

2017 nypd sergeant exam

A Critical Analysis of the 2017 NYPD Sergeant Exam and its Lingering Impact

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Summary: This analysis critically examines the 2017 NYPD Sergeant exam, its methodology, and its lasting impact on current NYPD trends. The article argues that while the exam aimed to improve the selection process, inherent biases and the exam's design ultimately failed to fully address issues of diversity and inclusion within the NYPD's leadership ranks. The lasting effects of the exam's shortcomings are explored, along with recommendations for future improvements in police promotion processes.

1. Introduction: The 2017 NYPD Sergeant Exam and its Context

The 2017 NYPD Sergeant exam was a significant event in the history of the New York City Police Department. Designed to promote officers to the rank of sergeant, the exam aimed to identify candidates possessing the necessary leadership qualities, knowledge, and skills. However, the exam's impact extended far beyond the simple promotion of officers; it became a focal point in the ongoing debate surrounding police reform, diversity, and equitable promotion practices within law enforcement agencies. The 2017 NYPD Sergeant exam's legacy continues to influence the ongoing discourse about fair and effective police promotion processes.

2. Methodology and Criticism of the 2017 NYPD Sergeant Exam

The 2017 NYPD Sergeant exam comprised multiple components, including a written examination, an

assessment center, and a background investigation. The written exam tested knowledge of policing procedures, laws, and departmental regulations. The assessment center evaluated leadership skills through simulations and group exercises. While seemingly comprehensive, the 2017 NYPD Sergeant exam faced significant criticism. Critics argued that the written exam, in particular, disproportionately disadvantaged minority candidates, highlighting the persistent issue of systemic bias in law enforcement testing. The lack of transparency surrounding the scoring and weighting of each component further fueled concerns about fairness and objectivity. These concerns regarding the 2017 NYPD Sergeant exam resonated deeply within the department and the wider community.

3. Impact on Diversity and Inclusion within the NYPD

The results of the 2017 NYPD Sergeant exam revealed a disparity in promotion rates among different demographic groups. The underrepresentation of minority officers among those promoted sparked renewed calls for reform and raised serious questions about the fairness and effectiveness of the selection process. This disproportionate impact of the 2017 NYPD Sergeant exam on minority candidates underscored the ongoing need to address systemic biases within the recruitment and promotion processes of the NYPD. The exam's shortcomings became a symbol of the broader struggle for equitable representation in law enforcement leadership.

4. Long-Term Effects on NYPD Leadership and Policing Practices

The aftermath of the 2017 NYPD Sergeant exam significantly influenced subsequent promotion processes. The controversy surrounding the exam prompted the NYPD to review and revise its promotion procedures. This included exploring alternative assessment methods aimed at reducing bias and improving the selection of diverse and qualified candidates. The 2017 NYPD Sergeant exam serves as a case study in the challenges of implementing fair and equitable promotion systems within large, complex organizations. The long-term effects are still being observed, with ongoing debates about the best approaches to ensure both meritocracy and inclusivity in police leadership.

5. Lessons Learned and Recommendations for Future Police Promotion Exams

The 2017 NYPD Sergeant exam provides valuable lessons for other law enforcement agencies seeking to improve their promotion processes. Transparency and accountability are crucial in building trust and ensuring fairness. Thorough validation of assessment methods is necessary to minimize bias and accurately assess candidates' abilities. Moreover, diversifying the composition of selection panels and incorporating feedback from diverse stakeholders are vital steps toward creating a more inclusive and equitable system. The 2017 NYPD Sergeant exam highlights the importance of continuous evaluation and improvement of promotion processes to ensure they reflect the values of fairness, merit, and inclusivity.

6. Conclusion

The 2017 NYPD Sergeant exam, while intended to improve the selection of qualified sergeants, inadvertently highlighted the persistent challenges of achieving true diversity and equity in police

promotion. The exam's shortcomings underscored the need for ongoing reform and critical analysis of assessment methods to ensure fairness and eliminate bias. Future promotion processes must prioritize transparency, accountability, and a multi-faceted approach to evaluating candidates that goes beyond solely written examinations. The legacy of the 2017 NYPD Sergeant exam serves as a cautionary tale and a valuable learning opportunity for the NYPD and other law enforcement agencies striving for equitable and effective leadership.

