



### Introduction

This is a long background survey (800+ questions) usually completed by candidates in under an hour, and graded within a week. There are several different ways you can use information from the PCBS to help you throughout your hiring process. Candidates often may admit information more readily on a computer survey than during an in-person interview. For each candidate we provide two different reports which are described below.

### Red Flag Listing

The red flag listing is one of the two PCBS score reports for investigators. It is organized by candidate. The red flag listing lists: the question number, the question text, and the answer the candidate gave for all instances in which the candidate's answers raise potentially serious issues. These areas, and the questions which measure them, try to capture background information which may indicate the candidate is a poor risk as an employee.

Background investigators will typically find the red flag listing to be more useful than the categorical scale scores described below. On average candidates report more than 50 red-flag responses, meaning you will have many topics to discuss with the candidate's friends, family, neighbors, and employers that you otherwise might have overlooked.

### Categorical Scale Scores

For Background Investigators, we provide categorical scale scores. Scores are reported as high, medium, or low; a low score is better on all scales. The categorical scale scores include all the areas commonly seen on departmental background self-report forms, and also a few which are important for police work but are usually only available to departments from the in-person background investigation (for example: risk taking; relationships with coworkers, friends and family; relationships with teachers and supervisors; work habits; and fighting and arguing). 10 different scale scores are provided, as well as an overall score, and a discrepancy score (indicating the contradictory responses made). From this information you can get a better idea about what questions and topics you may want to discuss.

Approximately 25 percent of candidates fall in the high or low categories, and the remaining 50 percent fall in the middle. Score reports may be based on your candidate pool or on data from other candidates from various police departments. It is likely that some scale areas will be probed further in the interview.

It is likely that some scale areas will be probed further in the interview. For example, the candidate might have reported owning several guns in the answer to one question, and also reported owning no guns in the answer to another question. A candidate with a high score on the discrepancy scale may not have filled out the form carefully or have answered questions untruthfully, and therefore the results for such candidates should be reviewed with particular caution. Unusually low scale scores may also indicate a lack of candor on the part of the candidate, something also worth investigating further.

We suggest you review all the information we have presented about how the tool works, and visit [policecbs.info/contact](http://policecbs.info/contact) if you have any specific questions.