

**Ohio Association of Chiefs of Police
Advisory Services**

**INCLUSION IN FINAL REPORT OF SECTION ON CANDIDATES'
STRENGTHS AND AREAS FOR IMPROVEMENT**

At the time of the Pre-Assessment meeting, the Lead Consultant should ask the client if a section on "Strengths and Areas for Improvement of Candidates" is to be included in the final report. Clients must be advised by the Lead of potential benefits and potential problems.

Potential benefits include:

1. use by candidates for professional growth
2. use by department for developing training programs
3. use of information in making promotional decisions
4. other benefits as determined by the Lead Consultant

Potential problems include:

1. legal and other challenges
2. morale issues for candidates & department
3. other problems as determined by the Lead Consultant

After being so advised, the client then decides as to whether the "Strengths and Areas for Improvement of Candidates" section is included in the final report.

(Adopted on February 10, 2006 at the ASPC Meeting)

If an "evaluation" section is included in the final report the following disclaimer is to be included before the strengths and areas of improvement section:

Synopsis of Observations

By exercise and for each candidate, comments in this section of the Final Report are a synopsis of behaviors observed. These comments are **not** all inclusive of each candidate's behaviors observed during the assessment center process. These observations are written solely to assist each candidate with future career development and training objectives. There is not a quantifiable relationship between these reflective comments and the overall scores and rankings.

(Adopted on February 8, 2008 at the ASPC Meeting)