1. Desirable psychological qualities of police officers include:
   a. no emotional reactions, subservient, a service orientation
   b. logical skills, a people orientation, incorruptible
   c. quick to show emotion, pragmatic, aloof
   d. well-adjusted, authoritarian, aggressive

2. Police applicants are primarily motivated by:
   a. job security
   b. authoritarian personality
   c. a sadistic nature
   d. their parents/military background

3. The watchman style of policing involves the officer as:
   a. "observer"
   b. "soldier"
   c. "neighbor"
   d. "teacher"

4. The ________ is employed by about two-thirds of all police agencies' selection processes.
   a. polygraph exam
   b. driving test
   c. drug screen
   d. psychological examination

5. In Westley's examination of the police, the police subculture was found to consist of:
   a. "insiders," "outsiders," and "fluid" members
   c. few characteristics of most sociological subcultures
   d. group cohesion, secrecy, and violence

6. The classical study of police cynicism was performed by:
   a. Jerome Skolnick
   b. James Q. Wilson
   c. Arthur Niederhoffer
   d. Lawrence Sherman

7. Some research has found the personality of the typical police applicant to be very similar to:
   a. school counselors
   b. authoritarian parents
   c. college students
   d. military disciplinarian

8. Which is the best means a police agency can use for predicting who will do well in the police academy?
   a. background checks
   b. high school transcripts
   c. physical fitness tests
   d. general intelligence and reading skills tests

9. A basic task for the chief executive is to consider how departmental policies:
   a. can eliminate the need for differential uniforms and weapons
   b. influence the way female officers shoot and run
   c. affect the manner in which women with child care issues may be terminated
   d. impact female officers regarding selection, training, promotion, and family leave
10. **Only 25% of all police agencies conduct:**
   a. character investigation
   b. oral interviews
   c. polygraph exams
   d. pre-service training

11. **Which of the following is the most job-related physical agility examination for police?**
   a. Running
   b. Performing push-ups
   c. Pushing cars
   d. Negotiating horizontal bars

12. **Police applicants are typically:**
   a. lower-lower class
   b. lower-middle or working-class
   c. middle class
   d. upper-middle class

13. **According to Peter Horne, all but which one of the following is a key issue in hiring female police officers?**
   a. recruitment
   b. pre-employment physical testing
   c. promotions
   d. local retail business endorsement

14. **An area of lawsuit vulnerability in police testing and selection, because of job relatedness, is the:**
   a. polygraph exam
   b. drug screen
   c. physical agility test
   d. character investigation

15. **Which factors contribute to the current "cop crunch"?**
   a. exploding growth of cities
   b. a competitive job market
   c. natural catastrophes
   d. all of the above

16. **Raters for assessment centers are typically selected who have:**
   a. been in the military
   b. previously held and now supervise the position for which candidates are testing
   c. shown ability to fill out paperwork as a deskbound administrator
   d. become retired

17. **Which of the following is **not** one of Broderick's police personality types?**
   a. The Enforcer
   b. The Realist
   c. The Pessimist
   d. The Optimist

18. **The most important element of the police selection process is probably the:**
   a. character investigation
   b. general interests test
   c. polygraph examination
   d. physical abilities test
19. The National Association of Police Organizations (NAPO) recently named ________________ as one of the top problems facing police agencies.
   a. officer fatigue
   b. outdated skills
   c. psychological depression
   d. recruitment

20. The highest proportion of women in policing are currently employed in ____________ agencies.
   a. local
   b. federal
   c. state
   d. county

21. Changes in departmental policies and procedures, court decisions, the specter of liability, and operational strategies and techniques demand that ________________ training be provided.
   a. role-play
   b. in-service
   c. computer simulation
   d. police brutality

22. An assessment center's "in-basket exercise" might ask candidates to assume the role of the new chief or captain who is:
   a. physically taken to a gymnasium to test his basketball and coordination skills
   b. taken up high in a fire department's ladder truck basket to show lifesaving skills
   c. given administrative problems to be prioritized and dealt with in a prescribed amount of time
   d. given a lecture by city human resources officers concerning their policies