FAQs

1. What were the main criticisms of the 2017 NYPD Sergeant Exam? The main criticisms centered on allegations of bias in the written exam, lack of transparency in the scoring process, and the disproportionate impact on minority candidates.
1. What were the consequences of the exam's outcome? The outcome led to lawsuits, calls for reform, and a review of the NYPD's promotion procedures.
1. Did the NYPD make changes after the 2017 exam? Yes, the NYPD reviewed and revised its promotion procedures, exploring alternative assessment methods to reduce bias.
1. What role did diversity play in the controversy? The underrepresentation of minority officers among those promoted highlighted systemic issues of bias and inequity.
1. How did the exam impact public trust in the NYPD? The controversy further eroded public trust, particularly among minority communities.
1. What lessons were learned from this exam? The importance of transparency, accountability, and thorough validation of assessment methods to minimize bias were highlighted.
1. What alternative assessment methods are now being considered? Assessment centers with a greater emphasis on practical skills and situational judgment are being explored.

1. How can future exams avoid similar controversies? Through greater transparency, diverse selection panels, and rigorous validation of assessment tools.

1. What is the current status of NYPD promotion procedures? The NYPD continues to refine its promotion procedures, striving for a more equitable and transparent system.

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2017 nypd sergeant exam: Police Sergeant Examination Preparation Guide Larry F. Jetmore, 2014-11 In this extremely thorough prep guide Larry Jetmore reveals every element of the Sergeant Exam and shares priceless insights into things you can do to prepare yourself for top performance. Inside you will get: Tips for submitting your test application, Expert advice on strategies that will help you skillfully navigate both written AND oral elements, An explanation of scoring methodology and passing percentages and real-world insights into what the job of Sergeant actually entails, from the skills and personality strengths to the various new responsibilities you must be prepared to accept. Practice tests with explanatory answers PLUS a complete glossary of important terms and concepts.

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understand the world within. *Blink* is a book about how we think without thinking, about choices that seem to be made in an instant--in the blink of an eye--that actually aren't as simple as they seem. Why are some people brilliant decision makers, while others are consistently inept? Why do some people follow their instincts and win, while others end up stumbling into error? How do our brains really work--in the office, in the classroom, in the kitchen, and in the bedroom? And why are the best decisions often those that are impossible to explain to others? In *Blink* we meet the psychologist who has learned to predict whether a marriage will last, based on a few minutes of observing a couple; the tennis coach who knows when a player will double-fault before the racket even makes contact with the ball; the antiquities experts who recognize a fake at a glance. Here, too, are great failures of blink: the election of Warren Harding; New Coke; and the shooting of Amadou Diallo by police. *Blink* reveals that great decision makers aren't those who process the most information or spend the most time deliberating, but those who have perfected the art of thin-slicing--filtering the very few factors that matter from an overwhelming number of variables.

2017 nypd sergeant exam: *From Enforcers to Guardians* Hannah L. F. Cooper, Mindy Thompson Fullilove, 2020-01-14 A public health approach to understanding and eliminating excessive police violence. Excessive police violence and its disproportionate targeting of minority communities has existed in the United States since police forces first formed in the colonial period. A personal tragedy for its victims, for the people who love them, and for their broader communities, excessive police violence is also a profound violation of human and civil rights. Most public discourse about excessive police violence focuses, understandably, on the horrors of civilian deaths. In *From Enforcers to Guardians*, Hannah L. F. Cooper and Mindy Thompson Fullilove approach the issue from a radically different angle: as a public health problem. By using a public health framing, this book challenges readers to recognize that the suffering created by excessive police violence extends far outside of death to include sexual, psychological, neglectful, and nonfatal physical violence as well. Arguing that excessive police violence has been deliberately used to marginalize working-class and minority communities, Cooper and Fullilove describe what we know about the history, distribution, and health impacts of police violence, from slave patrols in colonial times to war on drugs policing in the present-day United States. Finally, the book surveys efforts, including Barack Obama's 2015 creation of the Task Force on 21st Century Policing, to eliminate police violence, and proposes a multisystem, multilevel strategy to end marginality and police violence and to achieve guardian policing. Aimed at anyone seeking to understand the causes and distributions of excessive police violence—and to develop interventions to end it—*From Enforcers to Guardians* frames excessive police violence so that it can be understood, researched, and taught about through a public health lens.

