

## For Clients...

### Get to The Truth:

- Body language and careful probing can reveal if you are being told 'porkies' at interview!
- Qualifications - Check qualifications by asking to see the candidates original certificates.
- Gaps - Look out for periods on the CV that are not satisfactorily accounted for.
- Question Carefully - Probe your interviewee for areas where they seem hesitant or evasive.
- Body Language - Watch closely for subtle body language that could signal lying; such as scratching the face, shuffling, covering the mouth, evading eye contact.
- Voice - Listen to your candidate's intonation; a raised tone of voice can indicate stress or even lying.
- Take up References - Don't bother with personal references, if they've had no previous paid employment, talk to someone who has worked with them on a volunteer or extracurricular basis. Please note: you should always have your candidate's permission to contact referees.



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