



**History & Best Practices
of Police Candidate
Assessment**

A 2-Hour CE Event -- October 15



**Psychology,
pre-employment
assessment, and
DEI considerations**

A 2-Hour CE Event -- October 15



MOPA Webinar Study Guide

1. **Which ones of the scales DO NOT have good evidence for selecting police candidates?**
 - a. Validity scales
 - b. Harris-Lingoes scales
 - c. Clinical scales (1-9)
 - d. MAC-R and O-H

2. **The widely recognized competency model for Police Officers has how many competencies?**
 - a. 5
 - b. 7
 - c. 9
 - d. 10

3. **Craig noted that the most scary incident for him in policing was?**
 - a. In Henrico county
 - b. Protecting Michelle Obama
 - c. Investigating FBI agents who abused their power
 - d. In a church

4. **Does the MMPI-3 appear to have good, if not improved ability to determine fitness for police candidates?**
 - a. Yes, it does
 - b. No, it does not
 - c. The data are mixed
 - d. There is not enough data to tell yet

5. **Which of these is NOT considered in the operational definition of success?**
 - a. Future job performance
 - b. Job-related learning
 - c. Customer reviews and complaints
 - d. Percentage increases in output



**History & Best Practices
of Police Candidate
Assessment**

A 2-Hour CE Event -- October 15



**Psychology,
pre-employment
assessment, and
DEI considerations**

A 2-Hour CE Event -- October 15



6. Which of the following selection tools is the most effective in predicting success?

- a. Unstructured interview
- b. Structured interview
- c. College grades
- d. Assessment-based measures of personality and critical thinking

7. When are assessments the most useful?

- a. With high job performance variability
- b. With low job performance variability
- c. With high selection ratio
- d. With low selection ratio
- e. Both a & d
- f. Both b & c

8. What is NOT a primary benefit of using more than one questionnaire?

- a. A lengthy process will weed out candidates who are lazy or not responsible
- b. Even assessments with low validity can provide additional information
- c. Even the smallest bit of information can be valuable
- d. Including multiple assessments reduces potential for adverse impact

9. What are three ways to help reduce implicit bias in policing?

- a. Talking to people, taking them to lunch, not doing it
- b. Getting training, stopping and thinking before reacting, seeking supervision
- c. Intergroup contact, outgroup exposure, stereotype negation training
- d. All the above

10. How is equity different from equality?

- a. They are the same
- b. One is right and one is wrong
- c. Equality is focus on input while equity focus on output