



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

A 2-Hour CE Event -- October 15



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

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## 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



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**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