



MAG-SEC-01 WS-2 — Interview Log & Deceit Indicator Tracker

Complete after Worksheet 1. Conduct reference conversations before the candidate interview. Sequence is not optional.

Worksheet 2 of 3

BOTTOM LINE UP FRONT

The interview is a collection operation. You control the agenda. The candidate does not know what you already know. Record behavioral notes immediately after — not during — the interview. Reference conversations happen before the interview, not after.

Candidate Name

Date of Investigation

Investigator

Interview Location

Start Time

End Time

Others Present

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SECTION 1

Reference Elicitation Log

BACKGROUND REFERENCES — verify history, employment, prior group membership, departure circumstances. Complete before the candidate interview.

Background Reference 1

Verifies factual history — employment, group memberships, departure circumstances.

Name

Relationship

Known how long

How / when known

Reference Knowledge Depth

	Deep — describes specific incidents, behavior under pressure, failure and recovery
	Moderate — knows candidate well in one context, limited view of other domains
	Surface — general positive impression, no specific incidents or cross-context knowledge
	Coordinated — suspiciously aligned vocabulary or themes with other references

Key statements, hesitations, and behavioral observations

Inconsistencies vs. candidate's stated history (note topic)



Background Reference 2

Verifies factual history — employment, group memberships, departure circumstances.

Name	Relationship	Known how long	How / when known
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Reference Knowledge Depth

	Deep — describes specific incidents, behavior under pressure, failure and recovery
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	Surface — general positive impression, no specific incidents or cross-context knowledge
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Key statements, hesitations, and behavioral observations

Inconsistencies vs. candidate's stated history (note topic)

Background Reference 3

Verifies factual history — employment, group memberships, departure circumstances.

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Key statements, hesitations, and behavioral observations

Inconsistencies vs. candidate's stated history (note topic)



UNINSTRUCTED REFERENCE — Not listed by candidate

A reference developed through OSINT or background reference work who was not listed by the candidate and had no reason to expect your contact. The highest-value reference category because they cannot be prepared.

Name	How identified	Relationship to candidate	Date contacted

Account — what they said and what it confirmed, contradicted, or added:

NETWORK ARCHITECTURE ANALYSIS

Organic social networks are distributed across time and context with varying relationship depths. Map the reference network before the interview to identify clustering that may indicate a constructed legend.

Reference	When first met candidate	Context (how they met)	Domains they can speak to
Background Ref 1			
Background Ref 2			
Background Ref 3			
Uninstructed Ref			
Character Ref 1			
Character Ref 2			
Character Ref 3			

Network architecture assessment:

	All references cluster in the same time window (< 3 years apart) — possible constructed network
	All references share the same context (met candidate the same way) — limited organic distribution
	No reference predates the period independently verifiable through OSINT — pre-legend period has no witnesses
	Network appears organic — distributed across time, context, and relationship depth

CHARACTER REFERENCES — Complete after background references, before or during the interview.

Character Reference 1

Different person from background references — someone who has seen the candidate under stress, over time, across difficulty.

Name	Relationship	Known how long	How / when known



Reference Knowledge Depth

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The Three Character Questions

Question / Probe	Key Observations — specific incidents, hesitations, qualifications
Q1 — Behavior under stress: 'Tell me about a time when something went significantly wrong for [candidate] — what did you observe about how they handled it?'	
Q2 — Treatment of those without power: 'What is [candidate] like when they're not in a situation where they're trying to impress anyone?'	
Q3 — Commitment failure and repair: 'Has there ever been a time when [candidate] wasn't able to follow through on something they'd committed to? What happened?'	

Character Reference 2

Different person from background references — someone who has seen the candidate under stress, over time, across difficulty.

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SECTION 2

Structured Interview Question Log

Work through all domains. Let the candidate tell the story before probing. Check the Flag box on any response requiring follow-up. Do not reveal what OSINT shows until strategically useful.

