

FAMILIARISATION MATERIALS

Descriptions of stronger and less strong performing candidates for Police SEARCH® & PCSO Recruit Assessment Centre exercises

ROSE

In this interactive exercise candidates are assessed in the following competency areas:

- Decision making
- Service Delivery
- Serving the Public
- Working with Others
- Oral Communication

Stronger performing candidates dealt with the Role Actor in a sensitive manner and were constructive towards dealing with the issues. They also asked appropriate questions to clarify and gather information. Stronger performing candidates made suggestions to investigate and monitor the situation. They interacted with the Role Actor in a clear and structured manner.

Some less strong performing candidates dealt with the Role Actor in an insensitive manner and were dismissive towards the issues. Some tended to interact with the Role Actor in a less clear and unstructured manner.

PALMER

In this interactive exercise candidates are assessed in the following competency areas:

- Decision Making
- Resilience
- Service Delivery
- Working with Others
- Oral Communication

Stronger performing candidates dealt with the Role Actor in a constructive manner and were objective towards the issues. They asked appropriate questions to gather and clarify information. Stronger performing candidates made suggestions as to how to deal with the situation. They interacted with the Role Actor in a clear and structured manner.

Some less strong performing candidates dealt with the Role Actor in a dismissive manner and were biased towards the issues. Some tended to interact with the Role Actor in a less clear and unstructured manner.

INTERVIEWS

Motivation/values Question

Stronger performing candidates were able to identify what values are important for police officers to have, and to describe why they are important. They showed consideration of the impact of these values and provided strong evidence which was relevant to the competency areas being assessed. Stronger performing candidates spoke clearly and structured their responses in a logical order.

Some less strong candidates were unable to provide examples of what values are important for police officers, or to explain why these are important. They provided limited evidence which was relevant to the competency areas being discussed. Some less strong candidates tended not to speak clearly or provided their responses in an unstructured manner.

Past Behavioural Question

Stronger performing candidates were able to provide a specific example in response to each question asked by the interviewer. They outlined their contribution or actions and provided strong evidence which was relevant to the competency area being assessed. Stronger performing candidates spoke clearly and structured their responses in a logical order.

Some less strong candidates were unable to provide an example relating to the question asked by the interviewer. They tended to provide less relevant examples and did not provide information about their contribution or input. Some less strong candidates tended not to speak clearly or provided their responses in an unstructured manner.