



Interpreting the PCBS Scale Scores

The second PCBS score report provides scores for each candidate on each of 10 scales, and an overall score. The scores are reported as high, medium, or low. Approximately 25 percent of candidates fall in the high and low categories, and the remaining 50 percent fall in the medium category. Score reports may be based on the candidate pool or on data from other candidates from various police departments.

The high, medium, and low category scores which are reported are based on the numerical scale scores. **A low score is better on all scales.**

The discrepancy scale indicates how often the candidate provided contradictory information. 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, and therefore the results for such candidates should be reviewed with particular caution.

Table. Description of the PCBS Scales

Red Flag Area	Link to Job	Sample Topics and Questions
1. Risk Taking	This area includes self-control and thrill seeking and is related to poor judgement and the use of excessive force.	<ul style="list-style-type: none"> - number and frequency of speeding tickets - bursts of violent anger
2. Relationships with Coworkers, Friends and Family	Police officers need to work well with others inside and outside the department.	<ul style="list-style-type: none"> - relations with friends, coworkers, etc. - instances of retaliation - tolerance for diverse groups of people
3. Unusual Finances	This includes unusual levels of credit and expenses, and is related to vulnerability to graft and corruption to cover debt.	<ul style="list-style-type: none"> - purchases which greatly exceed income - excessive debt for non-essentials - large cash purchases
4. Relationships with Teachers and Supervisors	This is important for working in a paramilitary organization.	<ul style="list-style-type: none"> - getting along with teachers - getting along with supervisors



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5. Work Habits	In law enforcement, people often work independently, and must exhibit responsible behavior	<ul style="list-style-type: none">- breaking of rules- attendance- misuse of sick time- responsibility
6. Discrepancies in Information Provided	Apparent falsification, incompleteness or misunderstanding by the candidate	<ul style="list-style-type: none">- lack of agreement between answers
7. Dishonest and Criminal Behavior	Past dishonest/criminal behavior is an indicator of future dishonest/criminal behavior	<ul style="list-style-type: none">- admissions- convictions
8. Substance Abuse	Linked to propensity for corruption	<ul style="list-style-type: none">- use of illegal substances- abuse of alcohol- substance use/abuse
9. Fighting and Arguing	This area is related to the use of excessive force.	<ul style="list-style-type: none">- fighting- use of weapons in fights- easily annoyed- passive aggressive behavior
10. Other Red Flags	Avoid surprises in hiring	<ul style="list-style-type: none">- number/types of firearms owned