

CAMPION, BARROW & ASSOCIATES

Guidelines for Selecting a Police Psychologist

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- I. Licensed Clinical Psychologist (Check state Professional Registration Board of Psychologists)
- II. Background Investigation
 - A. Criminal, financial (credit check), personal and professional behavior (references), criminal (fingerprints), drug screening, driving record
 - B. Life experience
 - 1. Professional training in police psychological issues
 - a. Current or previous commissioned police officer
 - b. Current and/or previous military experience
 - 2. Understanding of police culture and ability to function within the police culture
 - C. Professional experience
 - 1. References from departments having personal knowledge of performance (for example)
 - a. Responsiveness and availability
 - b. Service to the department
 - c. Definitive information on the assessment report
 - d. Relational skills with officers
 - 2. Number of tests administered and years of successful experience as police psychologist
 - 3. Malpractice insurance
 - 4. Professional and ethical allegations that have been made against the psychologist
 - 5. Government security clearance
 - 6. Awards or honors in law enforcement
 - 7. Presentations and papers in law enforcement
 - 8. Membership in professional law enforcement organizations
 - 9. Submission of resume
- III. The Pre-Employment Assessment Report
 - A. Narrative report that provides data supporting the final recommendation. The tests address (for example) issues of:
 - 1. Mental Stability
 - 2. Interpersonal skills
 - 3. Life experience
 - 4. Officer safety
 - 5. Judgment
 - 6. Anger management and appropriate assertiveness
 - 7. Substance abuse
 - 8. Work history
 - 9. Stress management
 - B. Definite recommendations for hiring - Pass/Fail or other recommendations upon department's request
 - C. Failure rate of applicants
 - D. Arbitration procedures when results are in dispute
 - E. Detachable F.T.O. page with strengths and weaknesses to assist in training

- IV. Organizational Structure of Police Psychologist Firm
 - A. Number of employees in the firm and their duties
 - 1. Sexual harassment policy
 - 2. EEOC - minority, disabled, female, etc., employed by the firm
 - 3. Employees' average years of employment with firm
 - B. Turn around time on test
 - 1. Immediate verbal results available
 - 2. How long does it take to receive written report?
 - C. Available 24 hours/7 days a week with emergency number
 - D. Police Services Offered by the Firm
 - 1. Pre-employment testing
 - 2. Fitness for duty testing
 - 3. Promotion testing
 - 4. Special assignment testing (Tactical team, undercover, etc.)
 - 5. Critical incident debriefing
 - 6. Organizational assessment
 - 7. Training
 - 8. Research
 - E. Who actually does work?
 - 1. Prepares and signs report
 - 2. Qualifications
- V. Assessment Procedure
 - A. What is the procedure for scheduling the assessment and what is the lead time for scheduling?
 - B. Is there a battery of tests ?
 - 1. More than one behavioral assessment tests
 - 2. Cognitive and written expression tests
 - B. Are the tests recognized in public safety assessment and support research available
 - C. Post-offer tests are administered if valid job offer has been made
 - 1. Orientation for candidates prior to assessment
 - 2. Medical psychological (Meets the American Disability Act requirements)
 - 3. Meets ADA, EEOC, Professional Standards of Police Psychologist Organization
 - 4. Structured oral interview of each candidate with test data available for reference
 - 5. Cost effective
- VI. Does the psychologist provide follow-up research on the effectiveness of the assessment process? (Quality Assurance)
- VII. The psychologist has submitted to an oral interview by a panel representing the employing law enforcement agency

The guidelines are not meant to be all inclusive are only suggested standards to be used in selecting a police psychologist. Call 1-800-292-3399 or fax us: 217-586-4512 if you have any questions or need additional information.