

# 2021-2022 OSPDA & PRADCO PARTNERSHIP (For OSPDA Members with under 20 sworn personnel)

## ASSESSMENTS USED FOR SELECTION

### PRADCO Quick View™ Assessments

Quick View™ Assessments are great tools to bring into your interview process to help you understand the behaviors your candidates will likely bring to the job. They can also assist you with prioritizing candidates and for developmental purposes with existing employees.

- **\$140/pp** Quick View™ Law Enforcement or Quick View™ Dispatch
- **\$3,500** (Optional) Benchmarking the Quick View™ Law Enforcement Assessment

### PRADCO Pre-Hire Psychological Assessments

You get access to our testing portal so that you can set up candidates yourself to take assessments, without delay. Candidates are given unique passwords and links to complete the assessment components online through any computer or mobile device. Assessments are completed prior to an interview (either virtual or face-to-face) with a trained PRADCO safety force consultant.

PRADCO's assessment process stresses the behavioral importance of emotional intelligence in understanding and responding to people. It also probes implicit bias and a candidate's overall objectivity when interacting with citizens. No more than three (3) days after the interview, you will be emailed a report that, in addition to providing an overall degree of fit, focuses on the following five (5) core areas as it is our goal to give you a comprehensive view of how your candidate will behave on the job so that you can make the most informed hiring decision possible, and use the information for training and developmental purposes:

1. **Sense of Duty and Work Ethic** – The extent to which someone is dependable and responsible
2. **Community Interaction** – The extent to which an officer becomes engaged with the community they serve while promoting a positive reputation for law enforcement
3. **Work Relationships** – The extent to which an officer demonstrates an effective balance of humility, collaboration, and courage towards peers and superiors
4. **Emotionality and Restraint** – The extent to which someone handles job-related pressure effectively
5. **Judgment and Problem Solving** – The extent to which an officer makes sound judgments under a variety of different circumstances

Afterward, PRADCO is available, at no additional cost, to have a debrief with you and your team.

- **\$650** Streamlined process and Memo report; **\$780** Standard process and report
- **\$100** (Optional) ½ Page training summary added to the report

Note: There is a **\$250 one-time account and testing site set-up fee**.

# **2021-2022 OSPDA & PRADCO PARTNERSHIP**

## **(For OSPDA Members with under 20 sworn personnel)**

### **ASSESSMENTS USED FOR PROMOTION**

#### **Front-Line Supervisor Assessment (\$1,150/pp)**

Ideal for front-line managers (including Police 1<sup>st</sup> line supervisors and Dispatch Managers). It includes:

- A discussion with organizational leaders and review of written job-related materials
- Candidates take the appropriate Quick View™ Assessment, a problem-solving test and open-ended survey
- A PRADCO consultant interviews your candidates and writes a report outlining strengths and weaknesses you will see from the candidate on the job as well as an overall degree of fit (Poor, Marginal, Good, or Strong) or an overall score
- Debrief with organizational leaders afterward

#### **Advanced Supervisory Assessment (\$2,100/pp)**

Ideal for mid-level managerial or advance safety force leadership positions and includes:

- All items listed in the Front-Line Supervisor Assessment above
- PRADCO Consultant interviews your candidate and provides feedback
- A longer, more comprehensive report
- Discount Options:
  - \$200/pp discount by removing the candidate feedback session
  - \$200/pp discount by removing the last page of the report (questions and developmental suggestions)

#### **Senior Supervisory Assessment (\$3,325/pp)**

Ideal for chief and director-level positions and includes:

- All items listed in the Front-Line Supervisor Assessment above
- Two PRADCO consultants interview your candidate and provide feedback
- A longer, more comprehensive report
- The hired/promoted person receives an onboarding 30 days after a hiring decision is made