Analysis of the Potential Job Relatedness

of

Selected Personality Variables

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Introduction

As part of the Florida Police Standards and Training Commission state-wide job/task analysis project, an effort was undertaken to identify personality characteristics related to the performance of certain entry level tasks of law enforcement officers. This report provides a detailed description of that effort including the procedures used, the results, and conclusions.

Rationale

Along with a thorough Job/Task Analysis of law enforcement officers in Florida, it was decided that an important parallel research question would be the analysis of potentially measurable personality characteristics that may be related to job performance. It was inferred from an analysis of the responsibilities of law enforcement officers that certain personality characteristics might be associated with effective performance of certain job tasks. For example, the performance of some tasks may require constant interaction with people in various emotional states. Here personal sensitivity, emotional maturity, and personal judgment might be important.

The research conducted in this segment of the project consisted of selecting candidate personality dimensions, having job incumbents and supervisors rate job tasks on these dimensions in terms of whether the <u>lack</u> of the characteristic would hinder performance and then analyzing the results.

Method

Origination or Identification of Personality Characteristics

The three main sources of personality characteristics reviewed were: a job analysis, background investigation forms, and police officer rating scales. The California POST job anlaysis (Kohls, Berner, and Luke, 1979), included a behavioral data study. The POST intent was to identify qualities required by people to be successful patrol officers. A total of twenty-nine types of behavior were identified as being potentially related to successful patrol officer performance. The California study related the behaviors to a selected group (thirty-three) of tasks and skills. Of the twenty-nine behaviors, eleven appeared to be similar to the "Personality Characteristics" (PCs) of interest in the Florida project.

Several law enforcement employment applicant background checks were studied. Some personality characteristics were included in questions to be asked of neighbors or employers about the applicant. Other types of studies reviewed were behaviorally related performance appraisals of police officers (Landy, Farr, Saal, and Freytag, 1976) in which the characteristics were successfully rated by police officers' peers and supervisors. There were eleven unique scale labels. Each of the characteristics was defined for peer ratings and separately for supervisors ratings. The characteristics from the POST study, the background checks, and the behaviorally anchored performance rating scales formed a pool from which to select personality characteristics for the Florida study.

Based principally on the measure of relatedness to tasks or skills in the POST study, seven personality characteristics were selected. The

Landy, et al study was used as a model for the definitions and operational definitions or attributes were generated for each scale label. These PC's and their definitions underwent a series of internal reviews and revisions. The list of seven PC's with definitions was then provided to a separate PSTC consultant for review.

The consultant provided feedback in the form of modifications to some definitions and identified three additional characteristics for consideration. Analysis of these three additional PC's revealed some potential overlap between the characteristics of "Self-Control" and "Emotional Maturity," so the two were listed as "Emotional Maturity/Self-Control."

Original List	Proposed Additions	Final List
Honesty & Integrity	Judgment	Personal Sensitivity
Courage	Personal Sensitivity	Teamwork
Emotional Self-Control	Emotional Maturity	Emotional Maturity/ Self-Control
Initiative		Judgment
Assertiveness		Honesty & Integrity
Dependability/Reliability		Assertiveness
Teamwork		Initiative
		Dependability/ Reliability
		Courage

The final nine personality characteristics and their operational definitions are described below.

Operational definitions

ASSERTIVENESS

Expressing oneself forcefully or boldly, such as:

- exerting control over others, when necessary
- confronting and challenging persons acting in a suspicious way

INITIATIVE

Originating tasks or carrying them through without direct supervision, such as:

- making recommendations

DEPENDABILITY/RELIABILITY

Can be counted upon to do what is expected or required, such as:

- being punctual
- performing tasks in a consistent manner

COURAGE

- Knowingly facing and dealing with anything recognized as dangerous, threatening, or painful, instead of withdrawing from it

PERSONAL SENSITIVITY

Responsive to the needs, conditions, verbal and nonverbal mesage of others, such as:

- communicating effectively with people of widely differing backgrounds
- dealing effectively with persons who are under emotional or physical stress

TEAMWORK

Working constructively with others toward a common purpose. Such as:

- accepting advice or constructive criticism
- taking an equal share of the workload

EMOTIONAL MATURITY/SELF CONTROL

Maintain one's composure and acting effectively in stressful situations such as:

- would not overreact when subjected to physical or verbal abuse
- would use minimum amount of force needed to handle any given situation

JUDGMENT

The ability to make good decisions based upon an opinion or estimate of consequences; having common sense

HONESTY AND INTEGRITY

Trustworthiness and incorruptibility; refusing to lie, steal, defraud, or deceive; such as:

- would not accept bribes or favors
- would not use his/her position for personal gain
- would not divulge confidential information to inappropriate persons

Identification of Raters

Two large Law Enforcement groups within Florida were identified to be used as raters for the project. The Florida Highway Patrol, (FHP) and a sample of municipal police departments were selected for participation. These two groups represent about half of the law enforcement officers in the state.

From each group a random selection of approximately 50 people were selected as raters. For the FHP this consisted of a class of officers attending the Radar Detection Device course at the FHP Academy in Tallahassee. The participants in the course came from all over the state. The groups for municipal police departments consisted of officers from representative agencies throughout the state.

Identification of Tasks for Ratings

The tasks used for PC rating were selected from the Florida Department of Law Enforcement Occupational Survey Program Booklet. Preliminary analysis

of the job-task survey responses revealed that a majority of law enforcement officers performed most of the tasks within the first 200 of the 528 tasks in the survey. The Florida Highway Patrol group received 113 tasks identified for rating purposes. For the municipal police department group, tasks which comprised approximately one-half of their job time were selected for rating. This amounted to 80 tasks. The tasks in these groups were performed by 70% or more of the officers. It was assumed that the ratings of common tasks (those performed by most law enforcement officers) would more likely be reliable.

Rating Scales

A seven point scale was used in which the respondent assigned the relative effect that the lack of the Personality Characteristic would have on the performance of each task. An example of the scale anchors is shown in Table 2.

Table 2. Scale Values and Anchors.

Scale anchors and values used to rate selected tasks.

1. Lack of Assertiveness would not cause the task to be inadequately performed

2. Slight possibility

3. Possibly

4. Lack of Assertiveness might cause the task to be inadequately performed.

5. Probably

6. Most probably

7. Lack of Assertiveness would, without a doubt, cause the task to be inadequately or incorrectly performed.

The rationale for the "lack of" scale was based on a preference to isolate only those tasks which could not be adequately performed without one or more PC's. Such virtues as honesty, self control, and courage sound like descriptors of the ideal law enforcement officer. The PC's studied may or may not be essential to performance of any one task.

A common finding throughout psychological research relating personality traits to performance is that the relationship is often described in terms of an inverted function, rather than a linear function. Thus, with personality characteristics and performance, the rule "the more the better" does not always apply. It seems as though after a certain amount, an additional amount of "trait" does not contribute to performance. In fact, at both extremes, performance on some tasks may be hindered by too little or too much as in the case of aggression, energy, restraint, autonomy, and creativity. Therefore, the concept "lack of" was used to at least relate the absence of a trait to performance. The attempt to relate extremely high degrees to performance on tasks is varied and uncertain and was therefore not included in the scale.

Procedures

To obtain the data necessary for analysis, individual surveys were prepared, consisting of administrative directions, 2 or 3 Personality Characteristics with their definition and the task list with a designated response area. Individual response booklets were limited to a random selection of two or three PC's to limit the time required of each respondent, and in such a manner as to acquire about 15 responses on each PC from each agency group.

Responses from the FHP were obtained at one time using one class attending the Florida Highway Patrol Radar School. This respondent group was provided with directions asking each of them to rate an identified 113 tasks among some 170 tasks on two of the selected Personality Characteristics.

Responses from the municipal police departments were obtained using the PSTC field representatives. The field representatives were provided complete sets of response booklets and asked to distribute them to municipal police officers in their geographic areas. The police were given fewer tasks (80) and were asked to rate the tasks on only two PC's.

The 80 tasks selected for police officers represent those tasks which account for 50% of their job time. After answer sheets from all of the responses were reviewed for completeness and then electronically scanned and computer analyzed.

Data Analysis

Interrater reliabilities were calculated for task factor ratings. The summary data for ratings of selected tasks on each Personality

Characteristic for the FHP are reported in Appendix I and for the police in Appendix III of this report.

The major statistics computed by the reliability program are interrater reliability coefficients expressed in terms of correlations, and, mean scores, and standard deviations for task statements. Using the correlation coefficients, the computer program allows for the identification of divergent raters or those raters whose ratings are substantially different from the ratings of other raters (Goody, 1976). This provides a means of identifying and dealing with divergent raters or raters who invert the scale used. Divergent raters can be deleted from the study and inverted ratings can be mathematically reversed. In this study both the divergent raters and any inverted ratings were removed from the analysis of data.

Results

The data for the Florida Highway Patrol and the sample of police officers was analyzed separately and is reported separately.

Results for the Florida Highway Patrol

Appendix I presents the summary data for each Personality Characteristic. Appendix II presents a complete list of tasks by PC. In the F-tests on the interrater reliabilities (Table 3) Only Emotional Maturity, Courage, Judgment, and Teamwork were significant at the .05 level.

Table 3. Interrater Reliabilities for Selected Personality Characteristics for FHP*

	R_{KK}	F ratio	Significant at .05 level
Assertiveness	.45	1.84	no
Initiative	.26	1.35	no
Dependability/ Reliability	-.55	.64	no
Courage	.82	5.81	yes
Personal Sensitivity	.22	1.28	no
Teamwork	.77	4.49	yes
Emotional Maturity/ Self Control	.86	7.61	yes
Judgment	.72	3.6	yes

9 to 15 raters
113 tasks

*Honesty and integrity was administered to the FHP at a later date and are not included in the analysis.

