

The Use of Assessment Centers for Law Enforcement Selection and Promotion

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Identifying leadership talent is one of the most important challenges facing law enforcement agencies today. Assessment centers are a method available to organizations to help them meet this challenge. Advantages offered by the assessment center methodology will be presented. The greatest disadvantage of the assessment center process is the investment of financial resources. The nine characteristics that a testing process must have in order to be called an assessment center will be identified. A brief history of the process is presented and the accuracy of assessment centers as a testing method is discussed.