Policing America Challenges and Best Practices 9th edition Peak Test Bank

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Policing America: Challenges and Best Practices, 9e **(Peak)**
Chapter 2 Preparing for the Street: Recruitment, Training, and Socialization

2.1 Multiple Choice Questions

1) The idea of a police "subculture" originated with a 1950 study by:
A) O.W. Wilson
B) J. Edgar Hoover
C) August Vollmer
D) William Westley
Answer: D
Page Ref: 36
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

2) Police applicants are typically:
A) lower-lower class
B) lower-middle or working class
C) middle class
D) upper-middle class
Answer: B
Page Ref: 37
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Intermediate

3) Police applicants are primarily motivated by:
A) job security
B) authoritarian personality
C) a sadistic nature
D) their parents/military background
Answer: A
Page Ref: 37
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Basic

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4) Some research has found the personality of the typical police applicant to be very similar to:
A) school counselors
B) authoritarian parents
C) college students
D) military disciplinarian
Answer: C
Page Ref: 37
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Intermediate

5) Which of the following is *not* a desirable psychological quality for police officers?
A) Well-adjusted
B) Logical skills
C) Subservient
D) Interested in people
Answer: C
Page Ref: 38
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Intermediate

6) About 60 percent of female officers who leave their agency typically do so during the _____ on the job.
A) first year
B) second to fifth years
C) sixth to tenth years
D) eleventh to fifteenth years
Answer: A
Page Ref: 39
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Difficult

7) The testing conducted by most police agencies is known as the _____ process.
A) examination
B) hurdle
C) background
D) weed-out
Answer: B
Page Ref: 39
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

8) _____ tests are commonly used to exclude police applicants with personality disorders.
A) General knowledge
B) Psychological screening
C) General intelligence (IQ)
D) Rorschach Interpretational
Answer: B
Page Ref: 41
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

9) To reduce vulnerability to lawsuits, police executives need to select a truly job-related:
A) polygraph exam
B) drug screening procedure
C) physical agility test
D) character investigation
Answer: C
Page Ref: 41
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

10) Which of the following is the most job-related physical agility examination for police?
A) Running
B) Performing push-ups
C) Pushing cars
D) Negotiating horizontal bars
Answer: A
Page Ref: 41
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Difficult

11) The purpose of the _____ during the selection process is to assess aspects of a candidate that cannot be measured on other tests.
A) written psychological exam
B) polygraph exam
C) personal interview
D) character investigation
Answer: C
Page Ref: 42
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

12) The most important and expensive element of the police selection process is probably the:
A) character investigation
B) general interests test
C) polygraph examination
D) physical abilities test
Answer: A
Page Ref: 42
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

13) An assessment center may include which of the following?
A) In-basket exercises
B) Role-playing exercises
C) Simulated critical incidents
D) All of the above
Answer: D
Page Ref: 44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

14) An assessment center's "in-basket exercise" might ask candidates to assume the role of the new chief or captain who is:
A) physically taken to a gymnasium to test his basketball and coordination skills
B) taken up high in a fire department's ladder truck basket to show lifesaving skills
C) given administrative problems to be prioritized and dealt with in a prescribed amount of time
D) given a lecture by city human resources officers concerning their policies
Answer: C
Page Ref: 44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

15) Assessment centers are most commonly used for hiring:
A) new personnel
B) lateral transfers
C) chief executives
D) none of these are hired through assessment centers
Answer: C
Page Ref: 44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

16) Raters for assessment centers are typically selected who have:
A) been in the military
B) previously held and now supervise the position for which candidates are testing
C) shown ability to fill out paperwork as a deskbound administrator
D) become retired
Answer: B
Page Ref: 44-45
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

17) Each state has a Commission on Peace Officers Standards and Training (POST) or similar entity, which establishes all but which one of the following?
A) Minimum selection standards for law enforcement officers
B) Minimum education and training standards
C) In-house training programs
D) Serves as the certification or licensing authority for sworn personnel
Answer: C
Page Ref: 45-46
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Intermediate

18) During basic recruit training at the academy, the most time is spent learning:
A) patrol tactics
B) investigations skills
C) criminal law
D) weapons and self-defense
Answer: D
Page Ref: 46-47
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Intermediate

