

Sample Red Flag Listing

(These were taken from an actual candidate group. The names have been changed.)

Report of Selected Responses from the
Police Candidate Background Self-Report (PCBS) Document
"Red Flag" Responses for Candidate:

Doe

John

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WORK EXPERIENCE

- 3.13: Unemployed for more than one year in the last five years
- 3.16: Put on probation at work/school 2 - 4 times
- 3.17: Fired from a job once
- 3.20: Missed 5 - 9 days of work/school in the last 12 months
- 3.24: Late for work/school 5 - 9 times in the last 12 months
- 3.36: Argued with co-workers or fellow students 2 - 4 times in the last 12 months
- 3.39: Did not cooperate with co-workers or fellow students 2 - 4 times in the last 12 months
- 3.77: Got angry with other drivers while going to or from work/school 5 - 9 times in the last 12 months
- 3.95: "I would like a job where I am not bothered by details." (Agreed)
- 3.103: "My attendance is worse than most of my co-workers/peers." (Did not disagree)
- 3.111: "I have trouble working in busy, confusing situations." (Did not disagree)
- 3.119: "I think that most stereotypes are true." (Did not disagree)

EDUCATION

- 4.11: Put on probation at school 2 - 4 times
- 4.14: Dropped out of school once

LEGAL: TRAFFIC VIOLATIONS

- 5.5: License to drive has been suspended, revoked, or canceled once
- 5.12: Speeds 5 - 9 times without getting caught (in an average month)
- 5.25: Failed to stop at a stop sign 2 - 4 times in the last 12 months

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LEGAL: DRIVING

5.36: Had one accident while driving in the last 12 months (may or may not have been at fault)

LEGAL: OTHER

5.68: Detained by the police once

5.112: Admitted to driving under the influence of alcohol

5.139: Admitted to public intoxication

WEAPONS

6.5: Owns 2 - 4 rifles

6.12: Used an automatic weapon 5 - 9 times in the past 12 months (other than as a government employee)

6.13: Used explosives 2 - 4 times (other than fireworks and other than in the US military)

FINANCES

7.6: Referred to a collection agency 2 - 4 times

7.8: Wages garnished 2 - 4 times

7.21: Does not know if has a clean credit record

7.23: Average monthly payment on all credit cards: \$2,500 - \$4,999

7.24: The total balance of outstanding (more than 1 month) credit card charges is \$5000 - \$9999

HOBBIES/INTERESTS

8.1: Hobby: drinking

SELF EVALUATION/SELF - REPORT

9.33: Likes the danger/thrill aspect of being a Police Officer

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RECREATIONAL DRUG USE

10.1: Tried marijuana

ALCOHOL USE

11.11: Been drunk in private 10 - 14 times in the last 12 months

INTERPERSONAL BEHAVIOR

13.7: Used foul/crude language towards others once in the past month

13.11: Lost his/her temper or made threats to others once in the past month

WORK STYLE PREFERENCES

14.4: "I have been criticized for poor judgement/decision making." (Agreed)

14.9: "I seldom get angry." (Disagreed)

14.11: "Faults in others irritate me." (Did not disagree)

14.22: "I feel uncomfortable around people of different races/religions." (Did not disagree)

14.27: "I have trouble remembering what was said to me." (Did not disagree)

WHEN WAS THE LAST TIME

17.11: Had a verbal argument with a stranger 1 - 2 years ago

17.12: Wanted to hit girlfriend/boyfriend/spouse this month

17.14: Had a physical fight with a friend 1 - 2 years ago

17.18: Had a physical fight with a stranger 3+ years ago

17.36: Sold something for over \$20,000 3+ years ago

17.39: Appeared in court (as the defendant) 1 - 2 years ago

17.91: Tried to hack into a computer system without authorization in the last 12 months

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This is the end of the listing of Red Flag Responses for Doe John
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"Red Flag" Responses for Candidate:

