



Selfie

*"... an image of oneself taken by oneself ..."*ⁱ

Self –Assessment Performance Measurement

by Tuvya T. Amsel

One of the foremost obstacles of any freshly out of school professional is the transition phase in which the theoretical studies are transformed into practical implementation. At this phase the beginner professional is hesitant, uncertain and afraid of making mistakes, especially in those professions in which mistakes are critical. One of the most effective resolutions to this situation is the internship, in which the beginner's performance is monitored and coached by an experienced professional. Though maybe the word internship is modern (since the 1904ⁱⁱ) the concept, that was once called apprenticeships, is an ancient method of training in most professions. Recognizing the importance of internship in some profession (such as: medicine, law, etc.) made it a pre-requisite before final recognition and acceptance. The internship's instructor guides the intern and by doing so that profession cultivates its next generation and the intern in return receives a safety net while doing his first professional steps. While the APA does not mandate an internship period it requires from its membership applicants to complete 200 testsⁱⁱⁱ, which serves in a way as a type of an internship period though it does not require that those tests should be performed under the supervision of an experienced examiner. Yet, APA school accreditation requires the students to conduct 3 field like mock crime tests that should be monitored by an instructor^{iv}.

Internship period is an effective and necessary period of transition from theory to practice, but professional improvement should not stop there and examiners should constantly seek to expand their knowledge (through reading and participation in seminars) and perfect their skills through quality assurance and quality control programs to which unfortunately most of private sector examiners are not exposed to. No doubt that the most effective internship and further professional education can be achieved by the guidance of an experienced examiner, but for the benefit of those examiners who have no access to such, follows a self-monitoring quality control aid, to those eager to improve and better their performance.



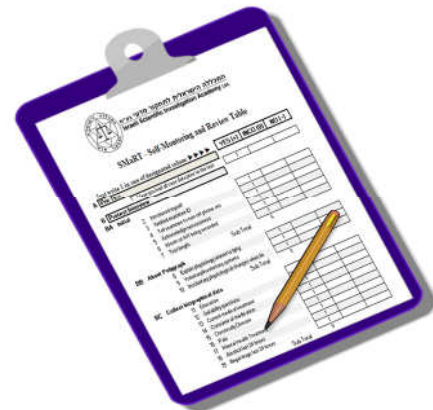
Unlike in sports or sales in which the performance and achievements can be clearly defined and tagged by numbers which in return motivate the individual to perform better and better, examiners lack a measuring tool which enable them to measure and manage their performance.



Professionals, especially beginners, must get feedback of their performance; otherwise they will repeat their mistaken practice into a faulty habit with the consequence resulting from that.

Although the term self-monitoring sounds like an oxymoron due to the fact that self-deceit is so common, my experience as an instructor of interview, interrogation and polygraph taught me other. One of the most effective monitoring aids is the CCTV that allows analyzing the interviewer / interrogator / examiner performance. A common phenomenon that I witness while reviewing taped sessions is that the interviewers / interrogators / examiners are THE MOST critical when reviewing their own performance. Keeping that in mind SMaRT which stand for Self-Monitoring and Reviewing Table was developed in order to examine the extent of correlation between the examiner practical performance and the required theoretical protocol acquired at training. Consistent self-monitoring of own performance along with recording it into a table, assist examiners to measure and manage their performance in order to improve. The benefits of using SMaRT are:

- By repeatedly performing SMaRT, the items within it are internalized and branded into the examiner memory and turn into a good practice checklist.
- SMaRT scoring indicates the correlation between the examiner training and practice or in other words how well are they related to each other.
- SMaRT enables the examiner to spot her/his weaknesses that should be improved.
- SMaRT's Performance Tracking Table – PTT, visually displays the examiner's weak spots along with the progress made from evaluation to evaluation.
- The PTT figures are valuable motivational to constant improvement of the results.



Although SMaRT was developed for individuals it can also be used by instructors or by quality control examiners.

SMaRT is a simple tool and it takes just a few minutes to complete which makes it cost beneficial to employ. Just do it!



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Israeli Scientific Investigation Academy Ltd.

ⁱ <http://www.merriam-webster.com/dictionary/selfie>

ⁱⁱ <http://dictionary.reference.com/browse/internship?s=ts>

ⁱⁱⁱ Bylaws, American polygraph Association, September 1, 2015, Article 3.1.a.ii

<http://www.polygraph.org/assets/docs/Misc.Docs/2015a%20bylaws.pdf>

^{iv} American Polygraph Association, Education Accreditation Committee, Accreditation Standards, Version 2.02, Effective January 1, 2015, p.6.

<http://www.polygraph.org/assets/Accreditation.Forms/accreditation%20standards%202.02.pdf>

^v American Polygraph Association, Education Accreditation Committee, Accreditation Standards, Version 2.02, Effective January 1, 2015, p.6.

<http://www.polygraph.org/assets/Accreditation.Forms/accreditation%20standards%202.02.pdf>