19) The sixth sense that recruits are taught to nurture is:
A) suspicion
B) violence
C) respect
D) authority
Answer: A
Page Ref: 49
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Basic

20) A new approach to training new officers that is related to the FTO program is the:
A) After Academy Program, or AAP
B) Police Training Officer (PTO) program
C) Pre-Solo Officer Program, or PSOP
D) Post-Recruitment Program, or PRP
Answer: B
Page Ref: 52
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

21) Changes in departmental policies and procedures, court decisions, the specter of liability, and operational strategies and techniques demand that _____ training be provided.
A) role-play
B) in-service
C) computer simulation
D) police brutality
Answer: B
Page Ref: 53
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

22) Jerome Skolnick's studies determined that the police role contained:
A) danger and authority
B) excitement and loyalty
C) dedication and insecurity
D) malfeasance and impropriety
Answer: A
Page Ref: 53
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

23) Niederhoffer's study of police cynicism found that cynicism spikes most dramatically:
A) immediately after recruits leave the academy
B) during the first two to six years of service
C) at about mid-career
D) as the officer approaches retirement
Answer: A
Page Ref: 54
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

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24) Which of the following is *not* one of Broderick's police personality types?
A) The Enforcer
B) The Realist
C) The Pessimist
D) The Optimist
Answer: D
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

25) Which of the following is *not* one of the qualities considered imperative for entry-level officers?
A) Creativity
B) Idealism
C) Sense of humor
D) Tenacity
Answer: B
Page Ref: 55-56
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

26) Which of the following statements regarding the crime fighter image of the police is false?
A) It gives the public unrealistic expectations about the ability of the police to catch criminals.
B) It gives recruits a false view of what their daily activities will involve.
C) It is what many people believe is the primary role of the police.
D) It gives a reasonably accurate view of contemporary policing.
Answer: D
Page Ref: 56-57
Objective: Describe the primary functions and styles of policing.
Level: Difficult

27) The watchman style of policing involves the officer as:
A) "observer"
B) "soldier"
C) "neighbor"
D) "teacher"
Answer: C
Page Ref: 58
Objective: Describe the primary functions and styles of policing.
Level: Basic

28) Women are most likely to be employed in _____ police or law enforcement agencies.
A) local
B) federal
C) state
D) county
Answer: B
Page Ref: 59
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Intermediate

29) Probably the most difficult barrier to recruiting minority officers has to do with:
A) the image that police officers have in the minority communities
B) the fact that the salaries are too low
C) the fact that minority officers commonly want to work in their old neighborhoods
D) the fact that HIV has afflicted a disproportionately high number of black officers
Answer: A
Page Ref: 62
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Intermediate

30) An influential coalition of African American police officers is the:
A) National Organization of Black Law Enforcement Executives
B) International Association of Minority Chiefs and Sheriffs
C) National Association of Sheriffs and Chiefs
D) African American Law Enforcement Union
Answer: A
Page Ref: 62
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Basic

2.2 True/False Questions

1) Job security is a primary motivation for police applicants.
Answer: TRUE
Page Ref: 37
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Basic

2) The most effective way to attract women and minorities is to raise starting salaries.
Answer: FALSE
Page Ref: 38
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Intermediate

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3) General knowledge and reading skills tests are the best way a police agency can predict who will do well in the police academy.
Answer: TRUE
Page Ref: 40
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

4) The majority of activities included in a physical agility test are directly related to activities officers will perform on the job.
Answer: FALSE
Page Ref: 41
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

5) Applicants should not be informed that their references will be checked until after the character investigation is completed.
Answer: FALSE
Page Ref: 42
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

6) Assessment centers are more commonly used for hiring chief executives.
Answer: TRUE
Page Ref: 44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

7) The working personality of the police begins to develop during the recruit's time at the academy.
Answer: TRUE
Page Ref: 47
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Basic

8) The sixth sense that police recruits learn to nurture is cynicism.
Answer: FALSE
Page Ref: 49
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Basic

9) The knowledge and experience gained during academy training or specialized training is comprehensive enough to serve an officer for an entire career.
Answer: FALSE
Page Ref: 51
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

10) While participating in an FTO program, recruits are on probation and can be terminated for unsatisfactory performance.
Answer: TRUE
Page Ref: 51
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

11) In-service training is usually optional.
Answer: FALSE
Page Ref: 53
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