23. An influential coalition of blacks is the
   a. National Organization of Black Law Enforcement Executives
   b. International Association of Minority Chiefs and Sheriffs
   c. National Association of Sheriffs and Chiefs
   d. African American Law Enforcement Union

24. As the community-oriented policing and problem-solving concept continues to expand, female officers:
   a. can play an increasingly vital role
   b. will find it more difficult to compete with males
   c. will be unable to solve problems in neighborhoods, most of which are physical in nature
   d. will likely require more training than males in the SARA problem solving process

25. __________ __________ tests are commonly used to exclude police applicants with personality disorders.
   a. General knowledge
   b. Psychological screening
   c. General intelligence (IQ)
   d. Rohrschach Interpretational

26. Probably the most difficult barrier to recruiting minority officers has to do with:
   a. the image that police officers have in the minority communities
   b. the fact that the salaries are too low
   c. the fact that minority officers commonly want to work in their old neighborhoods
   d. the fact that HIV has afflicted a disproportionately high number of black officers

27. An assessment center may include which of the following:
   a. In-basket exercises
   b. Role-playing exercises
   c. Simulated critical incidents
   d. All of the above
28. One of the greatest obstacles to understanding the American police is:
   a. leadership
   b. the media
   c. its social worker image
   d. its crime-fighter image

29. A new approach to training new officers that is related to the FTO program is the:
   a. After Academy Program, or AAP
   b. Police Training Officer (PTO) program
   c. Pre-Solo Officer Program, or PSOP
   d. Post-Recruitment Program, or PRP

30. About 60 percent of female officers who leave their agency typically do so during the ____ year.
   a. second to fifth
   b. first
   c. first to fourth
   d. third

31. The idea of a police "subculture" originated with a 1950 study by:
   a. O. W. Wilson
   b. J. Edgar Hoover
   c. August Vollmer
   d. William Westley

32. Jerome Skolnick's studies determined that the police role contained:
   a. danger and authority
   b. excitement and loyalty
   c. dedication and insecurity
   d. malfeasance and impropriety

33. Each state has a Commission on Peace Officers Standards and Training (POST) or similar entity which establishes all but which one of the following:
   a. Minimum selection standards for law enforcement officers
   b. Minimum education and training standards
   c. In-house training programs
   d. Serves as the certification or licensing authority for sworn personnel.

34. Peter Horne's assignments issue as it relates to women in policing suggests that agencies should routinely:
   a. review daily assignments of probationary officers to assure they have equal opportunity to become effective patrol officers
   b. ensure that probationary female officers have the most specialized assignments to gain experience
   c. consider ways in which women may obtain maximum time off
   d. look at means by which women may receive the most dangerous assignments

35. Although the representation of women officers is low compared to their overall proportion in the total population, it ___________________ in the leadership ranks.
   a. is non-existent
   b. is much better
   c. becomes even more evident
   d. is typically discouraged

36. The knowledge and experience gained during academy training or specialized training is comprehensive enough to serve an officer for an entire career.
   a. True
   b. False
37. **Agencies that require two years of college coursework have proven that this requirement increases their applicant pool significantly.**
   a. True
   b. False

38. **Studies show officers who dropped out of the police force had lower IQ scores than a norm group.**
   a. True
   b. False

39. **PTO covers two primary training areas: substantive topics and core competencies.**
   a. True
   b. False

40. **Assessment centers are less difficult to conduct and less labor-intensive and costly than other police hiring methods, so for those reasons they are worthwhile.**
   a. True
   b. False

41. **A high written test score has been established to be more an asset for police officers, as they will have greater overall success.**
   a. True
   b. False

42. **Private citizens have no influence in the nature of the police role.**
   a. True
   b. False

43. **Approximately 85% of all police departments conduct polygraph examinations for recruiting.**
   a. True
   b. False