Each task was rated for each Personality Characteristic. If the mean for the raters is high (6 or 7), and the standard deviation is low (less than 1), it means the raters indicated that a lack of that PC would cause the task to be inadequately or incorrectly performed. If the mean is low (less than 3) and the standard deviation is low there is agreement among raters that a lack of the PC would have only a slight possibility of causing the task to be performed inadequately or incorrectly. If the standard deviation is high (2 or more) it means that there was little agreement between the raters. For example, in looking at the characteristic, "Judgment," tasks can be identified where a lack of judgment was thought to adversely affect task performance and tasks where a lack of judgment would have little effect.

Table 4 presents the results of the 25 tasks receiving the highest average ratings along with the standard deviations of these ratings. The scales are such that a high (6-7) rating means that the raters agreed that a lack of the characteristic would cause the task to be inadequately or incorrectly performed. If the mean is low, the characteristic was thought to have only a slight possibility of causing inadequate or incorrect performance.

Highly rated tasks

Twenty-five (25) tasks were identified as being highly influenced by the lack of at least one of the four personality traits consistently rated among the raters. There were 7 tasks that appeared to be appreciably influenced by lack of Emotional Maturity, 5 tasks by lack of Courage, 11 tasks by lack of Judgment, and 2 tasks by lack of Teamwork. A task was

Table 4. Tasks rated high by FHP raters

		MEAN	SD
Emotional Maturity			
19	Administer first aid to injured persons	6.0	1.7
21	Confront or monitor groups	6.0	2.0
27	Conduct felony stop	6.2	1.7
61	Separate or counsel people involved in domestic	6.3	1.1
96	Notify victims family members	6.1	1.7
98	Apprehend suspects	6.1	1.8
100	Make arrests	6.2	1.3
Courage			
21	Confront or monitor groups	6.3	.9
26	Conduct traffic stop	6.2	1.0
27	Conduct felony stop	6.7	.4
61	Separate or counsel people involved in domestic	6.0	1.0
98	Apprehend suspects	6.3	1.0
Judgment			
7	Estimate speed of moving vehicles	6.7	.7
11	Administer breatholizer test to suspected intoxicant	6.0	2.0
19	Administer first aid to injured persons	6.0	1.7
21	Confront or monitor groups	6.0	1.4
27	Conduct felony stop	6.3	1.1
80	Establish point(s) of impact or point(s) of occurrence	6.0	1.3
81	Estimate vehicle speed using physical evidence	6.7	.7
97	Plan methods for making arrests	6.0	1.3
98	Apprehend suspects	6.4	1.0
100	Make arrests	6.6	1.0
104	Set up roadblocks	6.4	1.0
Teamwork			
21	Confront or monitor groups	6.0	1.4
105	Operate roadblocks	6.2	1.2

included in the list if the mean among raters was 6.0 or greater. This means that most of the raters indicated that the lack of a personality characteristic would either most probably or without a doubt affect the performance of the task. It is of interest to note that the task, "Confront or monitor groups" was rated as being influenced by the lack of all four personality characteristics. Several other tasks were rated as influenced by the absence of three PC's.

Results for Sampled Florida Police Officers

Appendix III presents the summary data for each of the nine Personality Characteristics. Appendix IV presents a complete list of tasks by PC. In the F-tests on the interrater reliabilities (Table 5) Emotional Maturity, Courage, Judgment, Teamwork, Dependability/Reliability, and Assertiveness were significant at the .05 level.

Analysis of the task was done in terms of individual Personality Characteristics just as for the Florida Highway Patrol.

Table 6 presents the results of the 50 tasks receiving the highest average ratings along with the standard deviations of these ratings.

Highly rated tasks

Fifty (50) tasks were identified as being highly influenced by the lack of at least one of the four personality traits consistently rated among the raters. There were 7 tasks that appeared to be appreciably influenced by lack of Emotional Maturity, 2 tasks by lack of Courage, 11 tasks by lack of Judgment, 2 tasks by lack of Teamwork, 11 tasks by lack of Assertiveness, and 17 tasks by lack of Dependability/Reliability. A task

Table 5. Interrater Reliabilities for Selected Personality Characteristics for Florida Police

	R_{KK}	F ratio	Significant at 05 level
Assertiveness	.69		yes
Initiative	.21	1.27	no
Dependability/ Reliability	.70	3.37	yes
Courage	.81	5.33	yes
Personal Sensitivity	.29	1.43	no
Teamwork	.62	2.66	yes
Emotional Maturity/ Self Control	.82	5.42	yes
Judgment	.71	3.41	yes
Honesty and Integrity	.31	1.45	yes

6 to 15 raters
76 tasks

Table 6. Tasks rated high by Florida police raters

		MEAN	SD
	Emotional Maturity		
092	Verbally reprimand offenders in lieu of arrest or cita	6.1	.8
094	Explain to onlookers or family members the reason for	6.0	.9
098	Apprehend suspects (such as smugglers or violaters)	6.2	1.1
100	Make arrest	6.4	.9
144	Interrogate suspects	6.0	1.2
278	Pursue vehicles or vessels	6.2	.8
296	Control disorderly or irate persons	6.6	.7
	Courage		
100	Make arrest	6.1	1.4
296	Control disorderly or irate persons	6.0	1.6

(continued)

Judgment

012	Assess driver's ability to operate vehicle (due to age	6.0	1.0
061	Separate or counsel people involved in domestic or civ	6.3	.6
078	Coordinate activities at scene of accident, crime, or	6.0	.9
089	Search buildings or grounds for evidence or suspects	6.3	1.2
092	Verbally reprimand offenders in lieu of arrest or cita	6.0	.7
098	Apprehend suspects (such as smugglers or violaters)	6.4	1.1
100	Make arrest	6.2	.9
108	Determine types of evidence to search for at the crime	6.1	1.0
278	Pursue vehicles or vessels	6.4	.9
296	Control disorderly or irate persons	6.6	.6
366	Testify at trials, hearings, or grand juries	6.0	1.4

Teamwork

049	Search for missing, lost, or wanted persons	6.0	1.1
098	Apprehend suspects (such as smugglers or violaters)	6.2	.6

Assertiveness

061	Separate or counsel people involved in domestic or civ	6.7	.4
078	Coordinate activities at scene of accident, crime, or	6.0	1.5
094	Explain to onlookers or family members the reason for	6.1	.9
098	Apprehend suspects (such as smugglers or violaters)	6.7	.6
100	Make arrest	6.7	.4
144	Interrogate suspects	6.5	.9
158	Conduct field, frisk, or pat down search	6.6	.6
278	Pursue vehicles or vessels	6.1	1.9
279	Detain driver of suspect vehicle or vessel	6.3	.8
280	Detain suspect vehicle or vessel	6.3	.8
296	Control disorderly or irate persons	6.8	.3

Dependability/Reliability

010	Administer field check to suspected intoxicated driver	6.0	1.0
078	Coordinate activities at scene of accident, crime, or	6.2	.8
089	Search buildings or grounds for evidence or suspects	6.3	.7
098	Apprehend suspects (such as smugglers or violaters)	6.3	.7
101	Book suspects	6.0	1.0
103	Establish identity of suspects	6.3	1.0
108	Determine types of evidence to search for at the crime	6.6	.6
117	Bag, package, or seal evidence	6.6	.8
118	Preserve evidence	6.6	.8
119	Protect chain of evidence or custody	6.5	.8
144	Interrogate suspects	6.2	.7
146	Take sworn statements, formal confessions, or depositi	6.1	.8
158	Conduct field, frisk, or pat down search	6.0	1.4
162	Protect or secure a crime scene	6.4	1.0
366	Testify at trials, hearings, or grand juries	6.2	1.1
396	Prepare necessary information for obtaining or obtain	6.0	1.1
485	Prepare reports or affidavits (includes typing or coll	6.2	1.2

was included in the list if the mean among raters was 6.0 or greater. This means that most of the raters indicated that the lack of a personality characteristic would either _most_ _probably_ or _without_ _a_ _doubt_ affect the performance of the task. Both "Make arrests" and "Control disorderly or irate persons" were rated as being influenced by the lack of four personality characteristics. Several other tasks were rated as influenced by the absence of three PC's.

Discussion

It would be tempting to infer that if the lack of Emotional Maturity,
Courage, Judgment, and Teamwork would seriously affect performance of cer-
tain tasks, the presence of these would be highly desirable. However, this
conclusion would involve spurious use of logic--if not A, then A. The
relationship between personality traits and task performance is fraught
with ambiguity, uncertainty, and lack of generalizable and transferable
findings. The relationship between task performance can be positive and
linear, negative and linear, and is often the case, curvilinear (see Figure
1 below).

Often there are low correlations at best between such traits measured
by the Guilford Zimmerman Temperament Survey, Omnibus Personality
Inventory, Minnesota Multiphasic Personality Inventory, California
Personality Inventory, Edwards Personal Preference Schedule, Catell 16PF,
and task performance in controlled laboratory settings. Furthermore, there
is often an interaction between traits and tasks in that the relationship
between a single given trait and task performance is not always consistent
among a series of tasks. Thus extreme caution must be exercised in using
the results of the present study to invoke possible policy decisions.
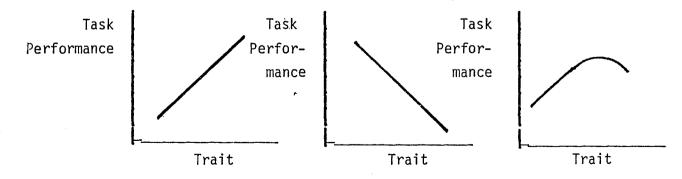

Figure 1. Possible relationships between trait and task performance.

Under the Uniform Guidelines Act, construct validity could not be
established without further research in relating personality traits to a
variety of tasks in a variety of job placements or settings. The results
of the present study may be used to focus subsequent research and develop-
ment efforts in the area of trait/task interactions.

EXAMPLES

"Explain legal obligations to vehicle operators" ($\overline{X}$ = 6.7, SD = .772):
The raters agreed that for explaining legal obligations, a lack of judgment
would most probably cause the task to be inadequately or incorrectly
performed, or

"Record motor vehicle or property damage in accidents" ($\overline{X}$ = 6.7,
SD = .795): Officers agree that this task is affected by judgment while
the data for tasks such as:

"Push or tow vehicles or vessels (such as disabled or blocking traffic)"
($\overline{X}$ = 2.5 SD = 1.5), or

"Perform emergency repairs on vehicle or vessel" ($\overline{X}$ = 2.00, SD = 1.7)
appear to confirm that a lack of judgment does not affect the performance
of these tasks.

