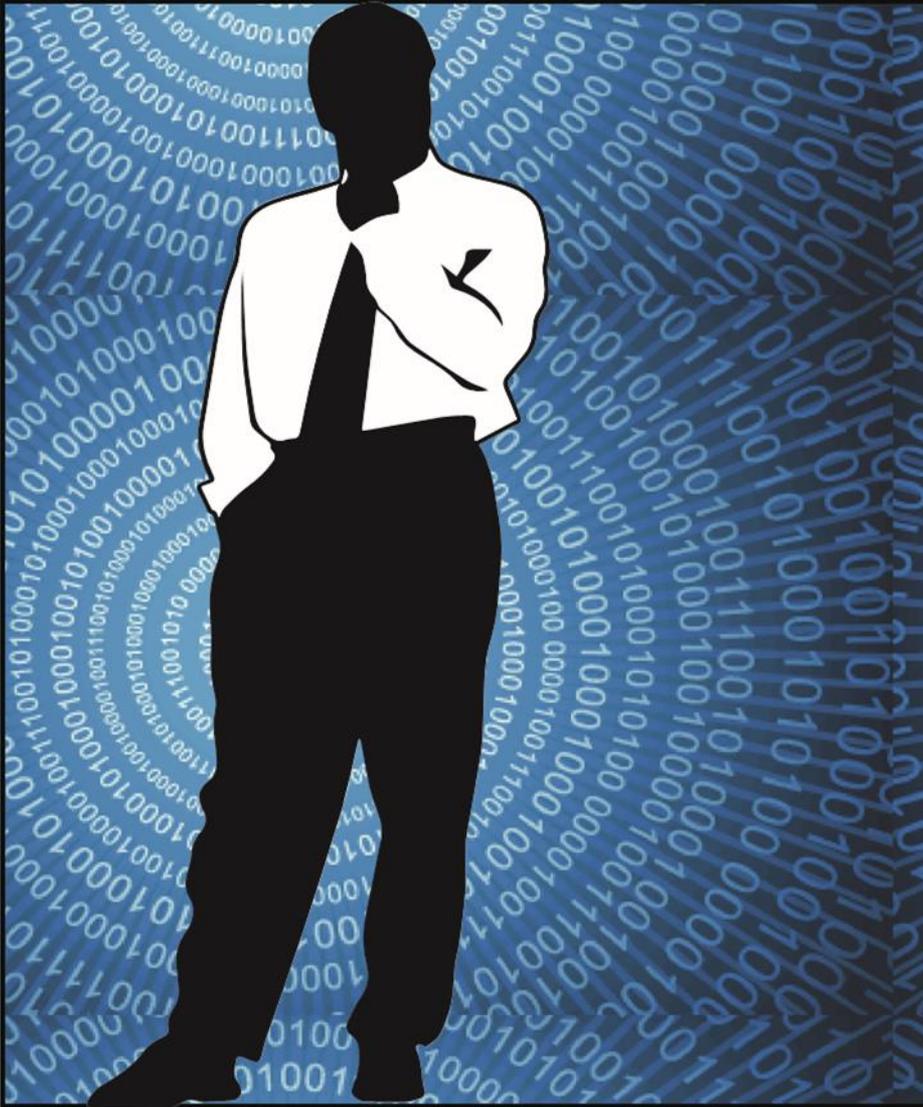


DECODING



THE BODY

Interviewing for Engagement

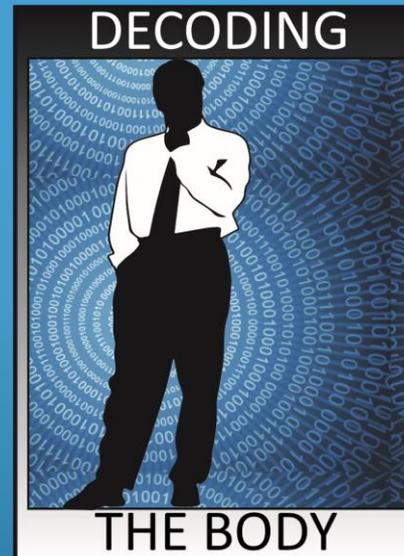
By
Tadd Downs

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ABOUT THE SPEAKER

The founder of Decoding the Body, Tadd Downs, has more than 22 years of experience in state and federal law enforcement. This unique experience has afforded him the opportunity to conduct thousands of interviews and obtain truthful answers resulting in countless confessions. Let him help you develop an investigator's mindset and teach you how to decode the body during employment interviews.



