

Developmental Competency



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As the name implies, these competencies can be acquired through training after a person has been hired as a police officer. However, some police services may have immediate need for specific skills and abilities which are developmental and may choose to include these in the hiring process.

The following 11 competencies have been identified as developmental:

1. **Information Seeking:** Observes situations, people, and events; collects and uses relevant information and multiple inputs; investigates issues and known facts before making decisions.
2. **Concern for Safety:** Demonstrates concern for the safety of self and others, uses appropriate caution, takes action to ensure safety in hazardous situations.
3. **Assertiveness:** Uses personal power or power of the Police Constable's position appropriately; sets expectations, challenges others, enforces rules and directs others as appropriate.
4. **Initiative:** Is self-directed or self-motivated and exercises initiative that goes beyond what is expected or required in the job to improve outcomes or avoid problems.
5. **Cooperation:** Demonstrates collaborative/team-oriented behaviour with colleagues, other emergency services, community resources, etc. by cooperating, seeking their input, encouraging their participation, and sharing information.
6. **Negotiation/Facilitation:** Desires and acts to influence or persuade other individuals or the community using direct persuasion or negotiation/facilitation strategies that involve sequences of pre-planned actions.



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7. **Work Organization:** Acts to minimize errors and maintain high standards of quality by checking or monitoring information and work, and by developing and maintaining systems for effectively organizing work and information.

8. **Community-Service Orientation:** Desires to help or serve others; focuses efforts on discovering and acting to meet community needs, including those of both individuals and groups.

9. **Commitment to Learning:** Maintains and adds to professional/technical knowledge and personal growth and development by asking questions, taking courses, reading, networking with colleagues, specialists, and the community.

10. **Organizational Awareness:** Demonstrates an understanding of and sensitivity to the formal and informal political/power relationships in police services, other interdependent organizations, and the broader community; shows ability to identify the real decision makers and those who influence them, and to anticipate how various events and issues will affect them.

11. **Developing Others:** Effectively teaches, trains, develops or otherwise improves the skills of others by providing constructive performance feedback, effective coaching and mentoring, and meaningful developmental opportunities.