Judgment

The definition given for judgment was: "The ability to make good
decisions based upon an opinion or estimate; having common sense." The
raters rated 11 tasks high (a mean of 6 or over). The raters seem to have
used two meanings of the word judgment. The one interpretation being "able
to estimate" such as in the following tasks:

7   Estimate speed of moving vehicles

80 Establish point(s) of impact or point(s) of occurence

81 Estimate vehicle speed using physical evidence.

The other interpretation being "assessing a situation and taking

appropriate action" such as in the following tasks:

21 Confront or monitor groups

27 Conduct felony stop

97 Plan methods of making arrests.

The later interpretation was the intended meaning. The definition will

have to be revised to reflect the "assessment and taking appropriate

action" meaning and the scale retested.

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Appendix I

Interrater Reliability on

Personality Characteristics for Florida Highway Patrol

TEAMWORK RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR TEAMWORK

R11	=	.18994	RELIABILITY FOR A SINGLE RATER
RKK	=	.77749	RELIABILITY FOR THESE K RATERS
F11	=	4.4943	F-RATIO (BTMS/WMS)*
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1571.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1683.	DEGREES OF FREEDOM (TOTAL)
C	=	21193.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	2010.	BETWEEN SUM OF SQUARES
WSS	=	6275.	WITHIN SUM OF SQUARES
TSS	=	8285.	TOTAL SUM OF SQUARES
BTMS	=	17.95	BETWEEN TASKS MEAN SQUARES
WMS	=	3.99	WITHIN TASKS MEAN SQUARES
K	=	14.90	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	15.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1684.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.35	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	3.5475	MEAN OF ALL TASK RATINGS
TOTSD	=	2.2181	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	3.5475	MEAN OF ALL TASK MEANS
AVESD	=	1.8954	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.0915	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.3647	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

DEPENDABILITY & RELIABILITY RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR DEPENDABILITY & RELIABILITY

R11	=	-.03634	RELIABILITY FOR A SINGLE RATER
RKK	=	-.55626	RELIABILITY FOR THESE K RATERS
F11	=	.6426	F-RATIO (BTMS/WMS)
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1039.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1151.	DEGREES OF FREEDOM (TOTAL)
C	=	39645.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	208.	BETWEEN SUM OF SQUARES
WSS	=	3009.	WITHIN SUM OF SQUARES
TSS	=	3217.	TOTAL SUM OF SQUARES
BTMS	=	1.86	BETWEEN TASKS MEAN SQUARES
WMS	=	2.90	WITHIN TASKS MEAN SQUARES
K	=	10.19	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	11.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1152.	TOTAL NUMBER OF RATINGS
PCTRSP	=	92.68	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	5.8663	MEAN OF ALL TASK RATINGS
TOTSD	=	1.6712	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	5.8859	MEAN OF ALL TASK MEANS
AVESD	=	1.5640	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.4245	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.3679	STANDARD DEVIATION OF STANDARD DEVIATIONS

EMOTIONAL MATURITY/SELF CONTROL RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR EMOTIONAL MATURITY/SELF CONTROL

R11	=	.30950	RELIABILITY FOR A SINGLE RATER
RKK	=	.86870	RELIABILITY FOR THESE K RATERS
F11	=	7.6161	F-RATIO (BTMS/WMS)*
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1555.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1667.	DEGREES OF FREEDOM (TOTAL)
C	=	21175.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	2872.	BETWEEN SUM OF SQUARES
WSS	=	5236.	WITHIN SUM OF SQUARES
TSS	=	8108.	TOTAL SUM OF SQUARES
BTMS	=	25.65	BETWEEN TASKS MEAN SQUARES
WMS	=	3.37	WITHIN TASKS MEAN SQUARES
K	=	14.76	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	15.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1668.	TOTAL NUMBER OF RATINGS
PCTRSP	=	98.41	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	3.5629	MEAN OF ALL TASK RATINGS
TOTSD	=	2.2048	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	3.5568	MEAN OF ALL TASK MEANS
AVESD	=	1.7368	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.3094	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.3451	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

COURAGE RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR COURAGE

R11	=	.37133	RELIABILITY FOR A SINGLE RATER
RKK	=	.82800	RELIABILITY FOR THESE K RATERS
F11	=	5.8139	F-RATIO (BTMS/WMS)*
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	808.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	920.	DEGREES OF FREEDOM (TOTAL)
C	=	9411.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	1936.	BETWEEN SUM OF SQUARES
WSS	=	2402.	WITHIN SUM OF SQUARES
TSS	=	4337.	TOTAL SUM OF SQUARES
BTMS	=	17.28	BETWEEN TASKS MEAN SQUARES
WMS	=	2.97	WITHIN TASKS MEAN SQUARES
K	=	8.15	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	9.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	921.	TOTAL NUMBER OF RATINGS
PCTRSP	=	90.56	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	3.1965	MEAN OF ALL TASK RATINGS
TOTSD	=	2.1701	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	3.1654	MEAN OF ALL TASK MEANS
AVESD	=	1.5251	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.4345	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.5308	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

INITIATIVE RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR INITIATIVE

R11	=	.03124	RELIABILITY FOR A SINGLE RATER
RKK	=	.26090	RELIABILITY FOR THESE K RATERS
F11	=	1.3530	F-RATIO (BTMS/WMS)
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1124.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1236.	DEGREES OF FREEDOM (TOTAL)
C	=	33788.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	459.	BETWEEN SUM OF SQUARES
WSS	=	3402.	WITHIN SUM OF SQUARES
TSS	=	3861.	TOTAL SUM OF SQUARES
BTMS	=	4.10	BETWEEN TASKS MEAN SQUARES
WMS	=	3.03	WITHIN TASKS MEAN SQUARES
K	=	10.95	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	11.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1237.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.52	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	5.2264	MEAN OF ALL TASK RATINGS
TOTSD	=	1.7666	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	5.2268	MEAN OF ALL TASK MEANS
AVESD	=	1.6355	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.6088	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.2735	STANDARD DEVIATION OF STANDARD DEVIATIONS

JUDGEMENT RATING FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR JUDGMENT

R11	=	.15365	RELIABILITY FOR A SINGLE RATER
RKK	=	.72849	RELIABILITY FOR THESE K RATERS
F11	=	3.6831	F-RATIO (BTMS/WMS)*
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1557.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1669.	DEGREES OF FREEDOM (TOTAL)
C	=	38333.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	1611.	BETWEEN SUM OF SQUARES
WSS	=	6079.	WITHIN SUM OF SQUARES
TSS	=	7690.	TOTAL SUM OF SQUARES
BTMS	=	14.38	BETWEEN TASKS MEAN SQUARES
WMS	=	3.90	WITHIN TASKS MEAN SQUARES
K	=	14.78	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	15.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1670.	TOTAL NUMBER OF RATINGS
PCTRSP	=	98.53	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	4.7910	MEAN OF ALL TASK RATINGS
TOTSD	=	2.1459	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	4.7919	MEAN OF ALL TASK MEANS
AVESD	=	1.8643	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.9811	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.4017	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

ASSERTIVENESS FOR FLORIDA HIGHWAY PATROL

INTERRATER RELIABILITY FOR ASSERTIVENSS

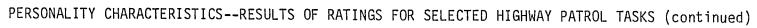|			
R11	=	.06134	RELIABILITY FOR A SINGLE RATER
RKK	=	.45696	RELIABILITY FOR THESE K RATERS
F11	=	1.8415	F-RATIO (BTMS/WMS)
DFB	=	112.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1342.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1454.	DEGREES OF FREEDOM (TOTAL)
C	=	29280.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	903.	BETWEEN SUM OF SQUARES
WSS	=	5875.	WITHIN SUM OF SQUARES
TSS	=	6777.	TOTAL SUM OF SQUARES
BTMS	=	8.06	BETWEEN TASKS MEAN SQUARES
WMS	=	4.38	WITHIN TASKS MEAN SQUARES
K	=	12.88	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	13.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	113.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1455.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.05	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	4.4859	MEAN OF ALL TASK RATINGS
TOTSD	=	2.1583	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	4.4838	MEAN OF ALL TASK MEANS
AVESD	=	1.9828	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.7863	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.3247	STANDARD DEVIATION OF STANDARD DEVIATIONS

Appendix II

Selected Personality Characteristic Ratings

for Florida Highway Patrol

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS
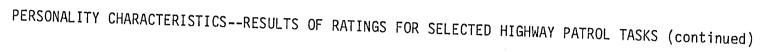
TASK FROM SURVEY BOOKLET (Truncated)	JUDGMENT		TEAMWORK	
	MEAN	S.D.	MEAN	S.D.
1 Examine abandoned vehicles	3.4	1.9	1.3	.7
2 Investigate requests to tow away vehicles or vessels	3.4	1.4	1.5	1.0
3 Inform vehicle owners of legal obligations or	4.2	2.0	2.9	2.0
4 Arrange for removal of vehicles (such as abandoned,	4.5	1.7	3.4	1.9
5 Run or request teletype checks of wants or warrants on	3.8	1.9	5.8	1.7
6 Request records checks (such as firearms, stolen	4.2	1.7	5.4	1.7
7 Estimate speed of moving vehicles	6.7	.7	1.9	1.7
8 Inform persons of accident reporting or information	4.0	2.1	1.9	1.3
9 Explain legal obligations to vehicle operators	5.4	1.7	1.5	1.0
10 Administer field check to suspected intoxicated drivers	5.8	1.4	3.0	1.8
11 Administer breatholizer test to suspected intoxicated	6.0	2.0	5.2	1.5
12 Assess driver's ability to operate vehicle (due to age,	5.9	1.7	3.4	1.5
13 Request readministration of driver's test	4.1	1.5	5.4	2.1
14 Record serial number, identification marks, or tag	2.4	1.5	2.2	1.7
15 Inspect vehicle or vessels for conformance with safety	3.8	2.1	2.6	2.0
16 Push or tow vehicles or vessels (such as disabled or	3.8	2.0	2.7	1.8
17 Extinguish vehicle or vessel fires	4.2	2.1	4.1	1.9
18 Transport persons (such as injured, deceased, or lost	5.4	1.7	4.2	1.9
19 Administer first aid to injured persons (such as	6.0	1.7	4.8	2.2
20 Deliver emergency supplies or equipment	3.2	2.0	3.3	2.4
21 Confront or monitor groups (such as demonstrators,	6.0	1.4	6.0	1.4
22 Conduct active patroling of assigned area	4.8	1.6	3.6	2.4
23 Direct traffic on land or water	5.6	1.6	3.9	1.8
24 Operate traffic signals manually	5.0	1.6	2.4	2.1
25 Monitor obedience to traffic control devices	4.7	1.8	1.8	1.6