2017 nypd sergeant exam: *Securing Development* Bernard Harborne, William Dorotinsky, Paul M. Bisca, 2017-03-01 *Securing Development: Public Finance and the Security Sector* highlights the role of public finance in the delivery of security and criminal justice services. This book offers a framework for analyzing public financial management, financial transparency, and oversight, as well as expenditure policy issues that determine how to most appropriately manage security and justice services. The interplay among security, justice, and public finance is still a relatively unexplored area of development. Such a perspective can help security actors provide more professional, effective, and efficient security and justice services for citizens, while also strengthening systems for accountability. The book is the result of a project undertaken jointly by staff from the World Bank and the United Nations, integrating the disciplines where each institution holds a comparative advantage and a core mandate. The primary audience includes government officials bearing both security and financial responsibilities, staff of international organizations working on public expenditure management and security sector issues, academics, and development practitioners working in an advisory capacity.

2017 nypd sergeant exam: *Street Warrior* Ralph Friedman, Patrick Picciarelli, 2017-07-25 A memoir by the NYPD's most decorated cop, reflecting on the job, the city, and how both have changed.

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2017 nypd sergeant exam: The Vanished Man Jeffery Deaver, 2012-08-28 Forensic criminologist Lincoln Rhyme and his partner Amelia Sachs are pitted against an unstoppable invisible killer. As the fatalities rise and the minutes tick down, they must move beyond the smoke and mirrors to prevent a terrifying act of vengeance that could become the greatest vanishing act of all.

2017 nypd sergeant exam: Crime Scene Investigation National Institute of Justice (U.S.). Technical Working Group on Crime Scene Investigation, 2000 This is a guide to recommended practices for crime scene investigation. The guide is presented in five major sections, with sub-sections as noted: (1) Arriving at the Scene: Initial Response/Prioritization of Efforts (receipt of information, safety procedures, emergency care, secure and control persons at the scene, boundaries, turn over control of the scene and brief investigator/s in charge, document actions and observations); (2) Preliminary Documentation and Evaluation of the Scene (scene assessment, walk-through and initial documentation); (3) Processing the Scene (team composition, contamination control, documentation and prioritize, collect, preserve, inventory, package, transport, and submit evidence); (4) Completing and Recording the Crime Scene Investigation (establish debriefing team, perform final survey, document the scene); and (5) Crime Scene Equipment (initial responding officers, investigator/evidence technician, evidence collection kits).

2017 nypd sergeant exam: Police Officer Exam Donald Schroeder, Frank A. Lombardo, 2017-06-06 Rated Best of the Best in Police Exam Prep Books by BestReviews, September 2018 This updated manual presents information, practice tests, and strategies for the different question types used by police departments throughout the country. It includes: Four full-length practice exams with all questions answered and explained Two official exams given by a large metropolitan police department Streamlining of chapters to more closely reflect the latest question types currently in use General strategies for dealing with multiple-choice questions and specific strategies for taking computer-based multiple-choice tests, as well as for taking the traditional paper/pencil multiple-choice exam All important time management strategies New reading comprehension question types, plus strategies for answering these questions An additional diagnostic exam presents questions like those that have appeared on recent entry-level exams used by police departments across the country. Also included are test-taking tips for all question types, suggested rules for effective study, and a detailed description of a police officer's duties. Updated chapters take into account the recent trend by police departments to rely on oral interviews and computerized testing when selecting police officers.

2017 nypd sergeant exam: Planet of the Umps Ken Kaiser, David Fisher, 2004-04-19 In this hysterical autobiography, Major League Baseball umpire Ken Kaiser brings to life his twenty-five years on the baseball diamond.

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questions focus on; #9642 Basic Math #9642 Logical Reasoning #9642 Language Skills #9642 Reading Comprehension

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2017 nypd sergeant exam: Lift Every Voice Lani Guinier, 1998 The author was nominated as Assistant Attorney General for Civil Rights, but after critics from the right labelled her the Quota Queen, the president not only withdrew his nomination but refused to allow her an opportunity to defend herself. Now she writes about what really happened behind closed doors, about the nation's racial history and commitment to equality and democracy, and about the courage of ordinary people.

2017 nypd sergeant exam: Radiotelegraph & Radiotelephone Codes, Prowords and Abbreviations John W Alcorn VK2JWA, 2013-10-26 What started out as a minor Project in 1987, blew out like the national debt so with all this accumulated info, it seemed worthwhile to produce the first book, here now is the Latest Online Edition. The sources and references have been many and varied and although the utmost care was taken, the Lists are far from complete and may contain errors. The original Codes etc were designed principally for marine use as this was the field in which radio was initially developed. The majority retain this influence but many have been modified and modernized to cover land and air applications. Technical terms have also varied as technology has changed however most abbreviations of the computer age have been omitted. These are specialist terms of that mode, not often encountered in telegraphy.

