

Behavioural Styles Questionnaire (BSQ)

1 What is the purpose of the BSQ?

- ☒ To measure your normal behaviours and preferences at work.
- ☒ To assess whether you possess the right behaviours and attitudes to be effective as a police constable.
- ☒ To demonstrate the skills, values, and competencies required for the role through your responses.

2 What is the format and how do I complete the questionnaire?

- ☒ You are presented with 80 different statements reflecting typical work behaviours.
- ☒ You then have to indicate your level of agreement or disagreement with each statement on a scale of "Strongly Disagree" to "Completely Agree".
- ☒ You are assessed on how your answers align to the Competencies and Values Framework (CVF).

3 Have you got any examples?

"I am a person who feels comfortable with making important decisions"








Strongly Disagree	Somewhat Disagree	Neither	Somewhat Agree	Strongly Agree	Completely Agree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

4 What is the Competencies and Values Framework (CVF)?

The CVF sets out nationally recognised behaviours and values, which provides clear expectations for everyone working in policing:

- Respect and empathy
- Courage
- Public Service
- We are Innovative and open-minded
- We are emotionally aware
- We take ownership
- We collaborate
- We Support and inspire
- We analyse critically

5 Do you have any tips for success?

-  Consider your actual work behaviours when responding to the statements
-  Remember, the police value integrity – be honest and authentic in your answers
-  Read each statement carefully to fully understand its meaning
-  Relate questions to the specific competency or value being assessed
-  Find a quiet, distraction-free room to concentrate
-  The questionnaire is untimed but typically takes around 20 minutes to complete – take your time
-  Practice with any example questions so you're familiar with the format