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	JUDGMENT		TEAMWORK	
	MEAN	S.D.	MEAN	S.D.
26 Conduct traffic stop	5.7	1.5	3.4	2.4
27 Conduct felony stop	6.3	1.1	4.8	1.8
28 Provide street or highway directions to a given	3.6	2.2	1.2	.7
29 Investigate damage to roadway	5.0	1.6	1.9	1.2
30 Report hazardous road or water way conditions (such as	4.8	1.2	3.0	1.9
31 Recommend installation or improvement of traffic	5.4	1.7	3.7	1.7
34 Control parking	2.9	1.5	2.9	1.7
35 Inspect patrol vehicles or vessels	3.3	1.3	2.0	1.7
36 Clean or wash patrol vehicle, vessel, or aircraft	2.0	1.7	1.4	1.0
37 Perform preventive maintenance on patrol vehicle or	4.2	2.5	3.6	1.8
38 Perform emergency repairs on vehicle or vessel	4.5	2.3	3.5	1.9
39 Arrange for repair or maintenance of official vehicle	3.8	2.1	4.1	2.2
40 Fit out new equipment	3.6	1.9	3.2	1.9
41 Restock expendable emergency supplies in patrol vehicle	3.1	1.8	2.8	1.7
42 Plan routes for escorting traffic	5.0	1.2	4.8	1.6
43 Escort with vehicle people or property (such as VIP's,	5.0	1.7	4.6	1.5
46 Provide security for special functions (such as	5.2	1.9	5.5	1.3
47 Prepare or distribute BOLO or missing persons report or	3.0	2.0	4.8	2.0
48 Review BOLO	2.8	1.6	2.1	1.5
49 Search for missing, lost, or wanted persons	5.2	1.5	5.2	1.6
50 Issue pick-up or wanted notices	3.4	2.5	4.4	2.2
54 Follow-up on nature and extent of personal injuries to	4.4	2.0	3.7	2.1
58 Survey or report emergency weather conditions	3.8	1.9	4.2	2.4
61 Separate or counsel people involved in domestic or	5.8	1.3	4.9	2.0
65 Speak before public (such as citizen groups, schools,	4.8	2.1	3.2	2.0
68 Release information to news media or write press	5.0	2.3	3.0	2.2
71 Explain rules and regulations	5.2	2.0	2.7	2.0
72 Dispense information or literature to public	4.2	2.0	3.2	2.0
73 Participate in public relations activities	5.3	2.0	2.8	1.8

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	JUDGMENT		TEAMWORK	
	MEAN	S.D.	MEAN	S.D.
77 Direct or request citizens assistance	5.6	1.3	3.6	1.6
78 Coordinate activities at scene of accident, crime, or	6.2	1.1	4.7	2.3
79 Establish ownership or property of vehicles involved in	4.4	2.0	3.7	1.8
80 Establish point(s) of impact or point(s) of occurrence	6.0	1.9	3.2	2.0
81 Estimate vehicle speed using physical evidence,	6.7	.7	3.3	1.8
82 Record motor vehicle or property damage in accidents	4.4	2.0	2.0	1.3
83 Call for supplementary aid (such as wreckers or	4.2	2.1	3.8	2.0
84 Establish key or crucial events related to traffic or	5.6	1.7	2.9	2.0
85 Remove debris from accident scene	3.7	2.2	3.2	1.8
86 Review vehicle accident with mechanic testing vehicles	4.2	2.3	4.5	1.7
87 Conduct on or off the street observations for law	4.4	1.7	2.7	2.0
88 Perform checks of dwellings, other buildings, or grounds	4.0	1.7	3.8	2.1
89 Search buildings or grounds for evidence or suspects	4.7	2.2	5.4	1.4
90 Notify persons, businesses, or agencies of property	3.4	1.5	3.5	2.0
91 Issue citation or warning	5.9	1.7	1.8	1.3
92 Verbally reprimand offenders in lieu of arrest or	5.4	2.0	1.7	1.3
93 Maintain own file of warnings or arrests	3.6	2.3	1.8	1.8
94 Explain to onlookers or family members the reason for	5.1	1.6	2.6	2.1
95 Advise family members on charges, steps that can be taken	4.7	2.0	2.6	2.1
96 Notify victim's family members	4.4	2.4	3.6	2.3
97 Plan methods for making arrests	6.0	1.3	3.4	2.4
98 Apprehend suspects (such as smugglers or violaters)	6.4	1.0	5.1	1.9
99 Advise persons of rights (per Miranda)	5.3	2.0	3.0	2.6
100 Make arrest	6.6	1.0	3.2	2.5
101 Book suspects	4.6	2.5	3.8	2.0
102 Remand suspects or prisoners to proper jurisdictional	4.6	2.6	3.4	1.8
103 Establish identity of suspects	4.7	2.3	4.2	1.7
104 Set up roadblocks	6.4	1.0	5.7	1.3
105 Operate roadblocks	5.6	1.7	6.2	1.2
106 Request witnesses or victims of accident/crime to	4.6	1.8	3.8	1.8

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	JUDGMENT		TEAMWORK	
	MEAN	S.D.	MEAN	S.D.
107 Review accidents with accident investigators	4.2	1.9	3.8	1.8
108 Decide types of evidence to search for at the crime	5.6	1.7	4.5	1.6
113 Photograph evidence	4.3	2.1	3.3	1.9
114 Photograph scene of investigation, crime, or accident	4.9	1.6	3.6	1.8
117 Bag, package, or seal evidence	4.7	2.5	3.0	2.3
118 Preserve evidence	5.3	2.3	3.4	2.2
119 Protect chain of evidence or custody	5.4	2.3	4.8	2.0
120 Secure evidential or acquired property	5.2	2.3	4.3	2.0
121 Transport evidence or property	4.0	2.4	3.6	2.5
122 Notify coroner or medical examiner	3.8	2.0	3.4	2.2
123 Search property of deceased for personal papers or	5.2	1.8	4.0	2.1
124 Examine bodies of deceased	5.0	2.2	3.9	2.2
125 Make preliminary identification of deceased persons	5.3	1.7	4.4	2.2
126 Witness post-mortem examinations	3.7	2.1	2.6	2.1
127 Seize, impound, or confiscate vehicles or property	5.8	2.0	3.5	1.8
128 Arrange for blood or urine sample tests (of persons or	5.0	2.4	4.4	2.0
130 Identify persons through records or pictures (such as	4.5	1.8	4.2	2.2
134 Check county, city, or agency records for address of	3.1	1.9	4.4	1.9
138 Classify incidents as criminal or civil	4.8	2.1	2.4	1.7
142 Interview persons (such as suspects, citizens, or	5.2	2.0	3.0	1.7
143 Interview owner or occupant of damaged property	4.4	2.0	3.0	1.9
144 Interrogate suspects	5.4	1.8	3.8	1.9
145 Interview doctors or ambulance personnel, to obtain	5.2	1.2	3.3	1.9
146 Take sworn statements, formal confessions, or	5.0	2.4	3.7	1.6
152 Collect descriptions of property or persons involved in	4.8	2.0	3.5	2.2
158 Conduct field, frisk, or pat down search	6.2	1.2	3.7	2.2
160 Sketch accident or crime scene	5.1	2.0	2.3	2.0
161 Reconstruct crime scene	6.2	1.2	3.8	2.0
162 Protect or secure a crime scene	6.2	1.2	4.8	1.8

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS

TASK FROM SURVEY BOOKLET (Truncated)	EMOTIONAL MATURITY/ SELF CONTROL		COURAGE	
	MEAN	S.D.	MEAN	S.D.
1 Examine abandoned vehicles	2.2	1.7	2.2	1.7
2 Investigate requests to tow away vehicles or vessels	2.4	1.3	1.5	1.0
3 Inform vehicle owners of legal obligations or	4.0	1.2	2.3	1.4
4 Arrange for removal of vehicles (such as abandoned,	2.6	1.6	1.1	.3
5 Run or request teletype checks of wants or warrants on	3.1	1.8	2.3	2.1
6 Request records checks (such as firearms, stolen	3.1	1.8	2.3	2.2
7 Estimate speed of moving vehicles	4.6	1.9	1.5	.9
8 Inform persons of accident reporting or information	3.9	2.1	1.4	.9
9 Explain legal obligations to vehicle operators	4.1	2.1	2.3	1.2
10 Administer field check to suspected intoxicated drivers	5.7	2.0	4.3	2.0
11 Administer breatholizer test to suspected intoxicated	5.7	1.7	3.3	1.8
12 Assess driver's ability to operate vehicle (due to age,	5.8	2.0	3.1	1.5
13 Request readministration of driver's test	4.1	1.8	3.1	1.6
14 Record serial number, identification marks, or tag	1.7	1.1	2.3	2.1
15 Inspect vehicle or vessels for conformance with safety	3.0	1.6	2.6	1.3
16 Push or tow vehicles or vessels (such as disabled or	3.4	1.8	2.7	2.2
17 Extinguish vehicle or vessel fires	4.4	2.0	5.7	1.3
18 Transport persons (such as injured, deceased, or lost	5.1	2.0	5.6	1.8
19 Administer first aid to injured persons (such as	6.0	1.7	5.7	1.2
20 Deliver emergency supplies or equipment	3.0	2.2	2.7	1.5
21 Confront or monitor groups (such as demonstrators,	6.0	2.0	6.3	.9
22 Conduct active patroling of assigned area	4.5	2.1	4.6	1.7
23 Direct traffic on land or water	4.3	1.7	3.5	1.6
24 Operate traffic signals manually	3.1	1.9	2.0	1.0
25 Monitor obedience to traffic control devices	4.2	1.6	2.5	1.5

