



Introduction

One score report of the PCBS focuses on what we call “red flag” responses. These responses capture background information which may indicate the candidate is a poor risk as a Police Officer.

Interpreting the PCBS Red Flag Listing

The red flag listing is organized by candidate and includes: 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. A red flag listing might state, for example, that the candidate was fired from 2-4 jobs within the past year. On average, candidates give more than 50 red flag responses.

Using the Red Flag Listing

The appointing authority or a person with responsibility for screening candidates should review the red flag listing. It is possible that some candidates will not be considered further based on the red flags reported. It is likely that some red flag areas will be probed further in the interview or the background investigation depending on the responses given by individual candidates.

Validity of Specific Red Flag Questions

The legitimacy of using self-reported candidate surveys for screening purposes is self-evident. Individual departments may reasonably screen out candidates reporting extreme behaviors. It is up to the individual departments to decide which red flag admissions are sufficient to exclude candidates from further consideration.

Sample Reports

Sample reports are only furnished to authorized appointing authorities and their designees, licensed psychologists, and psychiatrists. If you are interested in receiving sample reports. Visit policecbs.info/contact and request a sample report.