

MWAA Police Officer Interview Process

You have been scheduled for a structured interview for Police Officer. This process requires that you are interviewed by a panel of three interviewers. You will be asked a set of pre-established questions about your experiences and/or what you would do in certain situations.

What will I be asked?

The questions will focus on the following competencies:

- Reasoning/Decision Making/Judgment
- Conscientiousness
- Assertiveness
- Initiative
- Interpersonal Skills
- Coping with Stress
- Communicating with Others
- Technical Skills*

Think about each competency and examples of things you have done that you believe reflect your experience in the specific competency. Think about your example in terms of EARS – examples, actions and results.

Use the following example to guide you in thinking about your experiences.

Key Question #1:

Give us your best example where you feel you got along well with others.

Focusing Questions:

1. Why do you believe this is your best example?
2. What actions did you take?
3. How did you interact with others?
4. What was the outcome?

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- Think how your experiences match with the competencies to be assessed. Think about examples that fit with those competencies. While your examples may not fit directly with the question you will ultimately be asked at least you have thought about your experiences and how they are related to the competencies.
 - Provide as much detail as is necessary to clearly describe your answer.
 - Regardless of the type of question being asked, you can think about your response before beginning or return to the question later in the interview if you are having difficulty thinking of an example.
 - You will not be allowed to bring anything in the room with you. You will be given the questions to read along with the panel. You can write on the question if that is helpful.
 - The interview panel will be taking notes throughout the interview. Therefore, they may not have as much eye contact with you as you would normally expect.
 - DO NOT fabricate or exaggerate your experiences. The information you provide may be verified.

**Note: While you will be asked a “technical question”, no police experience is required in order to be hired into this position. However, if you have related experience, use a police or security related example when possible.*