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	EMOTIONAL MATURITY/ SELF CONTROL		COURAGE	
	MEAN	S.D.	MEAN	S.D.
26 Conduct traffic stop	5.4	2.0	6.2	1.0
27 Conduct felony stop	6.2	1.7	6.7	.4
28 Provide street or highway directions to a given	2.3	1.4	1.6	.8
29 Investigate damage to roadway	1.4	.8	2.0	1.2
30 Report hazardous road or water way conditions (such as	2.0	1.2	2.1	1.6
31 Recommend installation or improvement of traffic	2.1	1.2	2.0	1.2
34 Control parking	2.4	1.8	2.3	1.2
35 Inspect patrol vehicles or vessels	2.1	1.6	1.5	.7
36 Clean or wash patrol vehicle, vessel, or aircraft	1.4	1.2	1.6	1.6
37 Perform preventive maintenance on patrol vehicle or	1.8	1.5	1.0	0.0
38 Perform emergency repairs on vehicle or vessel	2.1	1.4	2.0	1.5
39 Arrange for repair or maintenance of official vehicle	2.2	1.3	1.1	.3
40 Fit out new equipment	2.2	1.3	1.0	0.0
41 Restock expendable emergency supplies in patrol vehicle	1.4	.9	1.7	1.9
42 Plan routes for escorting traffic	2.5	1.5	2.1	1.5
43 Escort with vehicle people or property (such as VIP's,	4.0	1.8	3.6	1.8
46 Provide security for special functions (such as	4.4	1.8	4.1	.5
47 Prepare or distribute BOLO or missing persons report or	2.0	1.6	1.2	.4
48 Review BOLO	1.4	.8	1.1	.3
49 Search for missing, lost, or wanted persons	3.8	1.8	4.1	1.7
50 Issue pick-up or wanted notices	2.2	1.6	3.2	1.9
54 Follow-up on nature and extent of personal injuries to	4.0	2.0	2.4	1.4
58 Survey or report emergency weather conditions	2.5	1.7	3.2	1.5
61 Separate or counsel people involved in domestic or	6.3	1.1	6.0	1.0
65 Speak before public (such as citizen groups, schools,	5.6	1.8	4.6	1.9
68 Release information to news media or write press	4.2	2.1	2.5	2.0
71 Explain rules and regulations	3.9	2.0	2.5	1.3
72 Dispense information or literature to public	2.6	1.9	2.2	1.4
73 Participate in public relations activities	4.7	1.9	3.5	1.4

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	EMOTIONAL MATURITY/ SELF CONTROL		COURAGE	
	MEAN	S.D.	MEAN	S.D.
77 Direct or request citizens assistance	4.6	1.7	4.0	1.4
78 Coordinate activities at scene of accident, crime, or	5.2	1.7	4.0	1.9
79 Establish ownership or property of vehicles involved in	3.0	1.6	3.1	1.8
80 Establish point(s) of impact or point(s) of occurrence	3.1	2.1	2.7	1.8
81 Estimate vehicle speed using physical evidence,	3.6	2.3	2.2	1.4
82 Record motor vehicle or property damage in accidents	2.7	2.0	2.0	1.6
83 Call for supplementary aid (such as wreckers or	3.2	2.4	2.5	2.0
84 Establish key or crucial events related to traffic or	3.6	2.1	2.0	2.0
85 Remove debris from accident scene	2.2	1.8	2.6	2.0
86 Review vehicle accident with mechanic testing vehicles	2.5	1.8	1.5	1.2
87 Conduct on or off the street observations for law	3.0	2.0	3.4	1.4
88 Perform checks of dwellings, other buildings, or grounds	3.4	1.9	5.2	1.8
89 Search buildings or grounds for evidence or suspects	4.7	1.9	5.1	2.0
90 Notify persons, businesses, or agencies of property	2.4	1.7	2.5	1.2
91 Issue citation or warning	4.8	2.2	5.1	1.1
92 Verbally reprimand offenders in lieu of arrest or	5.0	2.2	4.3	2.2
93 Maintain own file of warnings or arrests	1.5	1.0	1.8	1.6
94 Explain to onlookers or family members the reason for	4.6	1.9	4.4	1.7
95 Advise family members on charges, steps that can be taken	4.8	1.6	3.4	2.0
96 Notify victim's family members	6.1	1.7	4.0	1.5
97 Plan methods for making arrests	4.2	2.0	4.2	1.9
98 Apprehend suspects (such as smugglers or violaters)	6.1	1.8	6.3	1.0
99 Advise persons of rights (per Miranda)	4.8	1.6	4.8	2.1
100 Make arrest	6.2	1.3	5.6	2.0
101 Book suspects	4.7	1.8	5.4	1.7
102 Remand suspects or prisoners to proper jurisdictional	3.8	2.2	4.8	2.2
103 Establish identity of suspects	2.8	1.7	3.5	1.8
104 Set up roadblocks	4.1	1.0	5.1	1.1
105 Operate roadblocks	5.0	1.3	5.8	1.5

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED HIGHWAY PATROL TASKS (continued)

	EMOTIONAL MATURITY/ SELF CONTROL		COURAGE	
	MEAN	S.D.	MEAN	S.D.
106 Request witnesses or victims of accident/crime to	3.7	1.5	3.3	.7
107 Review accidents with accident investigators	3.2	1.9	2.0	1.7
108 Decide types of evidence to search for at the crime	2.5	1.4	2.1	1.4
113 Photograph evidence	2.2	1.5	1.4	.7
114 Photograph scene of investigation, crime, or accident	2.5	1.7	2.0	1.7
117 Bag, package, or seal evidence	2.0	1.2	1.3	.9
118 Preserve evidence	2.3	1.3	1.3	.6
119 Protect chain of evidence or custody	2.2	1.2	1.7	1.0
120 Secure evidential or acquired property	2.2	1.2	1.6	1.1
121 Transport evidence or property	1.8	1.2	2.3	1.4
122 Notify coroner or medical examiner	2.5	1.6	2.0	1.3
123 Search property of deceased for personal papers or	3.7	1.8	3.2	1.6
124 Examine bodies of deceased	4.2	1.9	4.0	2.1
125 Make preliminary identification of deceased persons	3.9	1.8	3.8	2.0
126 Witness post-mortem examinations	5.8	2.0	4.7	2.7
127 Seize, impound, or confiscate vehicles or property	3.3	2.1	5.1	2.1
128 Arrange for blood or urine sample tests (of persons or	3.4	1.9	3.0	2.8
130 Identify persons through records or pictures (such as	2.3	1.4	2.7	1.6
134 Check county, city, or agency records for address of	1.7	1.1	1.8	1.6
138 Classify incidents as criminal or civil	2.8	1.7	2.6	1.7
142 Interview persons (such as suspects, citizens, or	4.2	1.9	4.2	1.4
143 Interview owner or occupant of damaged property	3.4	2.1	2.5	2.0
144 Interrogate suspects	5.0	1.7	4.5	1.2
145 Interview doctors or ambulance personnel, to obtain	3.8	1.8	2.6	1.9
146 Take sworn statements, formal confessions, or	3.8	2.2	3.0	1.5
152 Collect descriptions of property or persons involved in	1.9	1.3	3.3	2.0
158 Conduct field, frisk, or pat down search	4.4	1.8	5.3	1.7
160 Sketch accident or crime scene	2.9	1.8	2.5	1.7
161 Reconstruct crime scene	2.7	1.5	2.8	1.7
162 Protect or secure a crime scene	2.6	1.5	3.6	2.1

Appendix III

Interrater Reliability on Personality Characteristics

for Florida Police Officers

ASSERTIVENESS FOR POLICE

INTERRATER RELIABILITY FOR ASSERTIVENSS

R11	=	.20082	RELIABILITY FOR A SINGLE RATER
RKK	=	.69308	RELIABILITY FOR THESE K RATERS
F11	=	3.2582	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	607.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	682.	DEGREES OF FREEDOM (TOTAL)
C	=	15087.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	975.	BETWEEN SUM OF SQUARES
WSS	=	2421.	WITHIN SUM OF SQUARES
TSS	=	3395.	TOTAL SUM OF SQUARES
BTMS	=	12.99	BETWEEN TASKS MEAN SQUARES
WMS	=	3.99	WITHIN TASKS MEAN SQUARES
K	=	8.99	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	9.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	683.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.85	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	4.6999	MEAN OF ALL TASK RATINGS
TOTSD	=	2.2297	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	4.7005	MEAN OF ALL TASK MEANS
AVESD	=	1.7969	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.1938	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.5614	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

INITIATIVE RATING FOR POLICE

INTERRATER RELIABILITY FOR INITIATIVE

R11	=	.02923	RELIABILITY FOR A SINGLE RATER
RKK	=	.21298	RELIABILITY FOR THESE K RATERS
F11	=	1.2706	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	607.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	682.	DEGREES OF FREEDOM (TOTAL)
C	=	16500.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	246.	BETWEEN SUM OF SQUARES
WSS	=	1567.	WITHIN SUM OF SQUARES
TSS	=	1813.	TOTAL SUM OF SQUARES
BTMS	=	3.28	BETWEEN TASKS MEAN SQUARES
WMS	=	2.58	WITHIN TASKS MEAN SQUARES
K	=	8.99	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	9.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	683.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.85	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	4.9151	MEAN OF ALL TASK RATINGS
TOTSD	=	1.6293	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	4.9141	MEAN OF ALL TASK MEANS
AVESD	=	1.4853	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.6003	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.2980	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