12) The two key variables of the police role are danger and authority.
Answer: TRUE
Page Ref: 53
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

13) Police cynicism tends to peak around the middle of an officer's career.
Answer: FALSE
Page Ref: 54
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

14) "Enforcers" believe their primary job is to keep their beats clean, making good arrests, and helping people.
Answer: TRUE
Page Ref: 54
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

15) A sense of humor is an important quality for an entry-level police officer.
Answer: TRUE
Page Ref: 55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

16) The crime fighter image is key to understanding the American police today.
Answer: FALSE
Page Ref: 56
Objective: Describe the primary functions and styles of policing.
Level: Basic

17) Under the watchman style of policing, order maintenance is the primary function of the police officer.
Answer: TRUE
Page Ref: 58
Objective: Describe the primary functions and styles of policing.
Level: Basic

18) In the past, formal barriers such as height requirements were obstacles to the hiring of women.
Answer: TRUE
Page Ref: 59
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Basic

19) Research shows that male and female officers are equally likely to use excessive force.
Answer: FALSE
Page Ref: 60
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Basic

20) Black police officers face problems similar to those of women who attempt to enter and prosper in police work.
Answer: TRUE
Page Ref: 61-62
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Basic

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2.3 Short Answer Questions

1) A key element of the hiring process is _____ qualified applicants.
Answer: recruiting
Page Ref: 36
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Basic

2) Police applicants must successfully complete the _____ process before being hired.
Answer: hurdle
Page Ref: 39
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

3) The most important element of the selection process is the _____ check.
Answer: background
Page Ref: 42
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

4) Many police departments use _____ centers for hiring chief executives and for promotional testing.
Answer: assessment
Page Ref: 44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Basic

5) The sixth sense that recruits learn in the academy is _____.
Answer: suspicion
Page Ref: 49
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Intermediate

6) After graduating the academy, a new officer is often assigned to a(n) _____ training officer — a veteran officer who provides initial instruction and observation.
Answer: field
Page Ref: 51
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Basic

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7) The two key variables of the police role are _____ and authority.
Answer: danger
Page Ref: 53
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

8) Police _____ tends to spike after recruits leave the academy and confront the reality of the streets.
Answer: cynicism
Page Ref: 54
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

9) According to John Broderick, _____ are officers who place high value on due process and individual rights.
Answer: idealists
Page Ref: 54
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

10) A key quality necessary for entry-level police officers is _____, proactively solving difficult cases and making things happen.
Answer: self-motivation
Page Ref: 55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Basic

11) The crime _____ image is a major obstacle to understanding the American police.
Answer: fighter
Page Ref: 56-57
Objective: Describe the primary functions and styles of policing.
Level: Basic

12) The existence of multiple police roles can lead to the problem of role _____.
Answer: conflict
Page Ref: 57
Objective: Describe the primary functions and styles of policing.
Level: Intermediate

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13) The _____ of policing views the police officer as a teacher who frequently uses informal sanctions rather than making arrests.
Answer: service
Page Ref: 58-59
Objective: Describe the primary functions and styles of policing.
Level: Intermediate

14) African American officers face problems similar to those of _____ attempting to enter and prosper in police work.
Answer: women
Page Ref: 62
Objective: Explain the status and advantages of women and minorities serving in police ranks.
Level: Intermediate

2.4 Matching Questions

Match the step in the hiring process to its intended purpose.

A) Assess general appearance, ability to communicate and reason, and general poise
B) Measure general intelligence and screen out those who are unstable or overly aggressive
C) Determine if the job candidate has any "skeletons" in his or her background
D) Evaluate ability to get to a problem (i.e., run or climb), resolve a problem (i.e., fight or wrestle), and remove a problem (i.e., carry heavy weight)

1) Personal interview
Page Ref: 40-44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

2) Agility test
Page Ref: 40-44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

3) Written exam
Page Ref: 40-44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

4) Character investigation
Page Ref: 40-44
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Intermediate

Answers: 1) A 2) D 3) B 4) C

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Match the police personality type to its description.

A) Little emphasis on social order or individual rights
B) High value on individual rights and focus on service activities
C) Focus on making good arrests and keeping their beats clean
D) High value placed on individual rights and due process as well as preserving the social order

5) Idealist
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

6) Enforcer
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

7) Realist
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

8) Optimist
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

Answers: 5) D 6) C 7) A 8) B

Match the policing style to its description.

