



Assessment Day Role Play – What to expect

On being successful in passing the Police Initial recruitment and fitness test you would be invited to an assessment day. During the day you will be assessed on the 7 competencies expected of a Guernsey Police Officer. Not every role play will involve all 7.

Respect for Race & Diversity

Considers and shows respect for the opinions, circumstances and feelings of colleagues and others, regardless of race, religion, position, background, circumstances, status or appearance.

Effective Communication

Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on.

Personal Responsibility

Takes personal responsibility for making things happen and achieving results. Displays motivation, commitment, perseverance and conscientiousness. Acts with a high degree of integrity.

Problem Solving

Gathers information from a range of sources. Analyses information to identify problems and issues, and makes effective decisions

Team Working

Develops strong effective relationships inside and outside the team to achieve common goals. Breaks down barriers between groups and involves others in discussions and decisions.

Community and Customer Focus

Focuses on the customer and provides a high quality service that is tailored to meet their individual needs. Understands different communities and their needs and concerns and reflects this in their dealings.

Resilience

Shows resilience, even in difficult circumstances. Prepared to make difficult decisions and has the confidence to see them through.

Here are examples of similar Role Plays that Guernsey Police use. Please note that these are not the Role plays used on the day.

You will come across someone in the street that is being verbally and racially abused by member of the public who is unknown to the victim. The following competencies would be assessed.

- Respect for Race & Diversity
- Effective Communication
- Personal Responsibility
- Problem Solving
- Team working
- Community and Customer Focus
- Resilience

You are an assistant in a local supermarket and a member of the public approaches you to say that there is an elderly lady who seems very confused and disoriented. The following competencies would be assessed.

- Respect for Race & Diversity
- Effective Communication
- Personal Responsibility
- Problem Solving
- Community and Customer Focus
- Resilience

During the day you will also be assessed on how you work within a team and you will be expected to give a presentation to the other candidates on a pre given subject.