

In-force Interview Preparation Guide



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Getting ready for your interview

Congratulations on passing the online assessment and reaching the in-force interview stage of the selection process for police constables.

This guide will provide you with information on what the in-force interview will involve, what types of questions you'll be asked and how you can prepare.

Take some time to read through so you can be fully prepared.

Wishing you the best of luck!



In-Force Interview

- **What's the in-force interview**

This is an opportunity for Derbyshire Constabulary to meet you, get a sense of what you're like as a person and to gather information on your suitability as a police constable.

And also so you can tell us what you can contribute to the service we provide to the people of Derbyshire.

- **What will happen at the interview**

You'll be interviewed by a panel of usually two people, who will ask you questions based on the College of Policing competency values framework (CVF) for policing

The interviews are conversation like, so the interviewers may ask further questions to explore your answers and help you to present as much evidence as possible. They will also take notes during the interview.



In-Force Interview continued

- How long will the interview last?

Approx. 45 minutes

- What questions will be asked?

You'll be asked a number of different types of questions during your in-force interview including:

Past focused questions: These will explore something you have done before, you might be asked to talk about an example of a time you have shown a particular value or competency.

“Please tell us about a situation when you made a decision that someone else disagreed with”

Future focused questions: These will explore what you might do in a specific situation, your interviewer will outline a fictitious scenario and will want to know what you might do or may bring to the role, e.g. “If you disagreed with someone at work, what would you do?”

Exploratory questions: These are to explore your understanding of the role and motivation for joining the police and Derbyshire Constabulary. E.g. “What skill do you think it is most important to have as a police officer”



Getting Prepared

- **Accommodation or Reasonable Adjustment**

If you have a condition, temporary or otherwise that might cause you to be disadvantaged during the assessment e.g. pregnancy, injury, fasting or disability you may be entitled to an accommodation or reasonable adjustment. If you believe you may have a condition that could disadvantage you please contact recruitment@derbyshire.police.uk

- **Do your research?**

There is plenty of information available to help you understand more about what is required of you as a police constable.

- The College of Policing competency and values framework (CVF)
- The police Code of Ethics
- Derbyshire Constabulary: research our force, see what challenges we're facing, successes, recent news. Visit our websites
- Research the local community, consider the diversity of the community, challenges and opportunities that might present to you as a police officer

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Getting Prepared continued

- **Prepare your answers**

Look at the CVF for policing and prepare examples that show you meet each competency and value.

Use recent examples as it's easier to remember. You can use examples from school, college, work, home/ family, clubs or volunteering activities.

Structure your answers so that you give sufficient information in the time you have, use the **STAR** Technique to help you:

- **Situation**: outline the situation
- **Task**: what were you trying to achieve in that situation
- **Action**: what did you actually do (this should make up most of your answer)
- **Result**: what was the outcome, what did you learn from this



Helpful Tips...

- **Practise** answering questions, this will help you to be concise and relevant with your answers and give you more confidence on the day
- **Be punctual**, allow yourself enough time (being late will only increase your stress levels)
- **Eat well**, your brain needs fuel and to sustain your energy levels
- Get a **good nights sleep**, this will help you to feel positive and energised
- **Dress** in clothes you feel comfortable and confident in and that also have a professional look
- **Relax**, take a few deep breaths before you go into your interview, this will help you to think more clearly
- **Use “I”** and not “we” statements when answering so we know what your contribution was
- **Ask questions**, the interview is also an opportunity for you to find out more about the role and Derbyshire Constabulary

Remember you have already met the standard with previous assessors in order to get this far and we want to meet you and hear more about your experience and motivation!!



Good Luck!

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