

B-PAD candidate instructions:

This is all of the information available to a candidate taking a BPAD test. Complete instructions will be provided with each test. Please do not call and ask for additional information. If you have questions, ask your local test coordinator.

B-PAD™ is the acronym that refers to Behavioral Personnel Assessment Device. B-PAD involves a behavioral response test that uses job-relevant video scenarios to simulate real situations on the job. Situational tests have been found to be highly predictive of job success. You may be taking the B-PAD and be recorded, or you may take it live in front of a panel. There is also a B-PAD Report Writing Test.

The B-PAD assessment is a situational test that calls for the candidate to respond to a job-relevant scene by role playing, writing down or telling oral board members what he or she would do in a particular situation. Such tests exhibit increased standardization, gender and ethnic fairness, reliability, and validity.

This B-PAD process incorporates realistic video situations you could face on this job. The job competencies assessed by the raters may include:

- Problem Solving
- Interpersonal Skills
- Ethical Decision Making

Raters will be evaluating your responses to each separate scenario shown on video. Oral board members will ask you questions about the scenes. If you are being recorded, at the end of each scenario you will respond as if in the situation.

Instructions to Candidate for B-PAD scenes:

You will be provided complete instructions at the time of your test. Here is a summary of those instructions for each test format.

You will view separate video scenes or situations. Each lasts about one minute. After each scene has ended, the video will stop and if you are in front of an oral board they will ask you a series of questions about how you might respond to the situation in real life if you were the police officer at the scene. Follow-up questions are a standard part of the examination and do not mean your answer is inadequate.

If you are taking the online test and being recorded, respond as if you are in the situation, talking to real people in a real situation. Do not say what you would do in the situation. Remember, just respond as naturally as you can. You will be assessed on your ability to deal with the situation, not on your knowledge of any policies or local procedures.

If you are writing a report, try and capture the scene details.

As previously stated, complete instructions are provided at the time of your test. If you have any questions, ask your proctor.

Please let the test administrator know if you require any accommodation in order to take this test. All of the material in this BPAD test process is confidential. In taking this test, you acknowledge your understanding of the test instructions.

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