Developmental Competency

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**: The ability to seek out information from various sources before making decisions.

2. **Concern for Safety**: The ability to exercise caution in hazardous situations in order to ensure safety to self and others.

3. **Assertiveness**: The ability to use authority confidently and to set and enforce rules appropriately

4. **Initiative**: Demonstrated ability to be self-motivated and self-directed in identifying and addressing important issues.

5. **Cooperation**: The ability to collaborate with others by seeking their input, encouraging their participation and sharing information.

6. **Negotiation/Facilitation**: The ability to influence or persuade others by anticipating and addressing their interests and perspectives.

7. **Work Organization**: The ability to develop and maintain systems for organizing information and activities.

8. **Community-service Orientation**: Proven commitment to helping or serving others.

9. **Commitment to Learning**: Demonstrated pattern of activities, which contribute to personal and professional growth.

10. **Organizational Awareness**: Understanding of the dynamics of organizations, including the formal and informal cultures and decision making processes.

11. **Developing Others**: Commitment to helping others to improve their skills.