DEPENDEBILITY/RELIABILITY RATING FOR POLICE

INTERRATER RELIABILITY FOR DEPENDEBILITY/RELIABILTIY

R11	=	.17166	RELIABILITY FOR A SINGLE RATER
RKK	=	.67394	RELIABILITY FOR THESE K RATERS
F11	=	3.0669	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	682.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	757.	DEGREES OF FREEDOM (TOTAL)
C	=	22601.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	506.	BETWEEN SUM OF SQUARES
WSS	=	1500.	WITHIN SUM OF SQUARES
TSS	=	2006.	TOTAL SUM OF SQUARES
BTMS	=	6.75	BETWEEN TASKS MEAN SQUARES
WMS	=	2.20	WITHIN TASKS MEAN SQUARES
K	=	9.97	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	10.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	758.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.74	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	5.4604	MEAN OF ALL TASK RATINGS
TOTSD	=	1.6269	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	5.4583	MEAN OF ALL TASK MEANS
AVESD	=	1.3461	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.8172	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.4106	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

COURAGE RATING FOR POLICE

INTERRATER RELIABILITY FOR COURAGE

R11	=	.38305	RELIABILITY FOR A SINGLE RATER
RKK	=	.81237	RELIABILITY FOR THESE K RATERS
F11	=	5.3298	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	454.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	529.	DEGREES OF FREEDOM (TOTAL)
C	=	4088.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	1037.	BETWEEN SUM OF SQUARES
WSS	=	1178.	WITHIN SUM OF SQUARES
TSS	=	2216.	TOTAL SUM OF SQUARES
BTMS	=	13.83	BETWEEN TASKS MEAN SQUARES
WMS	=	2.60	WITHIN TASKS MEAN SQUARES
K	=	6.97	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	7.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	530.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.62	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	2.7774	MEAN OF ALL TASK RATINGS
TOTSD	=	2.0447	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	2.7744	MEAN OF ALL TASK MEANS
AVESD	=	1.3599	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.3986	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.6128	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

PERSONAL SENSITIVITY RATING FOR POLICE

INTERRATER RELIABILITY FOR PERSONAL SENSITIVITY

R11	=	.04745	RELIABILITY FOR A SINGLE RATER
RKK	=	.29948	RELIABILITY FOR THESE K RATERS
F11	=	1.4275	F-RATIO (BTMS/WMS)
DFB	=	79.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	607.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	686.	DEGREES OF FREEDOM (TOTAL)
C	=	9992.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	463.	BETWEEN SUM OF SQUARES
WSS	=	2493.	WITHIN SUM OF SQUARES
TSS	=	2956.	TOTAL SUM OF SQUARES
BTMS	=	5.86	BETWEEN TASKS MEAN SQUARES
WMS	=	4.11	WITHIN TASKS MEAN SQUARES
K	=	8.58	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	9.	TOTAL NUMBER OF RATERS
NTASK	=	113.	NUMBER OF TASKS TO BE RATED
NZTASK	=	80.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	687.	TOTAL NUMBER OF RATINGS
PCTRSP	=	95.42	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	3.8137	MEAN OF ALL TASK RATINGS
TOTSD	=	2.0744	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	3.7658	MEAN OF ALL TASK MEANS
AVESD	=	1.7839	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.9831	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.5311	STANDARD DEVIATION OF STANDARD DEVIATIONS

TEAMWORK RATING FOR POLICE

INTERRATER RELIABILITY FOR TEAMWORK

R11	=	.15874	RELIABILITY FOR A SINGLE RATER
RKK	=	.62384	RELIABILITY FOR THESE K RATERS
F11	=	2.6584	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	592.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	667.	DEGREES OF FREEDOM (TOTAL)
C	=	7345.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	761.	BETWEEN SUM OF SQUARES
WSS	=	2259.	WITHIN SUM OF SQUARES
TSS	=	3020.	TOTAL SUM OF SQUARES
BTMS	=	10.15	BETWEEN TASKS MEAN SQUARES
WMS	=	3.82	WITHIN TASKS MEAN SQUARES
K	=	8.79	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	9.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	668.	TOTAL NUMBER OF RATINGS
PCTRSP	=	97.66	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	3.3159	MEAN OF ALL TASK RATINGS
TOTSD	=	2.1264	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	3.3235	MEAN OF ALL TASK MEANS
AVESD	=	1.7806	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	1.0750	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.4515	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

EMOTIONAL MATURITY/SELF CONTROL RATING FOR POLICE

INTERRATER RELIABILITY FOR EMOTIONAL MATURITY/SELF CONTROL

R11	=	.22913	RELIABILITY FOR A SINGLE RATER
RKK	=	.81561	RELIABILITY FOR THESE K RATERS
F11	=	5.4232	F-RATIO (BTMS/WMS)*
DFB	=	75.	DEGREES OF FREEDOM (BETWEEN, N1)
DFW	=	1055.	DEGREES OF FREEDOM (WITHIN, N2)
DFT	=	1130.	DEGREES OF FREEDOM (TOTAL)
C	=	23533.	CORRECTION FACTOR FOR SUM OF SQS
BSS	=	903.	BETWEEN SUM OF SQUARES
WSS	=	2343.	WITHIN SUM OF SQUARES
TSS	=	3246.	TOTAL SUM OF SQUARES
BTMS	=	12.04	BETWEEN TASKS MEAN SQUARES
WMS	=	2.22	WITHIN TASKS MEAN SQUARES
K	=	14.88	AVERAGE NUMBER OF RATERS PER TASK
NRATER	=	15.	TOTAL NUMBER OF RATERS
NTASK	=	76.	NUMBER OF TASKS TO BE RATED
NZTASK	=	76.	NUMBER OF TASKS ACTUALLY RATED
NRESP	=	1131.	TOTAL NUMBER OF RATINGS
PCTRSP	=	99.21	PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN	=	4.5615	MEAN OF ALL TASK RATINGS
TOTSD	=	1.6942	STANDARD DEVIATION OF ALL RATINGS
AVEMN	=	4.5633	MEAN OF ALL TASK MEANS
AVESD	=	1.4134	MEAN OF TASK STANDARD DEVIATIONS
SDMN	=	.8937	STANDARD DEVIATION OF TASK MEANS
SDSD	=	.2709	STANDARD DEVIATION OF STANDARD DEVIATIONS

*Indicates significance at the .05 level

JUDGMENT RATING FOR POLICE

INTERRATER RELIABILITY FOR JUDGMENT

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R11     =      .18394  RELIABILITY FOR A SINGLE RATER
RKK     =      .70709  RELIABILITY FOR THESE K RATERS
F11     =     3.4140   F-RATIO (BTMS/WMS)*
DFB     =        75.   DEGREES OF FREEDOM  (BETWEEN, N1)
DFW     =       738.   DEGREES OF FREEDOM  (WITHIN, N2)
DFT     =       813.   DEGREES OF FREEDOM (TOTAL)
C       =     20051.   CORRECTION FACTOR FOR SUM OF SQS
BSS     =       661.   BETWEEN SUM OF SQUARES
WSS     =      1906.   WITHIN SUM OF SQUARES
TSS     =      2567.   TOTAL SUM OF SQUARES
BTMS    =        8.82  BETWEEN TASKS MEAN SQUARES
WMS     =        2.58  WITHIN TASKS MEAN SQUARES
K       =       10.71  AVERAGE NUMBER OF RATERS PER TASK
NRATER  =        11.   TOTAL NUMBER OF RATERS
NTASK   =        76.   NUMBER OF TASKS TO BE RATED
NZTASK  =        76.   NUMBER OF TASKS ACTUALLY RATED
NRESP   =       814.   TOTAL NUMBER OF RATINGS
PCTRSP  =       97.37  PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN   =        4.9631 MEAN OF ALL TASK RATINGS
TOTSD   =        1.7758 STANDARD DEVIATION OF ALL RATINGS
AVEMN   =        4.9755 MEAN OF ALL TASK MEANS
AVESD   =        1.4899 MEAN OF TASK STANDARD DEVIATIONS
SDMN    =        .9021  STANDARD DEVIATION OF TASK MEANS
SDSD    =        .3379  STANDARD DEVIATION OF STANDARD DEVIATIONS
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*Indicates significance at the .05 level

HONESTY RATING FOR POLICE

INTERRATER RELIABILITY FOR HONESTY AND INTEGRITY

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R11     =      .07051  RELIABILITY FOR A SINGLE RATER
RKK     =      .31231  RELIABILITY FOR THESE K RATERS
F11     =     1.4541   F-RATIO (BTMS/WMS)
DFB     =        75.   DEGREES OF FREEDOM  (BETWEEN, N1)
DFW     =       379.   DEGREES OF FREEDOM  (WITHIN, N2)
DFT     =       454.   DEGREES OF FREEDOM (TOTAL)
C       =      7256.   CORRECTION FACTOR FOR SUM OF SQS
BSS     =       363.   BETWEEN SUM OF SQUARES
WSS     =      1262.   WITHIN SUM OF SQUARES
TSS     =      1625.   TOTAL SUM OF SQUARES
BTMS    =        4.84  BETWEEN TASKS MEAN SQUARES
WMS     =        3.33  WITHIN TASKS MEAN SQUARES
K       =        5.99  AVERAGE NUMBER OF RATERS PER TASK
NRATER  =         6.   TOTAL NUMBER OF RATERS
NTASK   =        76.   NUMBER OF TASKS TO BE RATED
NZTASK  =        76.   NUMBER OF TASKS ACTUALLY RATED
NRESP   =       455.   TOTAL NUMBER OF RATINGS
PCTRSP  =       99.78  PERCENT OF TOTAL POSSIBLE RATINGS
TOTMN   =        3.9934 MEAN OF ALL TASK RATINGS
TOTSD   =        1.8898 STANDARD DEVIATION OF ALL RATINGS
AVEMN   =        3.9921 MEAN OF ALL TASK MEANS
AVESD   =        1.6213 MEAN OF TASK STANDARD DEVIATIONS
SDMN    =        .8928  STANDARD DEVIATION OF TASK MEANS
SDSD    =        .3833  STANDARD DEVIATION OF STANDARD DEVIATIONS
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Appendix IV

