

Sample Police Promotional Questions

Multiple Choice

Identify the choice that best completes the statement or answers the question.

The following questions were taken from *A Standard Police Textbook*.

1. The motivation theory identified as the Hierarchy of Needs was developed by _____.
 - a. Frederick Herzberg
 - b. Clayton Alderfer
 - c. Abraham Maslow
 - d. Douglas McClelland

2. Which of the following choices is an example of progressive community values?
 - a. Promoting individual safety for the common good.
 - b. Giving individuals the right to carry a concealed handgun.
 - c. Advocating for the people who vote and carry political power.
 - d. Helping to address the root causes of economic hardship and liberalism.

3. Which of the following choices should **NOT** be used when training on ethics?
 - a. Leadership by example.
 - b. Moralizing about ethics.
 - c. Specifying guidelines and approaches for making hard choices.
 - d. Early detection of ethical issues.

4. Typically, those in the best position to anticipate ethical challenges are _____.
 - a. newly hired police officers
 - b. supervisors
 - c. chiefs
 - d. administrators

5. A paradigm is _____.
 - a. a learned set of rules and regulations that can be applied to all facets of one's life
 - b. an uncommon pattern of guidelines for our values and ethics
 - c. universal
 - d. not applicable to organizational behavior

6. How can the supervisor directly affect the quality of work life for the team?
 - a. The supervisor can carry out in action what is said in words.
 - b. The supervisor has the opportunity to coach the work team.
 - c. The supervisor has direct control on how he/she behaves and how the team is treated.
 - d. All of the above.

7. A test a supervisor can use to see if the employees under your command will do what they are required voluntarily and with high performance standards is to _____.
 - a. send out a spy
 - b. find out whether they work as hard when you are away as when you are there
 - c. gain the confidence of at least one employee, and have that person report to you on how the others are doing
 - d. drive a wedge between members of the work group and see how they react

8. Maslow believed that once a human need has been satisfied, _____.
 - a. that person will attempt to perfect it
 - b. it no longer motivates that person
 - c. that person will use it for their own benefit within the organization
 - d. it continues to motivate that person

9. Which of the following choices is not one of the three formal channels of communication established to permit the flow of information through an organization?
 - a. downward communication
 - b. horizontal communication
 - c. spiral communication
 - d. upward communication

10. Which motivation theory is psychologist Abraham Maslow responsible for?
 - a. Ladder of Needs
 - b. Theory X
 - c. Theory Y
 - d. Theory Z

Answer Key

1. ANS: C
2. ANS: A
3. ANS: B
4. ANS: B
5. ANS: A
6. ANS: D
7. ANS: B
8. ANS: B
9. ANS: C
10. ANS: A