A) Officer as neighbor, emphasis on order maintenance
B) Officer as teacher, frequently uses informal sanctions rather than arrest
C) Officer a soldier, assumes the purpose of the law is to punish

9) Legalistic
Page Ref: 58-59
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

10) Watchman
Page Ref: 58-59
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

11) Service
Page Ref: 58-59
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

Answers: 9) C 10) A 11) B

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2.5 Essay Questions

1) Name one recruiting problem and what might be done to improve the process.
Answer: Will vary
Possible answers include:
* Recruiting quality officers during a time of exploding growth, a competitive job market, fiscal challenges, and struggles to retain diversity
* The need for police to focus on problem-solving skills, the ability to collaborate with the community, and a greater capacity to use technology
* The higher incidence of obesity, major debt, drug use, and criminal records found among potential recruits
* Recruiting and retaining women and minorities
Page Ref: 35-39
Objective: Describe some of the problems confronting today's police recruiters and some unique measures being tried to obtain a viable applicant pool.
Level: Difficult

2) Describe the stages of the "ideal" police hiring process; include all the steps in this process and the major goals of each.
Answer: Will vary
Answers should review the major elements of the hiring process, as outlined in Figure 2-1 (Written Exam, Agility Test, Oral Exam, Character Investigation, Psychological Exam, Polygraph Exam, Medical / Drug Screening)
Page Ref: 38-45
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Difficult

3) List and briefly describe some of the core components of an assessment center.
Answer: Will vary
Answers should include discussion of issues such as:
* Individual and group role-playing
* Simulations
* In-basket exercises
* Written communication exercises
* Oral presentation exercises
Page Ref: 44-45
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Difficult

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4) Explain the FTO and PTO concepts and how they contribute to the development of a police officer.
Answer: Will vary
Answers should review the Field Training Officer and Police Training Officer concepts, their purposes, and their differences. For example:
* FTO programs are initial field instruction programs where a new officer is placed on probationary status and assigned to a veteran officer for evaluation
* PTO programs evaluate officers on their understanding and application of community policing and problem solving
Page Ref: 51-52
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Intermediate

5) Explain what is meant by in-service training, including its benefits for the police.
Answer: Will vary
Answers should include reasons why in-service training is necessary and the various uses of in-service training.
* Recertify, refresh, or provide new information to officers
* Weapons re-qualification, driving tactics, defensive tactics, first aid, and changes in the law
* Communicate news items, court decisions, and policy changes
Page Ref: 53
Objective: Describe the methods and purposes of both the FTO and PTO programs.
Level: Intermediate

6) Explain Broderick's four types of police personalities.
Answer: Will vary
Answers should discuss the main characteristics of each of Broderick's four types of police personalities:
* Enforcers
* Idealists
* Realists
* Optimists
Page Ref: 54-55
Objective: Describe what is meant by the term working personality and how it is developed and functions.
Level: Intermediate

7) Describe James Q. Wilson's three policing styles.
Answer: Will vary
Answers should discuss the main characteristics of each of Wilson's three policing styles:
* Watchman style
* Legalistic style
* Service style
Page Ref: 58-59
Objective: Describe the primary functions and styles of policing.
Level: Intermediate

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2.6 Critical Thinking Questions

1) What are the main steps in the hiring process and what are the advantages and disadvantages of each? If budget cuts required a reduced hurdle process, which steps could best be eliminated and why?
Answer: Will vary
Answers will vary but should include elements from Figure 2-1 (Written Exam, Agility Test, Oral Exam, Character Investigation, Psychological Exam, Polygraph Exam, Medical / Drug Screening)
Page Ref: 38-45
Objective: Explain the general hiring process and types of tests and examinations employed to hire and train police officers.
Level: Difficult

2) If budget cuts required the police academy to shorten the training process, which topics could best be eliminated or covered in a shorter period of time, and why?
Answer: Will vary
Answers will vary but should elements of the topics discussed in Table 2-3, including:
* Operations
* Self-defense / Firearms
* Legal
* Self-improvement
* Community Policing
Page Ref: 45-50
Objective: List the kinds of skills and knowledge that are imparted to police trainees during their academy training, including the typical subjects or topics that are found in the curriculum.
Level: Difficult

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