

Selection Validation Survey

1. Name of Rated Employee		2. Database ID Number	
[NOTE: Employee's name should be redacted after data collection.]			
3. Employee's Position		4. Date of Hire (MM/DD/YY)	5. Date of Rating (MM/DD/YY)
6. Employing Agency		7. Name of Rater and Contact Phone and/or Email Address	
8. Rater's Position <i>Mark all that apply</i> <input type="checkbox"/> Field Training Officer <input type="checkbox"/> Direct Supervisor <input type="checkbox"/> Other: _____ _____ _____		9. Employee's Probationary Status <input type="checkbox"/> Still on probation <input type="checkbox"/> Successfully completed probation <input type="checkbox"/> Left agency prior to completing probation <input type="checkbox"/> Left voluntarily <input type="checkbox"/> Left involuntarily	
10. Employee's Current Status: <input type="checkbox"/> Currently employed <input type="checkbox"/> No longer with agency due to: <input type="checkbox"/> Voluntary resignation in good standing <input type="checkbox"/> Termination <input type="checkbox"/> Lay-off or economic reduction in force <input type="checkbox"/> Disability <input type="checkbox"/> Resignation under pressure (due to performance or conduct issues) <input type="checkbox"/> Other: _____			

11. Please place an "X" next to each of the behaviors listed below if they occurred during probation and/or served as the basis for separation during or after probation.

If unable to provide information about the basis for post-probationary separation, please check this box: ☐

Problem Behavior	Problem History		Problem Behavior	Problem History	
	Up through probation	Basis for separation		Up through probation	Basis for separation
A. Academic/learning problems	<input type="checkbox"/>	<input type="checkbox"/>	N. Uncooperative toward supervisors	<input type="checkbox"/>	<input type="checkbox"/>
B. Interpersonal problems	<input type="checkbox"/>	<input type="checkbox"/>	O. Shows bias towards others	<input type="checkbox"/>	<input type="checkbox"/>
C. Failure to control conflict	<input type="checkbox"/>	<input type="checkbox"/>	P. Uses position for personal advantage	<input type="checkbox"/>	<input type="checkbox"/>
D. Report writing problems	<input type="checkbox"/>	<input type="checkbox"/>	Q. Misses court appearances	<input type="checkbox"/>	<input type="checkbox"/>
E. Failure to engage subjects as necessary	<input type="checkbox"/>	<input type="checkbox"/>	R. Conduct unbecoming	<input type="checkbox"/>	<input type="checkbox"/>
F. Navigational/geography problems	<input type="checkbox"/>	<input type="checkbox"/>	S. Uses excessive force	<input type="checkbox"/>	<input type="checkbox"/>
G. Integrity violation/unlawful activity	<input type="checkbox"/>	<input type="checkbox"/>	T. Abuses authority	<input type="checkbox"/>	<input type="checkbox"/>
H. Driving problems	<input type="checkbox"/>	<input type="checkbox"/>	U. Rude behavior	<input type="checkbox"/>	<input type="checkbox"/>
I. Failure to accept feedback	<input type="checkbox"/>	<input type="checkbox"/>	V. Deceptiveness	<input type="checkbox"/>	<input type="checkbox"/>
J. Misconduct (non-sexual)	<input type="checkbox"/>	<input type="checkbox"/>	W. Does not take responsibility for mistakes	<input type="checkbox"/>	<input type="checkbox"/>
K. Sexual misconduct	<input type="checkbox"/>	<input type="checkbox"/>	X. Fails to exercise appropriate discretion	<input type="checkbox"/>	<input type="checkbox"/>
L. Excessive tardiness/absenteeism	<input type="checkbox"/>	<input type="checkbox"/>	Y. Drug/alcohol problems	<input type="checkbox"/>	<input type="checkbox"/>
M. Uncooperative toward peers	<input type="checkbox"/>	<input type="checkbox"/>	Z. Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

Field Performance Dimensions: Please evaluate the employee's *probationary* performance on each dimension. If "No Significant Problems" is checked, no other boxes should be checked for that dimension. However, either or both of the "Some Problems" boxes can be checked, as appropriate.

Note: Ratings will be used for research purposes only and will not be linked to the employee's name in any database.

12. Decision-making: Uses tactical thinking, legal knowledge, and awareness of ethics to reach decisions quickly.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

13. Restraint and control: Avoids impulsive and/or unnecessarily risky behavior; reacts to situations with the proper degree of emotional and behavioral restraint and control.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

14. **Assertiveness/Control:** Engages with people and takes control of situations; exhibits command presence.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

15. **Interpersonal Skill:** Reads people, listens to others, and adapts language and approach to the requirements of the situation.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

16. **Learning:** Comprehends and applies instructions and teachings appropriately.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

17. **Tactical Skills:** Confidently and safely employs the tactics taught in the academy.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

18. **Multi-tasking:** Prioritizes multiple and essential functions of the job and performs them in quick succession while maintaining good environmental awareness of vital information.

- ☐ No Significant Problems
☐ Some Problems Under *Normal Conditions*
☐ Some Problems Under *Stress Conditions*

General Performance Dimensions: Please evaluate the employee's *probationary* performance under general conditions. Check only one box for each general performance dimension.

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19. **Initiative and Drive:** Obtains information and evidence to help solve crimes, explain incidents, and solve problems.

- ☐ No Significant Problems
☐ Some Problems

20. **Commitment:** Exhibits a dedication to improve knowledge and skills, take ownership for choices, and provide service to the public.

- ☐ No Significant Problems
☐ Some Problems

21. **Integrity:** Maintains high standards of personal and professional conduct, including honesty, impartiality, trustworthiness, and compliance with laws, regulations, and policies.

- ☐ No Significant Problems
☐ Some Problems

22. **Conscientiousness:** Displays diligent, reliable, and conscientious work behavior; can be depended on to follow through with his/her commitments and responsibilities.

- ☐ No Significant Problems
☐ Some Problems

23. **Teamwork:** Works effectively with co-workers and as a member of a team.

- ☐ No Significant Problems
☐ Some Problems

24. **Overall Rating:** Please rate the employee's overall performance.

- ☐ Poor ☐ Below Average ☐ Average ☐ Good ☐ Excellent

25. **Would you like to have other employees like this one?**

- ☐ Absolutely Not ☐ Not likely ☐ Possibly ☐ Probably ☐ Absolutely

Return completed survey to:

Name of psychologist

Mailing address

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