

### COMPREHENSIVE CONTENT

The guide includes substantial information regarding effective hiring techniques from the perspective of experienced psychologists who have an established track record for identifying successful candidates. In addition, we have included a thorough discussion of a number of relevant dimensions associated with successful performance on the job, including: the behaviors that are encompassed by each dimension, appropriate interview questions to ask that pertain to each, and an interpretation of possible answers categorizing them as “strong” or “weak” to assist in the evaluative process. In sum, this guidebook should substantially increase your rate of success in identifying and hiring the best possible people for the public safety openings in your community.

### WIDE AUDIENCE APPEAL

The *Interview Guide for Selecting Public Safety Candidates* will prove helpful to a number of key groups vested with the responsibility for hiring police and fire recruits. Citizen boards that compose the Police and Fire Commissions, the command staff at public safety agencies, and human resources professionals, each will benefit from reading the guide and will quickly become appreciative of not only the targeted specificity of the questions; but also, the suggested ways to interpret candidate responses.

### EASE OF USE

The guide is written in an easy to understand narrative without psychological jargon. Human resources professionals, command staff and commissioners alike will feel comfortable with the content..

*Excerpt: People want to look good by putting their best foot forward. This means that people tend to tell interviewers exactly who they are not and deny who they are.*

*Excerpt: Hiring qualified candidates is a process that involves two basic parts that are often performed in tandem with one another. First, good public safety hiring is aimed to “screen-out” the potentially bad candidate, while at the same time “screening-in” the best possible applicant for the job. Unfortunately, some hiring bodies look only to perform the first task, and this can have negative consequences.*

*Excerpt: Very often our “least preferred coworker” is the mirror image of ourselves. This is especially true in instances where the candidate seems problematic in terms of his or her attitudes and past behavior. For example, self-centered people will not like working around people who call unnecessary attention to themselves or seek to grab the limelight from others.*