



SAMPLE HIRING, PROMOTIONAL, AND PERFORMANCE EVALUATION QUESTIONS

SAMPLE HIRING BOARD QUESTIONS

1. What may victims need most from law enforcement?
2. How will you address victims' needs in your role at this agency?
3. Law enforcement personnel are exposed to high levels of crisis and trauma. Describe how you plan to manage this exposure and your response while at work.
4. Describe how you currently manage stress in your personal life.

SAMPLE PROMOTIONAL BOARD QUESTIONS

1. Describe your understanding of victim-centered, trauma-informed response to victims.
2. Describe how you apply victim-centered, trauma-informed practices in your current role at the agency.
3. If selected for a leadership role, how will you promote the agency's victim response philosophy?
4. Describe a community agency and how the [law enforcement agency name] currently partners with them to meet victim needs. Describe your ideas for future partnerships with this community agency or another.

SAMPLE PERFORMANCE EVALUATION QUESTIONS AND SCORING

Performance Measures: Identifying and Responding to Victims' Needs

This performance measure refers to the staff member's ability to identify and respond to victims' needs. Consideration is given to staff

member's ability to appropriately interact with victims, follow up with them if necessary, and provide appropriate referrals to other internal department and/or external service providers.

1. Shows a lack of interest and empathy for victims' needs. Does not provide referrals for assistance. Fails to provide victims with required victims' rights information (if applicable). Does not follow up with victims when needed.
2. Occasionally shows an interest in victims' needs. Is generally able to refer victims to the proper services with some guidance. Provides victims' rights information (if applicable) when prompted. Occasionally conducts follow-up.
3. Consistently shows interest and concern for victims and their needs. Maintains a working knowledge of appropriate referral sources and accurately explains services available. Consistently provides victims with required victims' rights information (if applicable). Conducts regular follow-up with victims when needed.
4. Always demonstrates a high level of concern and empathy for victims. Can immediately identify victims' needs and maintains a thorough knowledge of all services available. Consistently provides victims with required victims' rights information (if applicable) along with information on how to exercise those rights. Always follows up with victims to answer questions and address unmet needs.