Doe

Jane

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GENERAL BACKGROUND

1.14: Previously submitted an application to this department

WORK EXPERIENCE

3.15: Reason cited for leaving last job: did not like the supervisor
3.20: Missed 5 - 9 days of work/school in the last 12 months
3.23: Called in sick when was not sick 2 - 4 times in the last 12 months
3.44: Wasted company/class time 10 - 14 times in the past 12 months

EDUCATION

4.3: Did not receive high school diploma
4.7: Average grade in high school was a D

LEGAL: TRAFFIC VIOLATIONS

5.12: Speeds 5 - 9 times without getting caught (in an average month)

LEGAL: JUVENILE

5.61: Stole things outside the home (as a juvenile) 10 - 14 times

LEGAL: OTHER

5.143: Admitted to shoplifting

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SELF EVALUATION/SELF - REPORT

9.40: Took a nap on the job 5 - 9 times in the last 12 months

9.45: Falsely reported time worked to get paid more 2 - 4 times in the last 12 months

WORK STYLE PREFERENCES

14.28: "I act before I think." (Agreed)

WHEN WAS THE LAST TIME

17.25: Took something from a store without paying 3+ years ago

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This is the end of the listing of Red Flag Responses for Doe Jane
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Sample Red Flag Listing

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Report of Selected Responses from the
Police Candidate Background Self-Report (PCBS) Document
"Red Flag" Responses for Candidate:

Smith

John

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WORK EXPERIENCE

- 3.23: Called in sick when was not sick once in the last 12 months
- 3.36: Argued with a co-worker or fellow student 2 - 4 times in the last 12 months
- 3.93: "I have trouble sticking with a dull task." (Agreed)
- 3.118: "I try to treat everyone courteously." (Disagreed)

LEGAL: FIGHTS

- 5.50: Joined in to help someone else who was in a fight once in the last 12 months

LEGAL: JUVENILE

- 5.58: Was in juvenile court once
- 5.64: Charged with truancy as a juvenile

WEAPONS

- 6.11: Fired a firearm on 15+ days (other than as a government employee) in the last 12 months

FINANCES

- 7.9: Check returned for insufficient funds (bounced a check) 5 - 9 times
- 7.20: Been to a casino 10 - 14 times in the last year
- 7.24: The total balance of outstanding (more than 1 month) credit card charges is \$5000 - \$9999

Sample Red Flag Listing

(These were taken from an actual candidate group. The names have been changed.)

RECREATIONAL DRUG USE

- 10.3: Tried hallucinogens (LSD, acid, mushrooms, caps)
- 10.27: 16 - 18 years old when first tried hallucinogens
- 10.36: Used marijuana 10 - 14 times
- 10.38: Used hallucinogens once

INTERPERSONAL BEHAVIOR

- 13.8: Others have lacked manners or been impolite to the candidate 5 - 9 times in the past month
- 13.12: Exchanged angry words with others 2 - 4 times in the past month
- 13.20: Been hot-headed once in the past month

WORK STYLE PREFERENCES

- 14.9: "I seldom get angry." (Disagreed)
- 14.10: "I tend to hold grudges." (Did not disagree)
- 14.12: "I try not to let little things bother me." (Disagreed)
- 14.13: "I am a difficult person to get along with." (Did not disagree)
- 14.15: "I think I am easy to work with." (Disagreed)
- 14.16: "I get very angry when others let me down." (Did not disagree)
- 14.19: "Most people would tell you that I am patient." (Disagreed)
- 14.23: "I have little patience with some people." (Did not disagree)
- 14.24: "My friends would tell you that I enjoy cooperating with others." (Disagreed)
- 14.35: "Other people would tell you that I am stubborn." (Agreed)
- 14.37: "My friends think I am easy to get along with." (Disagreed)

WHEN WAS THE LAST TIME

- 17.39: Appeared in court (as the defendant) 3+ years ago
- 17.53: Fired a type of gun other than a handgun, rifle, or shotgun in the last 12 months (other than as a government employee)
- 17.78: Planned violence that did not carry out 1 - 2 years ago

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This is the end of the listing of Red Flag Responses for Smith John
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