Find the Right Fit with National Testing Network

The National Testing Network (NTN) law enforcement testing system measures a complete range of knowledge, skills, and abilities as the first stage of the selection process for entry-level law enforcement candidates. The NTN law enforcement testing system helps departments identify candidates who have the potential to become great officers; those who have the observation and analytic ability to assess situations, the confidence and maturity to handle enforcement, the skills to interact with the public in a customer-oriented way, the respect to work within a chain of command, and the responsibility and ethics to handle the authority of the job.

Test Components

Below are the law enforcement exam components, including descriptions of the components, number of questions, the length of time to complete each, and the form of administration.

Test Component	Description	# of Items	Length	Administration
Situational Judgment Test	Multiple-choice, video-based simulation test that measures candidates' judgment when dealing with common stressors and situations experienced by law enforcement officers. The test is designed to simulate critical components of law enforcement duties. After viewing each video scenario, test takers are asked to choose, in a multiple-choice format, the best response to each question.	46	94 minutes	- Video Based - Proctored
Report Writing Test (Cognitive)	Designed to measure the level of written language ability needed for success in law enforcement. Consists of a multiple-choice writing test based on a report prepared by the candidate after watching a video scenario.	15	31 minutes	- Video Based and Standard Written - Proctored
Reading Test (Cognitive)	Designed to measure the level of reading ability needed for success in law enforcement. Based on typical materials law enforcement officers must read as part of the job.	30	15 minutes	- Standard written - Proctored
Public Safety Self Assessment	*Part 1:* Measures general work attitudes related to integrity, developed specifically for public safety. These questions involve candidates reading statements and responding with how much they agree or disagree.	219	60 minutes	- Online - Parallel forms
	Part 2: This exam has four parts with various question types that measure group bias, use of force and equality. These questions include having candidates review and make judgments about situations in photographs and multiple-choice questions requiring candidates to read statements and respond with how much they agree or disagree.	309	90 minutes	- Online

Dimensional Coverage

The following table highlights the robust coverage of dimensions the NTN exams measure for law enforcement candidates. Our comprehensive suite of exams ensures that your department can screen for critical job dimensions and identify the most qualified candidates for the job.

Exam	Dimensions Measured
Situational Judgment Test	• Observation, Assessment, Critical Thinking Ability • Interrogation and Investigative Communication Ability • Team Orientation • Confrontation and Enforcement Initiative • Restraint in Use of Authority • Ethical Orientation • Ability to Understand and Help with Human Distress • Organizational Orientation • Customer and Community Relations Skills
Reading Test	• Reading
Report Writing Test	• Writing
Public Safety Self Assessment	• Integrity • Group Bias • Use of Force • Commitment to Equality

Scoring

NTN's proprietary scoring system allows your department to view candidate scores and profiles, rank order candidates, set custom pass points and weighting, and generate score reports and candidate lists all from your secure online account. Candidate lists are exportable into XLS or CSV to upload into your department's applicant tracking system (ATS).

Candidate Profiles

Dimensional scoring profiles are provided for each candidate. Candidate profiles are additional pieces of information for hiring managers to consider during the selection process. Each dimensional rating is intended to provide information about the areas of strength a candidate could bring to the department, and areas of improvement that the department might need to focus on when developing that individual as an employee. Dimensional scores can be indicators of areas that could be more deeply explored in the interview.

SOME PROBLEM

HIGH RISK

NORMAL

NORMAL

NORMAL

GOOD
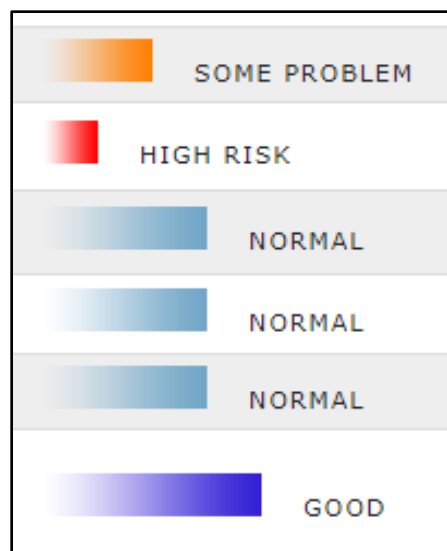
Validation and Professional Standards

NTN exams are validated, following legal and professional standards for test validation, including those established by the EEOC and the Uniform Guidelines. These tests meet the American Psychological Association standards for content and criterion-valid tests and the Americans with Disabilities Act (ADA) requirements for job-related testing. Developed in conjunction with supervisory level experts in the field, our tests are predictive of job performance as well as highly defensible.

Diversity Focused

In addition to developing examinations that allow departments to identify the most qualified candidates, one of NTN's top priorities is to provide exams that promote racial and gender diversity in the departments we serve. NTN tests are shown to have both high validity and low impact on protected groups. The NTN exams were carefully designed to make it possible to screen candidates without sacrificing standards or diversity. NTN provides comprehensive scoring recommendations and options that promote equity and have no adverse impact. Our exams are designed so that neither prior experience nor education in the respective job categories is necessary to do well on the tests.

Contact us today for more information!

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