



Make Your First Choice
the Right Choice

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FrontLine

Video Testing for Entry Level Law Enforcement

FrontLine Testing System was developed to measure specific aptitudes important to law enforcement occupations. There are three components to the FrontLine Testing System: a human interaction test, a reading test and an incident observation and report writing test. All test items were developed through rigorous research with many panels of experienced law enforcement professionals. Not all organizations will use all three components. You don't need experience to answer the questions in this test. Common sense is always your best guide.

Character is important to us. You will be required to sign a security and confidentiality agreement stating that you have not and will not violate test security through coaching or exchange of specific information about test items. Breach of this agreement is subject to prosecution under federal copyright law and would be viewed as an unacceptable integrity failure for an employee or prospective employee.

The answer sheet is machine scored, so mark only one answer for each question and fill in the bubble completely. If you mark more than one answer, you will get the question wrong. If you don't know the answer to a question, the best strategy is to guess because you may get it right anyway and you will definitely get it wrong if you don't answer.

FrontLine Video-Based Human Relations and Judgment Test ***54 Scenarios, 85 Minutes***

FrontLine focuses on using good judgment in enforcement, public relations and teamwork. It was specifically designed for entry level law enforcement. You will watch a video segment and then choose the BEST course of action in a multiple-choice format. This test is presented on video and the items play without stopping. You will have 10 seconds to answer each question.

You don't need experience to answer these questions. FrontLine is not intended to be a test in any way of your knowledge of policy or technical aspects of the job. Any such information that may be needed to answer a question is provided in the test. You are not expected to know anything other than what is stated. Base your answers only on information given in the test and your own common sense.

Background Information for Candidates

The following information is given to candidates before the test begins. However you should review this information before the day of the test.

When you answer these questions, remember that our department is dedicated to making a positive contribution to the community. We are looking for candidates who will conduct themselves in ways that will add to the professional image of our department. We want people who can be trusted to properly handle the authority of this job and who will be respected by the wide diversity of citizens that make up this community.



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One way that you might not do well on the test is by answering according to what you have seen other people do or what you have seen on TV. Examples of unprofessional police performance are often seen on television shows. If, in real life or on television, you have seen a law enforcement situation handled in a way that you did not think was good, don't mark that way of handling the situation. The questions ask what *you* think is the best thing to do. We will assume that every answer you mark is what *your* common sense tells you is best.

Since this is a common sense test, knowledge of police procedures is not needed to answer the questions. Base all your answers on the information and guidelines provided in the test, even if you have worked somewhere before that had different procedures. The test is very straightforward. This is particularly important for experienced officers to remember. It is bad test strategy to read more into the questions than what is there. You will most certainly get a low score if you answer according to procedures that are different than those provided in the test. Your best strategy for getting a good score is to use only your own common sense and information provided in the exam.

When taking the test, remember that as a police officer, you are a professional. It is your duty to enforce all laws, however, you can use your own discretion. This means you can make your own decisions about what to do in specific situations. For instance, you may choose not to address a traffic violation you see if you are arresting a burglar at the time. You may think it's best to overlook expired license tabs at a time when you are attending to an emergency.

Officers need to prioritize and make decisions about what would be best. Ordinarily you would not waste your time or take unnecessary risks by doing something that was useless. For instance, you would probably not arrest a teenager for curfew violation on the Fourth of July at a midnight fireworks show where thousands of teenagers were present.

You would also not usually do something that would make a situation worse. For instance, if a person is attempting to jump from a building, you would not threaten to arrest that person for trespassing. You want to make good use of your time. You want to handle things properly so you don't have to come back. You want to pick ways of handling things that are reasonable and that will prevent future problems. Use common sense.

You do not have to have training to answer these questions. All the information you need is provided here. None of the questions are meant to be trick questions. If a choice is given, it means that it is a possible option. For instance, if the answer says, "Call for backup," you may assume that backup is available and will respond to your call. If an answer says, "Secure him in your car," you may assume that this is possible. If the answer says, "Call for a mental health professional to come to the scene," you may assume that dispatch would assist you and that this could be reasonably accomplished.

A few words about dispatch . . .



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Radio dispatchers can provide you with assistance and information and help coordinate law enforcement activities with other officers and command staff. They can provide you with backup or send you to backup other officers. For the purposes of this test, you should request backup if you feel that you might need help. Dispatchers keep track of the general whereabouts and activities of officers on duty. When considering whether or not to call in, remember that your calls use airtime and involve work for other employees in the department. However, safety and effective job performance are the most important considerations. If you need assistance with what is going on in your area, you should not hesitate to call. If you can handle situations adequately without calling in, you should do so.

Also, you should know the following information about warrants. A warrant is a court order instructing you to arrest someone and bring them to court. It is your duty as a law enforcement officer to follow court orders.

This is not training and these are not procedural questions. Procedures vary from one department to another and are changed and updated at times within the same department. In some of the situations presented, procedures have been intentionally simplified for the purpose of more clearly presenting the main point of the question. Keep in mind that the test is designed to assess your judgment and common sense, not your knowledge of police procedures. If you are selected for the job, you will be trained in correct procedures.

Some of the questions are about an officer in training. New officers work with training officers to begin with. The trainers observe the new officers and determine when they are ready to work independently.

At the beginning of the test is a sample question. Don't answer it. Just make sure you can see and hear well enough from where you are sitting. If you need to be reseated, raise your hand after the sample question and we will stop the video.

FrontLine Reading Test **25-27 Questions, 15 Minutes**

This test is designed specifically for law enforcement officers, a job requiring on-going study of difficult and technical materials. This test is based on actual training materials and you will be required to choose a word that best fits in the blank. You are given 15 minutes to complete this test. Here is an example item using a sentence from this paragraph.

This test is designed _____ for law enforcement officers, a _____ requiring

A. never	B. specifically	C.usually
A. job	B. test	C. vehicle

You would mark B. (specifically) and A. (job) on your answer sheet. The test would continue leaving words blank in the paragraph and you pick the word that makes the most sense in completing each sentence.



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FrontLine Incident Observation and Report Writing Test

For this test you will be shown a brief incident on video. You will be given blank pieces of paper for notes and a draft, if you wish to write one, then you will be asked to write your report on the answer sheet in the space provided. You will be shown an example scenario and a sample of an excellent written report.

The incident will be shown twice. You may take notes. Wait until both videos are over to write the reports. You will have ten minutes total for writing.

FrontLine Practice Test

For more detailed information and practice items with discussion, visit the FrontLine Practice Test website at www.frontlinetest.com. This site allows you to interactively review 7 example video test items with a discussion of the possible answer choices. The site also has a 21 item practice reading test. There is a small fee for the practice test.