Do forget to get Tadd's new book:

USING THE INVESTIGATOR'S MINDSET

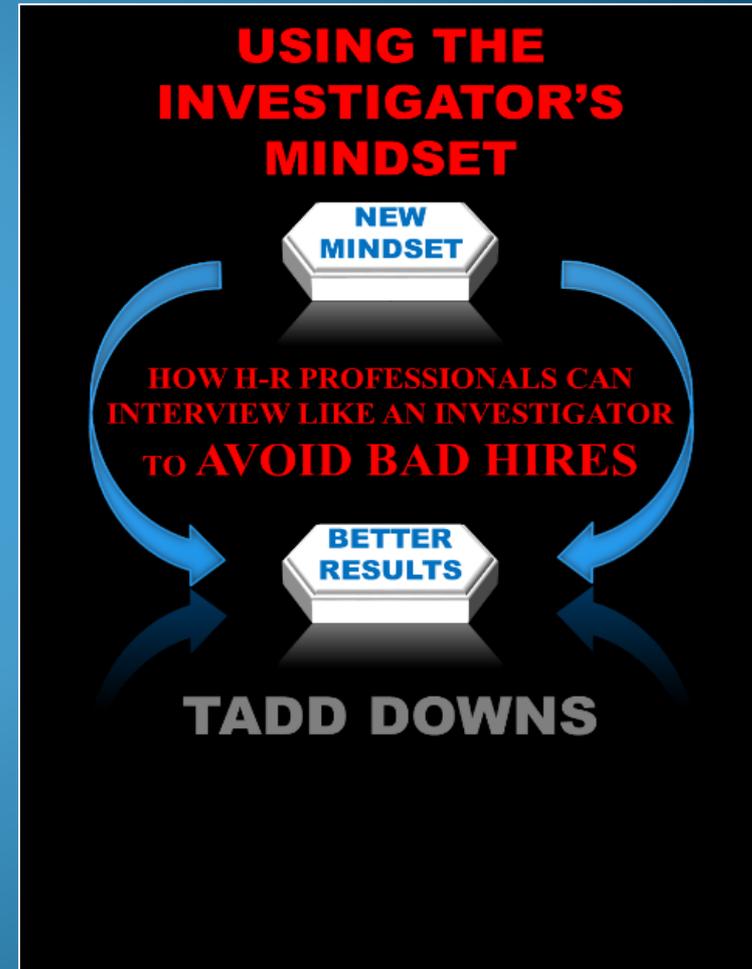
By using innovative, non-confrontational interviewing techniques developed by the author, you can reduce your bad hires significantly, and make a better-informed hiring decision. In this book you will learn how to:

- * Maximize your results, through the interview structure;
- * Strip away your applicant's impression-management techniques;
- * Obtain truthful answers from your applicants;
- * Recognize the Seven Universal Emotions to better understand what your applicant is *REALLY* saying;
- * Be better at vetting your prospective employees.