44. **The courts influence the police role by handing down decisions that regulate police conduct.**
   a. True
   b. False

45. **The burden rests with police administrators to demonstrate that the tests used during the application process are job related.**
   a. True
   b. False

46. **Only about 20% of all police agencies use the oral interview with other tests to screen applicants.**
   a. True
   b. False

47. **There are nearly 650 state and local law enforcement academies operating in the U.S.**
   a. True
   b. False

48. **Most police applicants are less psychologically healthy and more authoritarian than the general society.**
   a. True
   b. False

49. **Black police officers face problems similar to those of women who attempt to enter and prosper in police work.**
   a. True
   b. False
50. **Female police applicants tend to be more assertive, nonconforming, and less likely to identify with traditional sex roles.**  
   a. True  
   b. False

51. "**Enforcers** believe their primary job is to keep their beats clean, making good arrests, and helping people."  
   a. True  
   b. False

52. **Suspicion and cynicism are two staple aspects of the police personality.**  
   a. True  
   b. False

53. **Explain the FTO and PTO concepts and how they contribute to the development of a police officer.**

54. **Describe the stages of the "ideal" police hiring process; include all the steps in this process and the major goals of each.**

55. **Name one recruiting problem and what might be done to improve the process.**

56. **Define cynicism and how it operates during one's career, per Niederhoffer's study of police.**

57. **Describe James Q. Wilson's three policing styles.**

58. **In the past, formal barriers such as height requirements were obstacles to the hiring of women.**  
   a. True  
   b. False

59. "**Canned** recruitment tests, created by private companies, are used by many police agencies."  
   a. True  
   b. False

60. **Recruitment is strongly influenced by the state of the economy.**  
   a. True  
   b. False

61. **A candidate only needs to meet the minimum qualifications of age, education, and no criminal record to become a police officer.**  
   a. True  
   b. False

62. "**Hogan's Alley**" was a popular police show of the early 1970s which showed proper police techniques.  
   a. True  
   b. False

63. **Explain the problems of recruiting and retaining females and minorities in police service.**
64. **The median duration of basic recruit training is eight weeks.**
   a. True
   b. False

65. **Explain what is meant by in-service training, including its benefits for the police.**
Test Name: Chapter 4 Study Guide

1. b. logical skills, a people orientation, incorruptible
2. a. job security
3. c. "neighbor"
4. d. psychological examination
5. d. group cohesion, secrecy, and violence
6. c. Arthur Niederhoffer
7. c. college students
8. d. general intelligence and reading skills tests
9. d. impact female officers regarding selection, training, promotion, and family leave
10. c. polygraph exams
11. a. Running
12. b. lower-middle or working-class
13. d. local retail business endorsement
14. c. physical agility test
15. d. all of the above
16. b. previously held and now supervise the position for which candidates are testing
17. c. The Pessimist
18. a. character investigation
19. d. recruitment
20. b. federal
21. b. in-service
22. c. given administrative problems to be prioritized and dealt with in a prescribed amount of time
23. a. National Organization of Black Law Enforcement Executives
24. a. can play an increasingly vital role
25. b. Psychological screening
26. a. the image that police officers have in the minority communities
27. d. All of the above
28. d. its crime-fighter image
29. b. Police Training Officer (PTO) program
30. a. second to fifth
31. d. William Westley
32. a. danger and authority
33. c. In-house training programs
34. a. review daily assignments of probationary officers to assure they have equal opportunity to become effective patrol officers
35. c. becomes even more evident
36. b. False
37. b. False
38. b. False
39. a. True
40. b. False
41. a. True
42. b. False
43. b. False
44. a. True
45. a. True
46. b. False
47. a. True
48. b. False
49. a. True
50. a. True
51. a. True
52. a. True
53. 54.
55.
56.
57.
58. a. True
59. a. True
60. a. True
61. b. False
62. b. False
63.
64. b. False
65.