Applicant: Position:

Evaluator: Date:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Traits | Score for each category:  (circle the score received) | | | | | Score |
| 1. Dependability | 1 | 2 | 3 | 4 | 5 |  |
| 2. Initiative | 1 | 2 | 3 | 4 | 5 |  |
| 3. Interpersonal Skills | 1 | 2 | 3 | 4 | 5 |  |
| 4. Situational Reasoning | 1 | 2 | 3 | 4 | 5 |  |
| 5. Integrity | 1 | 2 | 3 | 4 | 5 |  |
| 6. Overall suitability for employment | 1 | 2 | 3 | 4 | 5 |  |
| TOTAL:  A total of 18 indicates a passing score by this evaluator.  A failing total score by this evaluator does not disqualify an applicant. | | | | | |  |

INTERVIEW RESULT: PASS FAIL

Each applicant is rated on a scale of “1” (lowest) to “5” (highest). For each trait, circle the number that is closest to describing the predicted behavior/performance of the applicant if hired as a police officer. As a principle of rating, a “3” is given to an average applicant or when there is little or no significant evidence available about the dimension. The extreme ratings of “1” or “5” should be given only when strong positive or negative evidence of the applicant’s ability has been obtained. Applicant must receive a total raw score of 18 or higher to pass the interview, however if one evaluator fails the applicant this does not prevent the applicant from advancing. Each board member will complete a DP11 for each applicant being interviewed. **The average of all the scores must be an 18 or higher for the applicant to then proceed in the process.**

Notes on interview and applicant:

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