2017 nypd sergeant exam: From Jailer to Jailed Bernard B. Kerik, 2015-03-31 The controversial New York City police commissioner and New York Times bestselling author of *The Lost Son* shares the story of his fall from grace and the effects of his incarceration on his views of the American justice system. Bernard Kerik was New York City's police commissioner during the 9/11 attacks, and became an American hero as he led the NYPD through rescue and recovery efforts of the World Trade Center. His résumé as a public servant is long and storied, and includes receiving a Medal of Honor. In 2004, Kerik was nominated by George W. Bush to head the Department of Homeland Security. Now, he is a former Federal Prison Inmate known as #84888-054. Convicted of tax fraud and false statements in 2007, Kerik was sentenced to four years in federal prison. Now, for the first time, he talks candidly about what it was like on the inside: the torture of solitary confinement, the abuse of power, the mental and physical torment of being locked up in a cage, the powerlessness. With newfound perspective, Kerik makes a plea for change and illuminates why our punishment system doesn't always fit the crime. In this extraordinary memoir, Kerik reveals his unprecedented view of the American penal system from both sides: as the jailer and the jailed. With astonishing candor, bravery, and insider's intelligence, Bernard Kerik shares his fall from grace to incarceration, and turns it into a genuine and uniquely insightful argument for criminal justice reform.

2017 nypd sergeant exam: The Letter Writer Dan Fesperman, 2017-03-21 ONE OF THE NEW YORK TIMES 10 BEST CRIME NOVELS OF THE YEAR February 9, 1942. Disgraced Southern cop Woodrow Cain arrives in New York City for a new position with the NYPD and is greeted with smoke billowing out from the SS Normandie, engulfed in flames on the Hudson. On Cain's first day on the job, a body turns up in the same river. Unfamiliar with the milieu of mob bosses and crooked officials in the big city, Cain's investigation stalls, until a strange man who calls himself Danziger enters his life. Danziger looks like a miscreant, but speaks five languages, has the manners of a gentleman, and is the one person who can help Cain identify the body. A letter writer for illiterate European

immigrants, Danzinger has a seemingly boundless knowledge of the city's denizens and networks—and possesses information that extends beyond the reach of his clients, hinting at an unfathomable past. As the body count grows, Cain and Danziger inch closer toward an underground web of possibly traitorous corruption . . . but in these murky depths, not even Danzinger can know what kind of danger will await them.

2017 nypd sergeant exam: The Badge Jack Webb, 2006 There has been no other epoch in American history where corruption, debauchery, and horrific murder has intersected with a society as speciously glittering and innocent as the Los Angeles of the 1940s and 50s. This work deals with subjects like the sex slaying of Betty Short, narcotics, gambling and prostitution. First published in UK: MarkVIII Ltd, 1958.

2017 nypd sergeant exam: Blue on Blue Charles Campisi, 2017-02-07 In one of the most illuminating portraits of police work ever, Chief Charles Campisi describes the inner workings of the world's largest police force and his unprecedented career putting bad cops behind bars. "Compelling, educational, memorable...this superb memoir can be read for its sheer entertainment or as a primer on police work—or both" (Kirkus Reviews, starred review). From 1996 to 2014 Charles Campisi headed NYPD's Internal Affairs Bureau, working under four police commissioners and gaining a reputation as hard-nosed and incorruptible. During Campisi's IAB tenure, the number of New Yorkers shot, wounded, or killed by cops every year declined by ninety percent, and the number of cops failing integrity tests shrank to an equally startling low. But to achieve those exemplary results, Campisi had to triple IAB's staff, hire the very best detectives, and put the word out that corruption wouldn't be tolerated. Blue on Blue provides "a rare glimpse inside one of the most secretive branches of policing...and a compelling, behind-the-scenes account of what it takes to investigate police officers who cross the line between guardians of the public to criminals. It's a mesmerizing exposé on the harsh realities and complexities of being a cop on the mean streets of New York City and the challenges of enforcing the law while at the same time obeying it" (The New York Journal of Books). Campisi allows us to listen in on wiretaps and feel the adrenaline rush of drawing in the net. It also reveals new threats to the force, such as the possibility of infiltration by terrorists. "A lively memoir [told with] verve, intriguing detail, and a generous heart" (The Wall Street Journal) and "an expose of the NYPD's Internal Affairs Bureaus [that is] enlightening and entertaining" (The New York Times Book Review), Blue on Blue will forever change the way you view police work.