Columns: ☐ = checkbox | Flag = follow-up required | Notes = key statements, behavioral observations, inconsistencies with known record

	Question / Domain	Flag	Notes / Observations
PHASE 1 — RAPPORT & BASELINE (10–15 min) — Open with topics you already know are accurate. Calibrate baseline before probing.			
	Tell me about where you're at right now — work, situation, what a typical week looks like.		
	How did you come to be interested in preparedness — what was the starting point for you?		
IDENTITY & BACKGROUND (Phase 2)			
	Walk me through where you've lived over the past ten years.		
	Tell me about your work history — what were you doing before your current situation?		
	Are there gaps in your employment history I should understand?		
	Have you ever gone by any other names or nicknames?		
	Describe your current living situation.		
LEGAL HISTORY (Phase 2)			
	Have you ever been arrested or charged with a crime, even if the charge was dropped or you weren't convicted?		
	Have you ever been involved in a civil lawsuit — as plaintiff or defendant?		
	Have you ever had a restraining order issued against you, or taken one out yourself?		
	Has your driver's license ever been suspended or revoked?		
FINANCIAL STABILITY (Phase 2)			
	How would you describe your current financial situation — stable, or any recent pressures?		

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	Question / Domain	Flag	Notes / Observations
	Have you ever filed for bankruptcy or had significant debt collection action taken against you?		
	Are there ongoing financial obligations — child support, court judgments, payment plans — I should understand?		
PRIOR GROUP MEMBERSHIPS (Phase 2)			
	Tell me about any preparedness, militia, neighborhood watch, or similar groups you've been part of.		
	Why did you leave your last group? How did that end?		
	Were there any conflicts or falling-outs with people in that group?		
	Is there anyone from prior involvement who would speak negatively about you? What would they say?		
	Have you ever been asked to leave a group or organization?		
PERSONAL & VULNERABILITIES (Phase 2 / Phase 3)			
	Who else is at home with you?		
	Any family situations — custody disputes, estrangements, domestic conflict — I should understand?		
	Have you ever struggled with substance use — alcohol, drugs, or prescription medications?		
	Is there anything in your background that could be used to pressure or embarrass you?		
MOTIVATION & INTENT (Phase 4)			
	How did you hear about this group and why did you decide to reach out?		
	What do you want to contribute, and what do you expect to gain from membership?		
	What does preparedness mean to you — what scenarios are you preparing for?		
	Has anyone — law enforcement, journalist, or another organization — asked you about a preparedness group?		



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	Question / Domain	Flag	Notes / Observations
	Who outside this group knows you're trying to join?		
VALUES & JUDGMENT (Phase 3 / Phase 4 — distribute across interview, do not block together)			
	You discover a fellow member has been significantly exaggerating a skill the group has been counting on. What do you do?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	The group makes a decision you believe is seriously wrong. You've raised your objection and been overruled. What do you do?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	A member asks you not to share something with leadership. What factors determine whether you honor that?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	A family member asks detailed questions about what your group does, who's in it, where you meet. How do you handle it?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	If you found out a member had concealed significant information during their own vetting, what would your expectation be about what happens next?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	Describe a time when doing the right thing cost you something — a relationship, money, an opportunity. What did it cost, and did you do it anyway?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	What would make you leave this group?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
	Is there anything you've done that you would be embarrassed for this group to know about?		
Reasoning quality: Thoughtful / Prepared-sounding / Shallow / Hostile to question			
EXTREMISM SCREENING (Phase 4 — deliver as curious, not accusatory)			



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	Question / Domain	Flag	Notes / Observations
	Where do you land on the current state of things — politically, socially? Are there any groups or organizations you'd describe as generally aligned with your views? <i>Setup: 'Preparedness communities attract people with a wide range of views. I ask everyone this — not because of anything specific to you.'</i>		
	Is there a point at which you think political violence would be justified? Walk me through your thinking. <i>Listen for: specific targets, organizational direction, or hostility to the question itself. A thoughtful answer is expected. An evasive or hostile one is a finding.</i>		



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SECTION 3

Deceit Indicator Tracker (FM 2-22.3)

DOCTRINE — FM 2-22.3

A single inconsistency is not a conclusion. A pattern of inconsistencies that cannot be explained by normal human imprecision indicates deception. Record each instance. Assess the pattern — not isolated incidents alone. Write behavioral notes within one hour of the interview.

