# Psychological Measurement Scenarios

## Scenario 1

A small Constabulary has approached you to help with their selection procedure for the Police Constable Degree Apprenticeship programme. Their current recruitment procedure involves:

· A screening questionnaire, for example to ensure applicants do not have any affiliations with extremist organisations:

· Competency-based interview aiming to test knowledge, experience with job-relevant activities and responsibilities, and technical skills.

· Physical fitness test (riot-shield handling and Bleep Test)

The constabulary would like you to produce a short battery of tests (2-4) that will help them screen effective prospective police officers. They make the following statement about suitability:

“We’re looking for people who have the judgement to make quick decisions Intel; have great people skills; can show compassion and empathy to help those in need; who’ll have their colleagues back no matter what and the resilience to serve the community every single day.”

You may choose any of these attributes to assess – they have not specified which is most important. The battery will be delivered by trained test users, but the feedback will be received by hiring managers who may not specialise in psychological measurement.

## Scenario 2

A liaison for a local family court as approached you to develop a short (2-4) battery of tests to contribute towards a child custody case. The liaison says:

Mr X is the father to child B. He was married to Ms X for 10 years during which it is alleged he perpetrated violence towards Ms X. Ms X did not press charges against Mr X. Mr X and Ms X were divorced 3 years ago and she has custody of child B who is her son. Mr X subsequently engaged in a two year relationship with Ms Y who reported him for a violent assault on her. Mr X has just been released from prison for this offence and has made allegations that Ms X is being emotionally cold, manipulative, verbally abusive and unduly stern towards child B and not placing the child’s needs above her own. He states she is dishonest with him and professionals and tries to prevent him from seeing child B without due reason.

We would like to determine whether these accusations are consistent with a test profile. We are also looking into other sources of information such as interviewing acquaintances as witnesses, talking to the child, but would like to have further support from a Forensic Psychologist.

You may choose any attributes to assess. The feedback should be in appropriate language for a courtroom (e.g. formal but non-technical). The report will be used by a trained test user.