

# RECRUIT SELECTION INTERVIEW



## *"Leading the way to a safer community"*

Thank you for your interest in applying for the South Australia Police.

Should you choose to submit an application to police, the recruitment process involves participating in an interview with serving members of the police force. The purpose of this interview is to provide an opportunity for you, the applicant, to communicate on a more personal basis about information contained in your application. The interview will run for about 1 – 1.5 hours and aims at providing the best opportunity for you to present your personal skills and attributes.

To assist in identifying your qualities, police use the Behavioural Interviewing method. This method considers that past behaviour may reasonably indicate someone's future behaviour. Consequently, this method addresses things that you have done in the past by drawing on examples from your education, workplaces, social interaction and community interests and general life experiences. The interview will also include discussion on the extent to which your professional interests and aspirations align with policing.

South Australia Police is an equal opportunity employer that celebrates diversity and competence in a range of areas. Key behaviours are selected from:

### **Integrity**

"The ability to be consistently honest with yourself and others; provide a positive example in upholding SAPOL values and set aside self-interest where necessary to better serve SAPOL and the community."

### **Leadership**

"The ability to lead, guide or influence others by setting a good example, using facts, logic, personal qualities or authority; delegate activities to others; foster teamwork and cooperation; accept accountability; initiate change; be responsive to needs and promote a customer focused approach."

### **Managing Stress**

"The ability to maintain a positive attitude, and objectively problem-solve while managing aggression, rudeness, dangerous situations or urgent time demands."

### **Decisiveness**

"The ability to make speedy decisions based on available data; rapidly put a plan in place and take a firm stand."

### **Compliance**

"The ability to follow standard procedures and routines in an environment governed by regulation, policies and procedures; complete essential paperwork and document events."

### **Problem Solving**

"The ability to use job skills, training and judgement to objectively gather facts, determine options and draw logical conclusions before implementing action; avoid personal emotion and anxiety of others in making decisions."

Other questions may come from areas of Interpersonal Flexibility, Assertiveness, Task Orientation, People Awareness, Teamwork, Verbal Communication, Managing Uncertainty, Personal Planning and Organisational Awareness.

So, before you reach the interview stage, you should consider examples of your life experience that match the skills, behaviours and attitudes listed above.

### **SPARES**

The method of questioning will be based on the ‘**SPARES**’ model:

<b>S</b> =	Situation or
<b>P</b> =	Problem
<b>A</b> =	Action taken
<b>R</b> =	Result obtained
<b>E</b> =	Evaluation of the example by the candidate
<b>S</b> =	Supporting evidence

For example:

S or P: “Tell us about a time when you had too much work to do and had to manage a range of conflicting priorities.”

A: “What did you do?”

R: “What result did you achieve?”

E: “How did you rate your actions?”

S: “Is there anyone who can verify your claims?”

**N.B. Please note, you may be asked to provide evidence supporting your answers.**

If you would like to know more about the Behavioural Interview method, you may wish to access some of the references below. TAFE and Uni SA members hold reciprocal rights.

State Library of South Australia

Green, Paul 1984, “*More than a Gut Feeling*” [video recording], West Des Moines, Iowa, America Media Inc. (To access this video, you will need to attend a public library and join the Plain Video Collection, free of charge. You will need to book 5 days in advance.)

Internet sites – note: The following sites examine Behavioural Interviewing Techniques, however Recruiting Section cannot validate origin or permanency of internet material.

Mairs, B., “*Behavioural Interview*”

URL: <http://www.jobsearchcanada.about.com/library/weekly/99042801a.htm>

Pfeil, S. 1998, “*A Resources Communications Publication*”

URL: <http://www.sixsigmaqualtec.com/News/resources.htm>

University of California, “*Are you ready for a Behavioural Interview?*”

URL: <http://www.unc.edu/depts/career>

Gratton, C., “*Behavioural Interviewing*”, in Behavioural Interviewing Tips

URL: <http://www.leewebs.com/employability/behavint.htm>