

Due Diligence in High-Trust Roles

Why executive, fiduciary, and high-value decisions require structured analytical review.

For executive and fiduciary roles, the cost of a "bad hire" can be catastrophic, ranging from significant financial loss to permanent brand ruin. Because these positions carry immense responsibility, they require "Enhanced Due Diligence" (EDD) that goes far beyond a standard, automated criminal background check. Relying on high-volume automated screening often increases risk rather than reducing it, as algorithms frequently fail to account for fragmented records or "near-miss" data points that a professional human reviewer would flag for further investigation. At Selah and Stone Research™, we address these vulnerabilities by reintroducing the human lens into the search for truth, moving away from the "report factory" status quo.

For entry-level roles, a standard check may suffice. For executives and those in fiduciary positions, it is woefully inadequate. High-trust roles require a proactive, structured analytical review that includes deep-web research, global sanctions checks, and comprehensive professional reference audits. When the cost of a bad hire is measured in millions of dollars or brand reputation, "standard" screening is no longer enough; you need investigative due diligence. Our firm is dedicated to those who refuse to settle for "paper perfection," focusing on builders and leaders who understand that a loyal team is built on a foundation of verified integrity.

A structured analytical review for high-trust positions can include deep-dive media searches, civil litigation history, and social media footprinting to identify potential "reputational risk". In these instances, the primary goal is not just to see if a candidate has broken the law, but to determine if their past behavior and professional trajectory align with the organization's values. At Selah and Stone Research™, we apply *The Selah Method*™ to these high-stakes assessments. This methodology emphasizes a process of pausing to evaluate and verify information with human judgment—what we call "The Selah" (The Pause)—rather than relying on "black box" filters. Our objective is to provide "The Stone" (The Foundation): unshakeable, permanent truth resulting from forensic research.

This human-centric scrutiny is essential for identifying patterns of behavior across multiple jurisdictions that an algorithm might mistakenly treat as isolated incidents. By prioritizing depth over mere volume, firms can better protect themselves against negligent hiring practices and ensure that qualified candidates are not erroneously rejected due to simple data entry errors or outdated records. Furthermore, analyzing disclosure consistency—comparing a candidate's self-disclosure against verified records—serves as a critical test for honesty and integrity, which are foundational for fiduciary suitability or other high-profile positions. We utilize proprietary Integrity Pulse assessments to provide a Reliability Quotient (RQ) that measures future suitability, not just past history.

Reference: FINRA Rules on Due Diligence for examples of how high-trust industries mandate human-led analytical reviews for significant hires.

[finra.org/sites/default/files/2022-05/2022_AC_All_Materials_Tue.pdf](https://www.finra.org/sites/default/files/2022-05/2022_AC_All_Materials_Tue.pdf)

[Employers Must Not Be Complacent In the Face of Agency Guidance Rollback - Wiley Reber Law.](#)

Selah & Stone Research