

HOW TO ACE THE ASSESSMENT CENTRE

Top tips from our Student Officers

✉ policerecruitment@staffs.ac.uk



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TIP 1

Know the Code of Ethics

Develop a good understanding of the national decision model and the Code of Ethics. The competency values framework helps structure answers when completing the assessment.



TIP 2

Revise, Revise, Revise

There are plenty of resources available to prepare - books with mock questions that help you structure your answers and videos on YouTube that explain each step with tips to help you give the best answer.

TIP 3

Provide personal situational examples

Write down each of the Code of Ethics standards and prepare a scenario that you've experienced. No matter which standard you're asked about, you'll have an answer prepared.



TIP 4

There are no trick questions

Use your discretion because as long as you can justify your answer to any question then you can rarely ever go wrong.



TIP 5

Take your time

(Within the timings allowed!) You have a week to complete the assessment centre. You're advised to complete in one session but this isn't compulsory. Take each section day by day if needed to give your full focus on each segment.

TIP 6

It's not that bad!

Just try your best! It may be daunting if you've never completed an assessment centre but remember to stay calm and be true to yourself, it's not as bad as you may think!





"Take your time (within the timings allowed!). You have a week to complete the assessment centre once the link has been sent to you; they will say that they prefer you to do it all in one day, but this isn't compulsory. Take each section day by day if needed, then you can put your full focus on each part."

"Learn the Code of Ethics. In the weeks leading up to my OAC, I wrote all of the codes of ethics down, and then wrote scenarios from my working and personal life that fit in to each category, so that I could speak about these, no matter which one I was asked about."



"I would recommend using the College of Policing website and revising the Competency Values Framework. This really helped me to structure my answers when completing the assessment as I had a good idea of the values of a police officer, and understood in depth the role of a police officer, how they should behave and what skills I have that are transferable."



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"It's important to know policing is not black and white, it is just grey. Use your discretion because as long as you can justify your answer to any question then you can rarely ever go wrong."

"Look over the policing principles and Code of Ethics prior to starting. There are no trick questions, just try your best! It may be daunting for those who have never completed the assessment centre before but just remember to stay calm and be true to yourself, it's not as bad as you may think!"

