



Deception in Selection: Interviewees and the Psychology of Deceit

Max A. Eggert

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The latest research suggests that 33% of people lie deliberately to achieve employment. The costs of mis-hires are significant in terms of management time, selection and reselection costs and potential legal costs. There are 101 opportunities for applicants to economize with the truth, exaggerate or simply lie, both on their CV and at interview. They may be desperate in a competitive job market; they may think that exaggeration is an expected part of the process or they just rely on the fact that many employers still fail to make the most rudimentary of checks of what they are told. Max Eggert's Deception in Selection will help you, the recruiter, to understand how and why candidates deceive. The book examines proven techniques and tactics to balance the interview game, to restore equity in the face of the clever approaches that sophisticated candidates bring to the interview. Although there is no foolproof way of identifying deception, you can, with practice, become amazingly accurate if there is a commitment to master the basics. The object of this book is to learn how to detect more effectively the fabrications that candidates present in selection situations that would have a direct adverse effect on their performance in the job. Reading it will encourage you to look at lying and truth telling in a new light and discover how pervasively lies and self-deception influence selection decisions. This is a must read guide from a best-selling business author for all those who participate in the selection process.



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