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.