



Verify Polygraph

SCREENING & RISK MITIGATION

Polygraph testing as a tool
within recruitment and daily
operations for Companies and
Employers



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VerifyPolygraph – Screening & Risk Mitigation

Pre-Employment Polygraphs

Hiring on a whim or not knowing the history or character of your candidate very well could open the company to the risk of theft, fraud or other dangers. Pre-employment polygraphs are an ideal way to get to know your candidate and anyone with a clear conscience should have no reluctance in taking such a requested test.

Pre-employment polygraphs are an effective method of ironing out any irregularities and sets the base for a secure and honest working relationship.

The test has, on numerous occasions, detected drug abuse and alcohol consumption cases in the workplace, other petty offences and even prospective employees being caught out with false IDs, qualifications and references.

Routine / Periodic Polygraphs

Implementing these tests on a quarterly basis to key personnel or known problem areas periodically within the company creates a culture of honesty and is a deterrent for wrongdoing.

We have seen a drop-in losses in revenue and stock where this method has been employed and utilized across all sectors from service to sales, production or manufacturing and mining industries.

Specific Polygraphs

This service is mostly utilized once an incident has occurred. The polygraph test is there to both prove the innocence of the “not guilty” and the guilt of any perpetrators.

Polygraph tests are quick and efficient and can eliminate the need for lengthy investigative processes. It is important to remember, however, that no one is legally obliged to undergo a polygraph test, but that reluctance to take one can arouse suspicion as to the reasons for declining

Truth always comes out.
It's one of the fundamental rules.
And when it does it can set you free or
it can end everything you've fought for.

Benefits to the Company:

- The Implementation of Pre-Employment and Periodic polygraph tests, within your company would reduce the need to utilize the specific polygraph test, and reactive actions taken by HR and the relevant departments, within your industry in the event of theft or dishonesty, by pre-emptive action and mitigating the risk before you suffer the financial loss.
- The company would have a better character employee, and HR could appointment with peace of mind.
- Through utilizing periodic testing, you are culturing a constant awareness of the requirement to maintain honesty and dignity and employees will be thinking carefully before risking their career on temptations knowing that a periodic test is on the horizon.



Please get in touch with us if you have any requirements that we can assist with or queries that we could advise on:

We deliver a broad range of services that guarantee measurable results and a positive impact on your business. Please contact us for more information or specific requests

Frequently asked Questions

WHAT IS A POLYGRAPH ?

The polygraph is an instrument that measures some of the physiological changes that take place in the human body when a person tells a lie. This instrument simultaneously measures: thoracic and abdominal breathing patterns, changes in the blood volume and the resisting of electrical sweating.

This instrument is also referred to as a "lie detector". "Polygraph" originates from the Greek language and literally means "multi writer". In other words, the polygraph measures multiple reactions, allowing for proper comparison and evaluation and sets it apart from the other less accurate devices that only measures one reaction.

A SHORT VERSION OF THE HISTORY OF THE POLYGRAPH

To detect deception is as old as mankind itself. Different methods have been employed to detect deception. In modern time, more scientific methods have been developed to uncover deception.

C Lombroso was the first person to utilize an instrument for the purpose of detecting lies in 1895. He measured the changes in blood pressure and in pulse rate with a hydrosphygmograph. The first person – J Larson (1921) to use a continuous method of recording changes in blood pressure and pulse rates and more than one recording to detect deception. L Keeler (1926) developed a more complexed recording instrument, utilizing blood pressure change, pulse rates and respiration. The Galvano graph was added in 1936. In 1974 the first electronic polygraph was introduced by Stoelting Co. In today's modern society, most examiners use computerized polygraph instruments.

An improved questioning technique by adding control questions was developed by Reid in 1952. In 1948 the first polygraph school was opened by L Keeler. Backster developed the Zone Comparison question technique in 1961. Many studies on the polygraph have been conducted in the USA over the years and continuous research and development is taking place in these fields.

HOW DOES A POLYGRAPH WORK?

When any person perceives a threat, the body automatically reacts to the threat. This reaction is referred to as the "fight or flight" reaction. The body readies itself either to fight off the threat or to flee. When someone tells a lie, it is because for some or other reason, the truth constitutes a threat to that person. Consequently, certain physiological reactions take place in the human's body which this person cannot control and which they can be measured by the polygraph (Read more on the website for more details - "Human Physiology: a basis for the detection of deception").

The polygraph instrument collects physiological data from a minimum of three systems of the human body. Pneumograph tubes are placed over the examinee's chest and abdominal area to record the breathing patterns and finger plates are attached to the fingers to record the sweat gland activity. A blood pressure cuff will then also record cardiovascular activity. The reactions are charted by the polygraph instrument and reflected on charts printed from the recordings.

