Test Administration

The PCBS is administered online* (policecbs.com), preferably in a supervised setting. However, candidates may also be allowed to complete the PCBS at home. Candidates are given unique ID codes to log-in with. It takes candidates about one hour to finish the survey, though candidates should be given sufficient time to complete the survey without feeling rushed. The written instructions for administering the PCBS are self-explanatory, as are the written instructions to the candidate.

* Please order the PCBS at least 1 week in advance of amdinistration.

Scoring the PCBS

Once candidates have completed the PCBS, we require a week to process the surveys and create the candidate score reports. As the PCBS is completed on our website , simply let us know when a group has completed the survey, and we'll get the reports back to you ASAP.

Qualifications to use the PCBS

No specific professional qualifications are required to use and administer the PCBS.   However, test administrators should be trained in the use and administration of the PCBS. Interpretation of the PCBS reports may reasonably be made by human resource professionals and police personnel trained in screening procedures, after a careful review of PCBS administration materials (provided upon purchase).

Determining that the PCBS is Appropriate to a Department

There are two aspects to determining whether the PCBS is appropriate to a specific police department: (1) job relatedness, and (2) legality of individual questions.

The job relatedness may be determined by comparing the PCBS with the needs of the department. If you are not sure if the PCBS is appropriate for your department, you might seek advice from an industrial psychologist, human resource manager, or personnel selection specialist. Some general advice is also available from APR Testing Service, which publishes the PCBS. **(policecbs.info/about.html)**

The legality of the individual questions may be determined by review of the PCBS by personnel specialists or legal counsel. If there are any questions which may not be asked in a jurisdiction, candidates should be given a list of the questions which they are not to answer (No jurisdiction has had to do this). A copy of the list should also be provided to APR Testing Services.