2017 nypd sergeant exam: CJ 2017 James A. Fagin, 2017-01-09 This is the eBook of the printed book and may not include any media, website access codes, or print supplements that may come packaged with the bound book. For courses in Criminal Justice Brief. Affordable. Visual. CJ 2017 provides an affordable, thought-provoking look at the criminal justice system that uses clear writing and eye-catching visuals to get your students straight to the important concepts. By focusing on these core concepts, students will gain true understanding of the material, without becoming overwhelmed with unnecessary information. The book's conversation-starting pedagogy encourages active participation in learning, moving students beyond memorization by engaging them in the latest research findings and current events shaping the field. Over 500 changes and updates in CJ 2017 -including new U.S. Supreme Court cases, new debate about the police and its relationship with the minority community, and new developments in homeland security-reflect the changes in the field of criminal justice in 2015 and 2016. CJ 2017 is also available via Revel™, an interactive learning environment that enables students to read, practice, and study in one continuous experience.

2017 nypd sergeant exam: Managing Major Events, 2011

2017 nypd sergeant exam: The City That Became Safe Franklin E. Zimring, 2013-11 Discusses many of the ways that New York City dropped its crime rate between the years of 1991 and 2000.

2017 nypd sergeant exam: The Challenge of Crime in a Free Society United States. President's Commission on Law Enforcement and Administration of Justice, 1967 This report of the President's Commission on Law Enforcement and Administration of Justice -- established by President Lyndon

Johnson on July 23, 1965 -- addresses the causes of crime and delinquency and recommends how to prevent crime and delinquency and improve law enforcement and the administration of criminal justice. In developing its findings and recommendations, the Commission held three national conferences, conducted five national surveys, held hundreds of meetings, and interviewed tens of thousands of individuals. Separate chapters of this report discuss crime in America, juvenile delinquency, the police, the courts, corrections, organized crime, narcotics and drug abuse, drunkenness offenses, gun control, science and technology, and research as an instrument for reform. Significant data were generated by the Commission's National Survey of Criminal Victims, the first of its kind conducted on such a scope. The survey found that not only do Americans experience far more crime than they report to the police, but they talk about crime and the reports of crime engender such fear among citizens that the basic quality of life of many Americans has eroded. The core conclusion of the Commission, however, is that a significant reduction in crime can be achieved if the Commission's recommendations (some 200) are implemented. The recommendations call for a cooperative attack on crime by the Federal Government, the States, the counties, the cities, civic organizations, religious institutions, business groups, and individual citizens. They propose basic changes in the operations of police, schools, prosecutors, employment agencies, defenders, social workers, prisons, housing authorities, and probation and parole officers.

2017 nypd sergeant exam: Research in Law Enforcement Selection Michael G. Aamodt, 2004 This book is the most comprehensive reference ever written for individuals interested in law enforcement selection. The chapters contain meta-analyses (statistical reviews of the literature) investigating the validity of methods used to predict police performance. These methods include education requirements, cognitive ability, background variables (e.g., military experience, arrest record, discipline problems at work), personality inventories, interest inventories, physical agility tests, assessment centers, and interviews. The first chapter in the book is a short primer on meta-analysis that informs the reader about the purpose of meta-analysis and how to interpret the meta-analysis tables contained in the book. Chapter 2 describes the methods used to conduct the meta-analyses for this project. Chapters 3-11 list the meta-analysis results for the various predictors of police performance. Chapter 12 describes a meta-analysis of the relationships among criteria (e.g., performance ratings, discipline problems, commendations), Chapter 13 describes a meta-analysis of the relationships among selection methods, and Chapter 14 describes a meta-analysis of the relationship between the various criteria and sex, race, age, and tenure. Chapter 15 summarizes the previous chapters and identifies future research needs.