WHAT PROCEDURES ARE FOLLOWED DURING A POLYGRAPH?

A typical polygraph examination will include 4 periods which is referred to as a pre-test phase, a chart collection phase, post-test phase and a test analysis phase. This procedure usually takes up to 1 to 1½ hours and is done one on one.

- **Pre - Test phase**, the polygraph examiner will complete required paperwork and explain the theory of the polygraph in an understandable way to the examinee. The examinee/s will be given the opportunity to discuss their roles or perceptions in the case under investigation and to provide relevant information. During this period, the examiner will discuss the questions to be asked and familiarize the examinee with the testing procedure.
- **Chart Collection phase** - During this phase the examiner will administer the examination and collect several polygraph charts. No questions will be asked during the examination that have not been discussed and reviewed with the examinee.
- **Post-Test phase** - the examiner will do an analysis of the charts and render an opinion true to the person taking the test. Further analysis of the charts collected might be necessary in certain circumstances and the results will then be released with the report, otherwise a preliminary verbal result is given to the authorized person. The examiner, when appropriate, will offer the examinee an opportunity to explain physiological responses in relation to any questions asked during the examination.

HOW ACCURATE ARE THE POLYGRAPH RESULTS?

In 250 different studies conducted in this regard over the past 75 years, the preponderance of available information indicates that the polygraph technique is to be reliable in as much as over and above 98% of specific issue investigations. This proves the polygraph is more reliable than most, if not overall the other conventional methods of investigation.

CAN A PERSON BE COMPELLED TO TAKE A POLYGRAPH EXAMINATION?

Unless stipulated in a contract, no person can be compelled to undergo a polygraph examination. However, it must be kept in mind that the polygraph is a quick and effective tool to assist in any investigation and could be the quickest and most effective way of excluding an innocent person from the continuous investigation

CAN NERVOUSNESS AFFECT THE EXAMINATION RESULTS?

The polygraph technique allows for a person's general nervous tension. Most people will be nervous before and during a polygraph examination. This however only affects the level from which recordings are made and does not affect the result of the examination., in other words the level of nervousness will affect the individual's physiological baseline, but it will not be affected by the variations on the baseline and consequential result of the examination.

WHICH AREAS WILL NOT BE INQUIRED TO DURING A POLYGRAPH EXAMINATION?

No examiner will ask any questions about any the following areas during an examination:

- religious beliefs or affiliations
- beliefs or opinions regarding racial matters
- political beliefs or affiliations
- beliefs, affiliations or lawful activities regarding unions or labor organizations
- sexual preferences or activities

SUBSTANTIATING TRUTHFULNESS BY TAKING A POLYGRAPH EXAMINATION.

It often happens that a person is unfortunately or unjustly implicated in a crime or marked as a target for accusations or inferences. In many cases, there is no way in which those concerned can restore the trust or protect their reputation from the harm of careless accusations. The polygraph examination provides an excellent opportunity to restore the trust between employee and employer and creates an unequalled opportunity for such individuals to substantiate their truthfulness and prove their innocence.

INVESTIGATIVE AGENCIES MAKING USE OF THE POLYGRAPH

Most agencies have found that the polygraph can be used most effectively to limit the number of suspects. The results can normally indicate which person/s was involved in the investigated matter, and in some instances admissions of guilt are obtained during or after a polygraph examination. However, it must be stressed that the polygraph does not replace an investigation.

The polygraph is a valuable aid in investigations and can add valuable information to any investigation. The polygraph helps to focus the investigation, and for this reason saving time, money and manpower. This procedure helps to establish the possibility of involvement of honest persons implicated in a case quickly and efficiently.

HOW CAN THE POLYGRAPH HELP BUSINESSMEN OR MANAGERS?

A polygraph test can also assist in helping to provide information regarding the integrity of worker/s quickly and accurately. Therefore, it can be of great value in the appointment of personnel and also to establish the culpability in cases of employee theft or fraud. It is therefore suggested that the polygraph is an invaluable aid in any personnel integrity maintenance program.

HOW CONFIDENTIAL IS A POLYGRAPH EXAMINATION?

Every effort is made to ensure the privacy and security of an accused and the client's information. All files are restricted to those immediately involved in the procedure. The result of an investigation or even the fact that an examination was conducted is carefully guarded information. The information will only be disclosed to those who (and others as may be required by due process of law) is entitled to the facts concerning the results.

HOW DO YOU SELECT A POLYGRAPH EXAMINER?

When choosing an examiner, it is very important to ensure that the individual is fully qualified from an accredited polygraph school and is a registered member of a South African Polygraph Federation or Association. Only reputable polygraph companies with a proven track record and proper references should be considered.