

Supervisory Promotional Processes: The Written Test's Effectiveness in Identifying Supervisory Skills

Dan Smutz

A written test is often the first step in a promotional process. This research paper examined the effectiveness of written tests for identifying supervisory and leadership skills and knowledge. Specifically focusing on law enforcement supervisor promotional exams, the research analyzed the questions from three (3) different tests: the Altamonte Springs Police Department's Lieutenant exam, a like-sized agency Lieutenant exam, an exam offered by a commercial testing company. Results show that neither agency test had more than 8% of the questions aimed at identifying supervisory skills or leadership ability. The commercially available test is significantly weighted towards supervisor identification with 50% of the questions geared towards those skills.