Selected Personality Characteristics Ratings for

Florida Police

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		DEPENDABILITY		EMOTIONAL MATURITY	
		MEAN	S.D.	MEAN	S.D.
049	Search for missing, lost, or wanted persons	5.0	1.3	4.1	1.5
061	Separate or counsel people involved in domestic or civ	5.5	1.2	5.8	1.3
064	Investigate non-police action calls (such as animal ca	4.2	1.7	4.1	1.5
078	Coordinate activities at scene of accident, crime, or	6.2	.8	5.3	1.1
079	Establish ownership or property of vehicles involved i	4.1	1.7	3.8	1.2
080	Establish point(s) of impact or point(s) of occurrence	5.4	1.4	3.8	1.4
082	Record motor vehicle or property damage in accidents	4.9	1.4	3.4	1.7
083	Call for supplementary aid (such as wreckers or ambula	3.7	1.4	4.0	1.6
084	Determine key or crucial events related to traffic or	5.8	.8	4.4	1.6
087	Conduct on or off the street observations for law viol	4.9	1.5	4.4	1.4
088	Perform checks of dwellings, other buildings, or groun	5.1	1.2	4.6	1.6
089	Search buildings or grounds for evidence or suspects	6.3	.7	5.5	1.3
090	Notify persons, businesses, or agencies of property da	3.8	1.7	4.1	1.3
091	Issue citation or warning	4.3	1.9	5.0	1.2
092	Verbally reprimand offenders in lieu of arrest or cita	3.7	2.1	6.1	.8
094	Explain to onlookers or family members the reason for	4.9	2.0	6.0	.9
095	Advise family members on charges or steps that can be	5.0	1.8	5.7	.8
098	Apprehend suspects (such as smugglers or violaters)	6.3	.7	6.2	1.1
099	Advise persons of rights (per Miranda)	5.9	1.2	4.4	1.3
100	Make arrest	5.9	1.3	6.4	.9
101	Book suspects	6.0	1.0	5.0	1.2
102	Remand suspects or prisoners to proper jurisdictional	5.1	1.4	4.0	1.4
103	Establish identity of suspects	6.3	1.0	4.4	1.4
108	Determine types of evidence to search for at the crime	6.6	.6	5.0	1.4
109	Fingerprint persons	5.5	1.5	3.6	1.4

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		DEPENDABILITY		EMOTIONAL MATURITY	
		MEAN	S.D.	MEAN	S.D.
117	Bag, package, or seal evidence	6.6	.8	4.2	1.6
118	Preserve evidence	6.6	.8	4.2	1.7
119	Protect chain of evidence or custody	6.5	.8	4.4	1.8
120	Secure evidential or acquired property	5.9	1.3	4.2	1.6
121	Transport evidence or property	4.8	1.3	3.6	1.6
127	Seize, impound, or confiscate vehicles or property	5.7	1.2	4.6	.9
134	Check county, city, or agency records for address of w	4.6	1.8	3.7	1.6
138	Define incidents as criminal or civil	4.2	1.8	4.4	1.4
142	Interview persons (such as suspects, citizens, or info	5.9	1.3	4.9	1.6
143	Interview owner or occupant of damaged property	4.4	1.3	4.6	1.3
144	Interrogate suspects	6.2	.7	6.0	1.2
145	Interview doctors or ambulance personnel, to obtain in	4.4	1.3	4.3	1.6
146	Take sworn statements, formal confessions, or depositi	6.1	.8	4.8	1.3
152	Collect descriptions of property or persons involved i	5.9	1.2	4.7	1.2
158	Conduct field, frisk, or pat down search	6.0	1.4	5.8	1.1
160	Sketch accident or crime scene	5.6	1.2	3.8	1.4
162	Protect or secure a crime scene	6.4	1.0	4.6	1.4
169	File complaints	5.3	1.4	4.0	1.4
278	Pursue vehicles or vessels	5.7	1.4	6.2	.8
279	Detain driver of suspect vehicle or vessel	5.4	1.1	5.3	1.1
280	Detain suspect vehicle or vessel	5.8	1.1	5.0	1.2
296	Control disorderly or irate persons	5.6	1.4	6.6	.7
299	Report malfunctioning equipment	4.1	1.6	3.7	1.4
365	Give depositions	5.5	1.3	4.6	1.6
366	Testify at trials, hearings, or grand juries	6.2	1.1	5.7	1.0
396	Prepare necessary information for obtaining or obtain	6.0	1.1	4.7	1.6
485	Prepare reports or affidavits (includes typing or coll	6.2	1.1	4.9	1.5

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS

		DEPENDABILITY		EMOTIONAL MATURITY	
		MEAN	S.D.	MEAN	S.D.
001	Examine abandoned vehicles	4.8	1.3	2.8	1.8
002	Investigate requests to tow away vehicles or vessels	4.8	1.5	3.4	1.6
003	Inform vehicle owners of legal obligations or procedur	4.9	1.7	4.0	1.3
004	Arrange for removal of vehicles (such as abandoned, di	3.9	.8	3.4	1.2
005	Run or request teletype checks of wants or warrants on	5.0	1.6	3.9	1.6
006	Request records checks (such as firearms, stolen equip	5.4	1.3	3.4	1.4
007	Estimate speed of moving vehicles	4.9	1.3	4.1	1.4
008	Inform persons of accident reporting or information ex	4.8	1.9	4.0	1.5
009	Explain legal obligations to vehicle operators	4.8	1.7	4.7	1.5
010	Administer field check to suspected intoxicated driver	6.0	1.0	5.6	.9
012	Assess driver's ability to operate vehicle (due to age	5.3	1.6	5.6	1.1
014	Record serial number, identification marks, or tag num	5.6	1.2	3.3	1.8
016	Push or tow vehicles or vessels (such as disabled or b	3.7	2.1	3.1	1.6
018	Transport persons (such as injured, deceased, or lost	4.2	1.8	5.4	1.2
019	Administer first aid to injured persons (such as accid	5.6	1.1	5.7	1.3
023	Direct traffic on land or water	4.5	1.3	4.5	1.0
025	Monitor obedience to traffic control devices	4.4	1.1	3.8	1.6
026	Conduct traffic stop	5.5	1.2	5.4	1.4
028	Provide street or highway directions to a given destin	4.2	1.0	3.6	1.2
035	Inspect patrol vehicles or vessels	4.9	1.3	3.6	1.7
036	Clean or wash patrol vehicle, vessel, or aircraft	2.6	1.4	3.2	1.9
039	Arrange for repair or maintenance of official vehicle	4.1	1.6	3.4	1.6
043	Escort with vehicle people or property (such as VIP's,	4.4	1.9	4.0	1.4
048	Review BOLO	4.3	1.7	3.8	1.8

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS

		ASSERTIVENESS		COURAGE	
		MEAN	S.D.	MEAN	S.D.
001	Examine abandoned vehicles	3.8	2.2	1.8	.9
002	Investigate requests to tow away vehicles or vessels	4.6	2.0	1.8	.9
003	Inform vehicle owners of legal obligations or procedur	3.8	2.2	2.2	1.2
004	Arrange for removal of vehicles (such as abandoned, di	4.4	2.4	1.7	.8
005	Run or request teletype checks of wants or warrants on	4.6	2.4	2.4	1.2
006	Request records checks (such as firearms, stolen equip	4.6	2.4	2.1	1.3
007	Estimate speed of moving vehicles	4.3	2.5	1.5	.9
008	Inform persons of accident reporting or information ex	4.5	1.9	2.2	1.2
009	Explain legal obligations to vehicle operators	5.1	1.7	2.7	1.6
010	Administer field check to suspected intoxicated driver	5.8	1.5	3.7	1.4
012	Assess driver's ability to operate vehicle (due to age	5.1	2.1	2.4	1.6
014	Record serial number, identification marks, or tag num	2.7	2.3	1.5	1.0
016	Push or tow vehicles or vessels (such as disabled or b	3.8	2.3	1.7	.7
018	Transport persons (such as injured, deceased, or lost	5.7	1.7	3.4	1.1
019	Administer first aid to injured persons (such as accid	4.3	2.3	3.4	1.2
023	Direct traffic on land or water	5.6	1.7	2.0	1.0
025	Monitor obedience to traffic control devices	3.2	1.8	2.5	1.4
026	Conduct traffic stop	5.5	1.6	3.7	2.1
028	Provide street or highway directions to a given destin	1.7	.6	1.4	.7
035	Inspect patrol vehicles or vessels	3.4	2.2	1.7	1.3
036	Clean or wash patrol vehicle, vessel, or aircraft	2.0	.9	1.0	0.0
039	Arrange for repair or maintenance of official vehicle	3.5	2.2	1.1	.3
043	Escort with vehicle people or property (such as VIP's,	4.4	1.8	2.1	.6
048	Review BOLO	2.6	2.0	1.8	2.1

