



Key Traits and Characteristics Sought in Police Officers

Ability to compromise for the greater good

Accepts criticism constructively

Accountable

Adaptable

Analytical

Applies best current practices

Approachable

Assertive

Attention to detail

Belief in the dignity of others

Calming

Candor

Community Oriented

Compassionate

Confident

Consistent

Constant Learner

Courageous

Customer focused

Decisive

Dependable

Detail oriented

Discrete

Disciplined

Effective Communication Skills

Embraces change

Emotionally healthy

Emotionally intelligent / perceptive

Emotionally resilient

Empathic

Energetic / Enthusiastic

Ethical

Flexible

Focused

Frustration tolerant

Honesty

Humility

Informed

Initiative

Innovative

Inquisitive

Integrity

Intelligent

Interpersonal Skills

Intolerance for corruption

Judicious

Knowledgeable

Leadership

Learns from mistakes

Level headed

Logical

Loyalty

Memory recall

Moral fortitude

Motivational

Multitasking

Non-impulsive

Open minded

Oral Communication Skills

Organized

Patient

Perseverance

Perceptive

Perspective

Prepared

Physically fit

Preserves Confidentialities

Proactive

Professional

Problem Solver

Protective

Resilient

Resourceful

Respect for Diversity

Respect for the Individual

Respectful

Responsible

Reasoning Ability

Self-restraint / control

Self-motivated

Sense of Humor

Sense of Service to others/community

Skeptical

Sound Judgment

Strong Work Ethic

Tact

Teamwork

Tolerance

Trustworthiness

Written communication skills



Key Traits to be Evaluated - Defined

1. **Effective Communication Skills** – *The ability to communicate in a clear, concise, and confident manner. Points are persuasive, clearly understood, well organized, supported, and speak directly to the topic at hand.*
2. **Community Oriented** – *The recognition and understanding of community issues and concerns. Having an insight into the role of a police officer within a community beyond law enforcement. Understanding of the importance of a police-community partnership in identifying problems and developing solutions.*
3. **Interpersonal Skills** – *The ability to listen to, understand, and respond effectively to others in order to gain information, compliance, or resolution. Perceptive and adept at understanding other's motivations and needs, and including in solutions.*
4. **Respect for the Individual** – *Demonstrates an understanding of, and an ability to interact and work effectively with persons of varying backgrounds, attitudes, opinions, and beliefs. Sees people as unique individuals, and values their different experiences, ideas, and perspectives when solving problems.*
5. **Sound Judgment / Reasoning Ability / Problem Solving** – *Demonstrates a logical course of action based on sound reasoning. Prioritizes decisions by the importance of needed actions. Considers alternatives and consequences logically.*
6. **Honesty and Integrity** – *Demonstrates adherence to high moral and ethical principles. Understanding of the importance of consistency of action and principled behavior. Possessing high ethical expectation of self and others. Willingness to assert oneself in the face of peer pressure or potential ridicule to act with honor and truthfulness. Incorruptible.*
7. **Teamwork** – *Demonstrates the ability to successfully perform work in a team environment. Understanding of the multiple roles of team members and the importance of combined efforts.*
8. **Perseverance** – *Resolute and steady persistence in a course of action or purpose, especially in spite of adversity or significant difficulties. Demonstrates self-motivation and the ability to stay focused on a task despite short-comings or limited resources.*