

# INTERVIEWING BASICS

Senior Trooper Detective Andy Shank

Indiana State Police

Organized Crime and Corruption Unit

# Background

- ▣ 1999 Graduate of American University in Washington, D.C.
- ▣ 2011 Graduate of Indiana University School of Law, Indianapolis, IN.
- ▣ State Trooper since 2001
  - First 2 years at Lowell Post (Gary, East Chicago, Hammond)
  - 3 years on Governor's Security Executive Protection
  - 5+ years in investigations primarily assigned to FBI as a Task Force Officer
    - ▣ Mortgage Fraud
    - ▣ Financial Crimes
    - ▣ Public Corruption

# Experience

- ▣ William Conour
- ▣ Brian Eads
- ▣ Alan Mizen
- ▣ Daniel Rodden
- ▣ Indy Land Bank
- ▣ Kevin Small/Civil Rights

# Pre-Interview

- ▣ PREPARATION, PREPARATION, PREPARATION
  - Situation
  - Motivation
  - Attitude
  - Evidence
  - Interview Setting
  - Unrelated baggage
  - Use your network of contacts for intel
- ▣ Timeline
  - All events from all data sources

# Interview

- ▣ Every interview is different
- ▣ Don't be the first to be confrontational
- ▣ Let them bury themselves
- ▣ Don't pounce too early
  - Multiple lies hard to explain
  - Single lie can be explained as an oversight or one time lapse in judgment
- ▣ Be in control, without being overly domineering

# Interview

- ▣ Don't glare
- ▣ Empathize. Fake it! A person who feels they are being judged will shut down
- ▣ Don't bluff unless...
  - No other option
  - Confident they can't call your bluff
- ▣ If appropriate, minimize why you're there
  - Blame your boss or "stupid" procedures
  - Gives impression you don't care and tempts them to try and outsmart you

# Interview

- ▣ Don't be in a hurry
  - Build rapport by talking about ANYTHING
- ▣ Swallow your ego
  - Letting them think they have the upper hand is not a bad thing. You are an actor.
- ▣ Don't interrupt, unless it's time to take back control
- ▣ Embrace silence. It's them who is uncomfortable

# Post-Interview

- ▣ Compile the lies
- ▣ Follow up call/Interview
  - Confirm false statements
  - Possibly not essential for state cases



# Training

- ▣ Reed School
  - Get funding to attend

# Contact Information

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