

FREE RESOURCE GUIDE

A Careers People Growth Leadership Framework Collection



How to Extract the Truth Out of Anyone

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INTRODUCTION

In every interview, people want to look their best, which means they often perform instead of reveal. Your job as a leader is to see through the performance and uncover the truth.

That truth determines whether you're hiring the right person or the right actor. This guide teaches **"The Bluff Technique"** — a proven way to uncover real intentions, genuine behavior, and hidden red flags in interviews.

PART 1: WHY TRUTH IS HARD TO SPOT

Most candidates don't lie — they adapt.
They tell you what they think you want to hear because:

- They want the job.
- They fear saying the wrong thing.
- They don't yet trust you.

That's why surface-level questions like

*"Can you work Saturdays?"
produce surface-level answers.*

Every candidate will say "Yes."
But only some actually mean it.

PART 2: INTRODUCING THE BLUFF TECHNIQUE

The Bluff Technique uses a fake choice to reveal real intent.
It's based on human psychology: *people expose their values when they believe they have a choice.*

Definition:

A bluff is a controlled scenario that feels real to the candidate, allowing you to observe their genuine reaction instead of their rehearsed one.

This method helps you identify:

- Authentic motivation
- Work ethic and priorities
- Alignment with your culture



PART 3: HOW TO USE THE BLUFF TECHNIQUE (STEP-BY-STEP)

Step 1 – Define the non-negotiable

Know what you truly need (e.g., 6-day work schedule, fieldwork, weekend shifts).

👉 *Example: You need someone who's willing to work Saturdays.*

Step 2 – Create a believable alternative

Invent a second option that sounds appealing but doesn't exist.

👉 *Example:*

"I actually have another role that's Monday to Friday — no overtime, stable, same pay. Which would you prefer?"

Step 3 – Present both choices neutrally

Your tone must stay balanced. Don't lead them toward the answer you want.

Step 4 – Observe reaction, not words

The goal isn't what they answer, but how they answer.

✅ Genuine alignment shows in confidence, clarity, and no hesitation.

🚩 Mismatch shows in overthinking, justifying, or hesitating.

Step 5 – Record your observation immediately

Write down their choice and body language after the interview.

Patterns tell you more than polished answers.

PART 4: REAL-WORLD EXAMPLES

Example 1 – The Weekend Worker Test

"We have one role that's six days a week, lots of hours and overtime pay, and another that's Monday–Friday, same salary, but no growth. Which one would you take?"

Their answer instantly reveals work ethic and motivation.

Example 2 – The Technical Bluff

If you're in trades or technical roles:

Present a problem you already know the solution to, and ask them to help you "figure it out."

Watch how they think, not what they say.

✅ Look for curiosity, logic, and confidence.

🚩 Avoids the challenge or looks to you for validation.

PART 5: ETHICS & INTENT

Some people think the bluff is deceptive. It's not. It's a leadership tool, not to trick, but to reveal truth through behavior.

"THERE'S NOTHING UNETHICAL ABOUT TESTING FOR TRUTH. IT'S CALLED BEING STREET-SMART IN BUSINESS."
— CHRISTIAN SAAB



PART 6: APPLYING THIS IN YOUR TEAM

1. Train hiring managers to use bluff questions during screening.
2. Include “**truth-testing**” in your interview SOP.
3. Debrief after every interview — *was the reaction genuine or rehearsed?*
4. Over time, build a pattern library of candidate reactions to improve your accuracy.

✓ QUICK REFERENCE CHECKLIST

Step	Action	Purpose
1	Define what truth you’re testing	Clarify what matters most
2	Create a fake but realistic option	Trigger natural responses
3	Deliver both options neutrally	Avoid leading bias
4	Watch reaction and tone	Observe authenticity
5	Record observations	Build data-driven instincts

Hiring isn’t about catching people off guard — it’s about creating conversations that reveal who they really are. When you learn to extract the truth, you stop guessing and start hiring with precision.

REMEMBER: PEOPLE DON’T ALWAYS TELL YOU THE TRUTH WITH WORDS — THEY SHOW IT THROUGH THEIR CHOICES.

Use that insight, and you’ll build teams that last.

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BUILDING BUSINESSES WITH THE RIGHT PEOPLE.