2017 nypd sergeant exam: Raw Deal Gil Valle, Brian Whitney, 2017-02-28 "One of the most twisted tales you will ever read . . . a story of cannibal fetishes, a terrified wife, lying FBI agents, a false conviction."—Patrick Quinlan, Los Angeles Times bestselling author *Optioned in February 2019 for a motion picture* Raw Deal is the untold story of former New York City police officer Gil Valle, who in 2012 became known throughout the world as "The Cannibal Cop." It is part the controversial saga of a man who was imprisoned for "thought crimes," and a look into a world of dark sexuality and violence that most readers don't know exists, except maybe in their nightmares. After Valle's arrest, media coverage exploded in a frenzy of lurid tabloid headlines and stories about the cop charged with planning to kidnap, torture, rape . . . and eat . . . women, including his own wife. But here's the fascinating part; there was no such plan in reality. Valle faced life in prison for his charges and served 21 months for nothing more than having online chats about his fantasies. He was finally exonerated of all charges. Raw Deal raises the question of when does thought become a crime? A question that goes beyond his perverse sexuality to answers society must deal with in order to meet the challenge of terrorism. It will challenge the reader's beliefs about free speech, the right to privacy, and government's role in watching over us. WARNING: This book contains graphic fantasy material of a sexual and violent nature. It is intended for Mature Audiences. "A big part of what makes this book fascinating is seeing the contrast between Valle's extreme interests and his normal life."—Cultured Vultures

2017 nypd sergeant exam: *In Defense of Flogging* Peter Moskos, 2011-05-31 Presents

philosophical and practical arguments in favor of the administration of judicial corporal punishment as a way of addressing problems in the American criminal justice system.

2017 nypd sergeant exam: Correction Captain National Learning Corporation, 2017 The Correction Captain Passbook(R) prepares you for your test by allowing you to take practice exams in the subjects you need to study. It provides hundreds of questions and answers in the areas that will likely be covered on your upcoming exam, including but not limited to: supervision and development of staff; principles and practices in the fields of criminology and penology; comprehension of written and tabular material; ability to apply technical knowledge in job-related situations; supervision of uniformed staff, civilians and inmates; and more.

2017 nypd sergeant exam: **Barron's Police Officer Exam Flash Cards** , 2017 This set of more than 450 flash cards includes 23 different categories of question types typically found on entry-level police officer exams; detailed test-taking strategies; hundreds of practice questions covering each category along with answer explanations, and more. Includes a key-ring style card holder that lets students arrange flash cards for study on the go.

2017 nypd sergeant exam: *Police Promotion Super Course* Andrew Borrello, 2013-01-07 The contents of this book are designed specifically for law enforcement officers, front-line supervisors, and managers who have reached the point in their careers where they are ready to advance their rank. The focus of this information is on the police promotional oral interview. In a majority of police agencies across the country the oral interview is both the most critical part of the promotion process and the most difficult. An officer's performance during the oral interview is paramount because the process is highly competitive. Officers must "out-score" others also vying for promotion. This is difficult in that candidates may be competing against dozens or even hundreds of other police personnel many of whom may have greater education or more experience. The goal of this book is to provide professional law enforcement officers with a highly effective and valuable preparatory edge. This "edge" translates into real-world techniques, easy-to-apply skills, and a wealth of information on how to be distinctive and perform in an exceptional manner during the oral interview. The police officer, deputy, supervisor, or manager who utilizes the content of this unique book correctly can stand out among the other candidates, be more competitive, achieve preparatory confidence, and up their performance toward higher interview scores.

2017 nypd sergeant exam: **Race, Ethnicity, and Policing** Stephen K. Rice, Michael D. White, 2010-03-15 The text includes both classic pieces and original essays that provide the reader with a comprehensive, even-handed sense of the theoretical underpinnings, methodological challenges, and existing research necessary to understand the problems associated with racial and ethnic profiling and police bias.

2017 nypd sergeant exam: **A Preparation Guide for the Assessment Center Method** Tina Lewis Rowe, 2022-12-06 This third edition has the honesty, humor and interesting perspectives that made previous editions so enjoyable to read and easy to understand. In addition, every chapter has been refreshed and renewed with tips, techniques and insights that will help candidates use assessment center exercises to demonstrate their readiness for the rank and role they seek. Chapter Three, What Is Your Assessment Center Challenge? and Chapter Six, Three Characteristics of a High Caliber Candidate, are completely new. They reflect decades of observation and analysis and will provide insights and guidance not found in any other training or text. The entire book is focused on improving the law enforcement profession by helping promotional candidates prepare to be effective in their preparation and testing, then effective on the job as they develop as coaches and leaders. This book is a must-have for assessment center preparation for any rank or role.

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