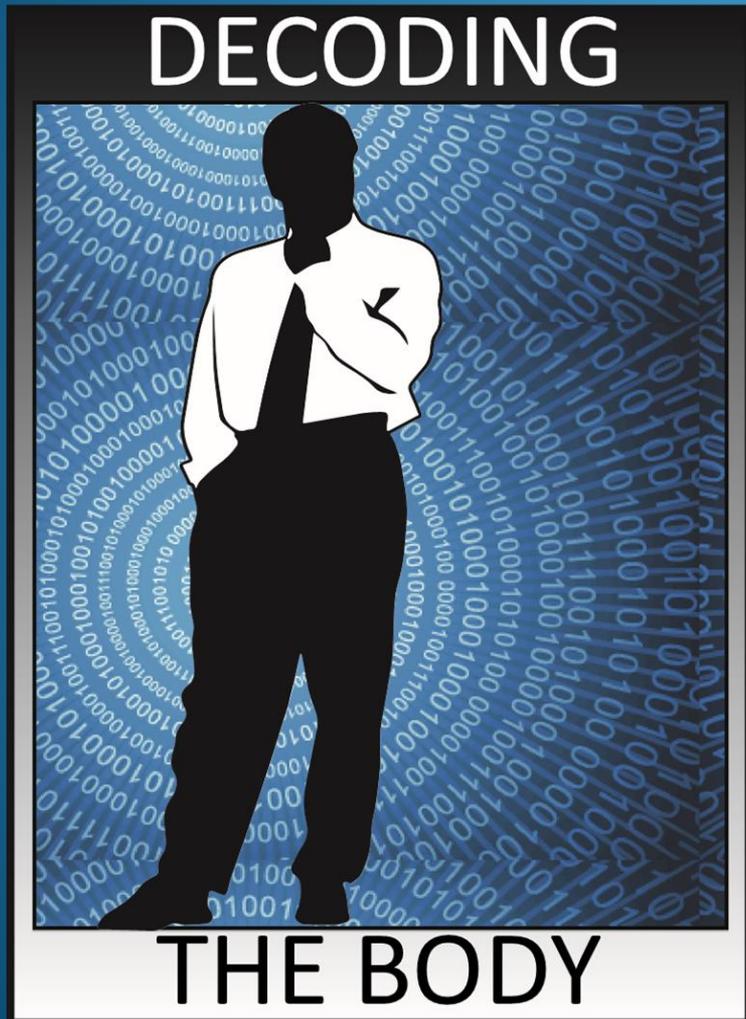
You will learn that the hiring process and conducting an investigation have a lot more in common than you may think. Once you start to develop and use The Investigator's Mindset, you will see a dramatic decrease in your bad or problem hires.

BONUS CONTENT

Also included is "*Interviewing for Engagement.*" Once you have learned the techniques in the book you will be ready to Interview for Engagement. Wouldn't it be nice to know, prior to hiring, if your prospective applicant has the potential to become an engaged employee? Now you will.



Ladies and Gentlemen of SHRM,



I am delighted to be speaking at the Montana State Council, 2017 Conference. The slides contained herein are an outline of what I will be presenting during the pre-session. While the following outline is limited, I assure you that the pre-session will be full of insightful and pertinent information on *Using the Investigator's Mindset to Avoid the **Bad** Hire*. Please join me so I can help you in developing your investigator's mindset.

Part 1

The Importance of Nonverbal Communication in Avoiding the Bad Hire

- I. Communication
 - a. Nonverbal
 - b. Verbal
- II. The Importance of Nonverbal Communication
- III. Why We Ignore Nonverbal Communication
- IV. The Relationship Between Nonverbal and Verbal Communication
- V. What Drives Our Nonverbal Communication - Emotion
 - a. The Seven Universal Emotions
- VI. Guidelines or Rules For Reading Nonverbal Communication
- VII. Basic Nonverbal Communication
- VIII. Mirroring
- IX. The power of touch

Part 2

Using the Investigator's Mindset – A New Mindset For New Results

- I. Developing the Investigator's Mindset
- II. Hiring and a Criminal Investigation – More in Common than You Think
- III. The Resume Review – From an Investigator's Perspective/Mindset
- IV. Social Media and Open Sources Searches
- V. Pre-Interview Preparation and Considerations
- VI. The Interview Using Behavioral Analysis
 - a. The Fluff
 - b. The Pressure
 - c. The Release