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		ASSERTIVENESS		COURAGE	
		MEAN	S.D.	MEAN	S.D.
049	Search for missing, lost, or wanted persons	4.8	1.7	3.0	1.6
061	Separate or counsel people involved in domestic or civ	6.7	.4	4.8	1.6
064	Investigate non-police action calls (such as animal ca	5.2	1.4	2.1	.9
078	Coordinate activities at scene of accident, crime, or	6.0	1.5	3.4	1.8
079	Establish ownership or property of vehicles involved i	5.3	1.4	1.8	1.1
080	Establish point(s) of impact or point(s) of occurrence	3.7	2.1	1.7	1.0
082	Record motor vehicle or property damage in accidents	3.2	2.0	1.2	.4
083	Call for supplementary aid (such as wreckers or ambula	4.4	2.1	1.1	.3
084	Determine key or crucial events related to traffic or	5.7	1.4	1.7	1.0
087	Conduct on or off the street observations for law viol	5.1	1.6	2.7	1.8
088	Perform checks of dwellings, other buildings, or groun	4.4	2.2	5.0	2.5
089	Search buildings or grounds for evidence or suspects	5.3	1.7	5.4	2.4
090	Notify persons, businesses, or agencies of property da	3.5	1.8	1.4	.7
091	Issue citation or warning	5.7	1.5	4.7	1.0
092	Verbally reprimand offenders in lieu of arrest or cita	5.1	1.7	4.0	2.0
094	Explain to onlookers or family members the reason for	6.1	.9	4.4	2.1
095	Advise family members on charges or steps that can be	5.3	1.3	3.4	1.9
098	Apprehend suspects (such as smugglers or violaters)	6.7	.6	5.8	1.3
099	Advise persons of rights (per Miranda)	5.1	2.0	3.2	1.6
100	Make arrest	6.7	.4	6.1	1.4
101	Book suspects	5.4	1.2	3.0	2.3
102	Remand suspects or prisoners to proper jurisdictional	5.6	1.7	3.2	2.1
103	Establish identity of suspects	5.4	1.9	2.8	2.4
108	Determine types of evidence to search for at the crime	4.2	2.3	2.0	1.0
109	Fingerprint persons	4.5	1.7	2.4	1.0

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		ASSERTIVENESS		COURAGE	
		MEAN	S.D.	MEAN	S.D.
117	Bag, package, or seal evidence	2.2	1.3	1.1	.3
118	Preserve evidence	3.6	2.5	1.4	.7
119	Protect chain of evidence or custody	3.8	2.2	1.4	.7
120	Secure evidential or acquired property	3.5	2.0	1.5	.7
121	Transport evidence or property	3.3	2.4	1.0	0.0
127	Seize, impound, or confiscate vehicles or property	5.0	2.3	2.4	1.8
134	Check county, city, or agency records for address of w	3.8	2.3	1.1	.3
138	Define incidents as criminal or civil	2.4	1.3	1.7	1.1
142	Interview persons (such as suspects, citizens, or info	5.4	2.1	3.2	2.3
143	Interview owner or occupant of damaged property	4.7	1.9	2.1	1.2
144	Interrogate suspects	6.5	.9	4.8	2.2
145	Interview doctors or ambulance personnel, to obtain in	4.3	1.7	1.5	1.0
146	Take sworn statements, formal confessions, or depositi	5.3	2.0	2.8	1.8
152	Collect descriptions of property or persons involved i	5.4	1.4	2.4	1.7
158	Conduct field, frisk, or pat down search	6.6	.6	5.2	2.0
160	Sketch accident or crime scene	2.8	2.1	1.5	.7
162	Protect or secure a crime scene	5.5	1.8	4.0	2.0
169	File complaints	4.4	2.5	2.0	1.4
278	Pursue vehicles or vessels	6.1	1.9	5.7	1.7
279	Detain driver of suspect vehicle or vessel	6.3	.8	5.8	1.8
280	Detain suspect vehicle or vessel	6.3	.8	5.0	2.0
296	Control disorderly or irate persons	6.8	.3	6.0	1.6
299	Report malfunctioning equipment	3.5	2.3	1.2	.4
365	Give depositions	4.8	2.0	3.2	1.7
366	Testify at trials, hearings, or grand juries	5.2	1.8	4.0	2.2
396	Prepare necessary information for obtaining or obtain	4.1	2.1	2.0	1.3
485	Prepare reports or affidavits (includes typing or coll	3.7	2.3	2.0	1.6

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS

		JUDGMENT		TEAMWORK	
		MEAN	S.D.	MEAN	S.D.
001	Examine abandoned vehicles	3.7	.9	1.6	.9
002	Investigate requests to tow away vehicles or vessels	4.4	1.6	2.4	1.8
003	Inform vehicle owners of legal obligations or procedur	5.2	1.2	2.1	1.5
004	Arrange for removal of vehicles (such as abandoned, di	4.1	1.6	2.8	2.1
005	Run or request teletype checks of wants or warrants on	3.6	1.9	3.7	2.3
006	Request records checks (such as firearms, stolen equip	3.5	1.8	4.3	2.2
007	Estimate speed of moving vehicles	5.9	1.5	1.8	1.0
008	Inform persons of accident reporting or information ex	4.0	1.3	1.8	1.1
009	Explain legal obligations to vehicle operators	4.1	1.7	1.6	1.2
010	Administer field check to suspected intoxicated driver	5.1	1.3	2.6	1.2
012	Assess driver's ability to operate vehicle (due to age	6.0	1.0	2.3	1.1
014	Record serial number, identification marks, or tag num	4.6	2.1	2.1	1.0
016	Push or tow vehicles or vessels (such as disabled or b	3.3	1.9	3.7	1.8
018	Transport persons (such as injured, deceased, or lost	5.0	1.5	3.4	2.1
019	Administer first aid to injured persons (such as accid	5.5	1.5	3.6	1.5
023	Direct traffic on land or water	4.5	1.6	3.5	1.8
025	Monitor obedience to traffic control devices	3.3	1.4	2.4	2.1
026	Conduct traffic stop	5.0	1.2	3.2	1.3
028	Provide street or highway directions to a given destin	3.2	1.5	1.4	.8
035	Inspect patrol vehicles or vessels	4.2	1.8	2.5	1.9
036	Clean or wash patrol vehicle, vessel, or aircraft	2.3	2.0	2.1	1.3
039	Arrange for repair or maintenance of official vehicle	3.3	1.7	2.8	2.1
043	Escort with vehicle people or property (such as VIP's,	4.1	1.8	4.1	2.0
048	Review BOLO	4.1	1.9	2.5	2.1

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PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		JUDGMENT		TEAMWORK	
		MEAN	S.D.	MEAN	S.D.
049	Search for missing, lost, or wanted persons	5.0	1.8	6.0	1.1
061	Separate or counsel people involved in domestic or civ	6.3	.6	4.7	1.3
064	Investigate non-police action calls (such as animal ca	3.8	1.6	2.5	1.2
078	Coordinate activities at scene of accident, crime, or	6.0	.9	5.4	2.0
079	Establish ownership or property of vehicles involved i	4.7	1.4	3.6	2.4
080	Establish point(s) of impact or point(s) of occurrence	5.2	1.8	2.7	1.8
082	Record motor vehicle or property damage in accidents	4.7	1.9	2.1	1.4
083	Call for supplementary aid (such as wreckers or ambula	4.5	1.7	3.7	2.2
084	Determine key or crucial events related to traffic or	5.7	1.4	3.7	2.3
087	Conduct on or off the street observations for law viol	4.9	1.7	2.8	2.1
088	Perform checks of dwellings, other buildings, or groun	4.0	1.2	3.6	1.9
089	Search buildings or grounds for evidence or suspects	6.3	1.2	5.7	1.1
090	Notify persons, businesses, or agencies of property da	3.7	1.2	2.2	1.5
091	Issue citation or warning	5.4	1.3	2.1	1.5
092	Verbally reprimand offenders in lieu of arrest or cita	6.0	.7	1.7	1.0
094	Explain to onlookers or family members the reason for	5.8	1.1	2.5	1.6
095	Advise family members on charges or steps that can be	4.8	1.3	2.4	1.6
098	Apprehend suspects (such as smugglers or violaters)	6.4	1.0	6.2	.6
099	Advise persons of rights (per Miranda)	5.6	1.4	2.5	2.1
100	Make arrest	6.2	.9	4.5	2.1
101	Book suspects	5.0	1.3	3.8	1.6
102	Remand suspects or prisoners to proper jurisdictional	4.8	1.5	3.6	2.6
103	Establish identity of suspects	5.8	1.5	3.8	2.0
108	Determine types of evidence to search for at the crime	6.1	1.0	3.5	2.1
109	Fingerprint persons	4.7	1.9	3.3	2.2

PERSONALITY CHARACTERISTICS--RESULTS OF RATINGS FOR SELECTED POLICE TASKS (continued)

		JUDGMENT		TEAMWORK	
		MEAN	S.D.	MEAN	S.D.
117	Bag, package, or seal evidence	5.0	1.7	2.5	1.4
118	Preserve evidence	5.3	1.4	4.0	2.1
119	Protect chain of evidence or custody	5.6	1.6	5.2	2.1
120	Secure evidential or acquired property	4.8	1.7	4.6	2.3
121	Transport evidence or property	4.3	1.9	2.5	1.4
127	Seize, impound, or confiscate vehicles or property	5.5	1.2	4.0	2.0
134	Check county, city, or agency records for address of w	4.0	1.9	4.0	2.2
138	Define incidents as criminal or civil	4.8	1.4	2.6	1.7
142	Interview persons (such as suspects, citizens, or info	5.4	1.2	2.2	1.4
143	Interview owner or occupant of damaged property	4.4	1.6	2.5	2.0
144	Interrogate suspects	5.9	1.0	3.3	1.4
145	Interview doctors or ambulance personnel, to obtain in	4.7	1.4	2.4	1.4
146	Take sworn statements, formal confessions, or depositi	5.7	1.6	4.3	1.4
152	Collect descriptions of property or persons involved i	5.3	1.4	4.3	1.7
158	Conduct field, frisk, or pat down search	5.9	1.5	4.1	2.0
160	Sketch accident or crime scene	4.5	2.1	3.4	1.7
162	Protect or secure a crime scene	5.4	1.3	4.3	2.1
169	File complaints	4.6	1.7	2.7	2.0
278	Pursue vehicles or vessels	6.4	.9	5.5	1.6
279	Detain driver of suspect vehicle or vessel	5.8	1.0	3.5	1.3
280	Detain suspect vehicle or vessel	5.7	1.2	3.6	1.8
296	Control disorderly or irate persons	6.6	.6	4.5	1.8
299	Report malfunctioning equipment	4.4	1.6	3.2	2.5
365	Give depositions	5.8	1.4	2.6	2.2
366	Testify at trials, hearings, or grand juries	6.0	1.4	4.0	2.2
396	Prepare necessary information for obtaining or obtain	4.7	1.4	2.8	2.0
485	Prepare reports or affidavits (includes typing or coll	5.5	1.4	3.5	2.5

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END