of Texas (LEMIT), a Texas state agency, as Project Coordinator developing and coordinating the first mandatory police chief management and leadership training program in the U.S. He also helped develop and coordinate the New Chief Development Program and the Command Staff Leadership Series. Tab finished his 4½ year tenure with LEMIT as coordinator of the 9-week Leadership and Command College (LCC).

As a result of thousands of conversations with police administrators and thousands of hours of personal leadership and management training, Tab began a quest to develop an innovative new leadership training course. The goal of the leadership course was to close the gap between management and leadership theory and their practical application for police supervisors on the street.

In 2002, Tab left LEMIT and began working with Dr. Stephen Sampson, renowned Counseling Psychologist, social intelligence instructor, and protégé of Dr. Carl Rogers and Dr. John "Jack" Blakeman. Tab travelled with Dr. Sampson throughout the United States assisting with training seminars teaching techniques to enhance social and emotional intelligence skills.

He continued his professional development as a Business Communication lecturer at Sam Houston State University in 2006. Tab taught a variety of business communication courses during his seven years with the College of Business Administration applying his experience, advanced training, research and extensive post-graduate education in the fields of management, leadership, communication studies, business communication and counseling psychology. He retired in August 2013 to begin instructing to federal, state and local law enforcement agencies.

Tab has published a number of research articles in police and academic journals. Tab spent over a year conducting the first quantitative research study of its kind and was published in the International Journal of Management & Information Systems, "Constructive Supervisory Confrontation: What Employees Want."

Tab is also certified as an instructor in Analytic Interviewing and Cognitive Interviewing by the Institute of Analytic Interviewing.