



## Introduction

There are several different ways you can use information from the PCBS can help you throughout your hiring process. For each candidate we provide Police Departments with two different reports which are described below.

## Red Flag Listing

The red flag listing is one of the two PCBS score reports for police chiefs. It is organized by candidate. The red flag listing gives: 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 questions capture background information which may indicate the candidate is a poor risk as a police officer.

The red flag listing will likely be especially useful for Chiefs. On average, candidates give more than 50 answers which are included as red flags. Likely, you will discover interview topics which otherwise might have been missed. In certain situations, some candidates may not be considered further based on the red flags reported.

## Categorical Scale Scores

For Chiefs preparing for the final interview, we provide categorical scale scores. Scores are reported as high, medium, or low; a low score is better on all scales. This PCBS score report provides scores for each candidate across 10 different scales, gives an overall score, and a score indicating the amount of contradictory responses that were made. 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). From this information you can choose the questions and topics that are most important to cover in your interview.

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 nationwide.

The discrepancy scale reports the number of times the candidate provided contradictory information. A candidate with a high score on the discrepancy scale may not have filled out the form carefully or may have answered questions untruthfully, and therefore the results for such candidates should be reviewed with particular caution. For example, upon reviewing the red flag listing of a candidate with a high discrepancy score you may discover the candidate reported owning several guns in the answer to one question, and also reported owning no guns in the answer to another question.

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.