Indicator Type	Observed? When / Topic	Action Taken
Timeline inconsistency <i>Too much detail on a short event, or too little on a long important period.</i>		
Body language mismatch <i>Emotional state doesn't fit the story being told. Account for cultural variation.</i>		
Knowledge doesn't match claimed access <i>Can't answer what someone in that role would know. Test with technical questions.</i>		
Evasion — answering the wrong question <i>Gives a truthful response to a question that was not asked. Restate verbatim once.</i>		
Self-serving pattern <i>Every conflict, departure, or failure ends with the candidate blameless.</i>		
Technical vocabulary failure <i>Claims expertise in a field but doesn't use correct terminology naturally.</i>		
Inconsistency with OSINT record <i>Contradicts what records already show. Do not confront — note and probe adjacent later.</i>		
Repeat question inconsistency <i>Same question rephrased later yields a meaningfully different answer.</i>		
Lack of extraneous detail <i>Cannot produce peripheral incidental details around events they claim to remember. Real memories have texture — weather, who else was there, what they had for lunch.</i>		
Exact wording repetition <i>Reproduces the same phrase verbatim when asked about the same topic at different points. Interrupt mid-account — can they re-enter, or must they restart?</i>		
Appearance doesn't match story <i>Physical presentation inconsistent with claimed background. Soft hands on a claimed decade of outdoor labor.</i>		
Language / vocabulary doesn't match story <i>Vocabulary and idiom inconsistent with claimed background, education, or geography.</i>		



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Total indicators observed and overall pattern assessment:

Topics requiring re-probe, additional records, or extended observation:



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SECTION 4

Post-Interview Assessment

INTERVIEW ENVIRONMENT PRE-CHECKLIST — Complete before interview begins

	Seating arranged so both candidate hands and face are visible throughout
	Pre-interview buffer period (10–15 min of relaxed conversation) planned to establish baseline before structured questions
	Environment is comfortable, private, and quiet — stress produces false positives on behavioral indicators
	Note-taking plan: content notes before/after sensitive topics, not during behavioral observation
	Sensitive probe questions planned for Phase 3 / Phase 4, not the opening — baseline must be established first
	I will write behavioral observation notes within one hour of the interview ending

CHARACTER ASSESSMENT SUMMARY

Assess responses to the Values & Judgment domain and character references together. You are not scoring answers right or wrong — you are assessing self-awareness, honesty under mild pressure, and the pattern of how they handle conflict, accountability, and authority.

Character Dimension	Observation — what they said and how they said it	Assessment
Accountability — Do they own mistakes or deflect?		Strong / Adequate / Concern
Honesty — Do they volunteer difficulty or minimize?		Strong / Adequate / Concern
Conflict resolution — Work through disagreement or escalate?		Strong / Adequate / Concern
Authority relationship — Can they follow a decision they disagree with?		Strong / Adequate / Concern
Loyalty limits — Do they distinguish discretion from complicity?		Strong / Adequate / Concern
Self-awareness under stress — Do they know how they behave under pressure?		Strong / Adequate / Concern

Overall character pattern:

INVESTIGATOR SELF-ASSESSMENT — Complete before writing WS-3



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OVERALL INTERVIEW CONFIDENCE LEVEL

Confidence level rationale:

STOP RULE

Do not write WS-3 until the investigator self-assessment above is complete. The self-assessment is part of the investigation. A report written before it is done reflects the bias it was designed to catch.