



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 provided for clinicians doing psychological screening. 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. A red flag listing might state, for example, that the candidate was fired from 2-4 jobs within the past year.

It is likely that some red flags will be probed during the psychological screening. On average candidates tend to report more than 50 red-flag responses, meaning you will have many topics to discuss with each candidate.

Numerical Scale Scores

For psychological screening, we provide numerical scale scores to aid in evaluation. These are more specific than the categorical (Low, Medium, High) scale scores we provide for chiefs and background investigators. For each scale, a zero is the best possible score a candidate can receive. The score reports provide scores for each candidate across 10 different scales. They also give an overall score, and a score indicating the number of contradictory responses that were made (discrepancy scale). Scores are reported numerically with higher scores indicating more worrisome behavior.

These scales cover 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).

We suggest you review all the information we have presented about how the tool works, and visit policecbs.info/contact if you have any questions.