Extended Interview

If you have passed the written examination, you will be invited for the extended interview. In the extended interview, you will be observed in different ways. In this form of assessment, not only what you say is of significance, but also what you do and how you behave when you are with your peers and the police staff.

- It is a full-day programme
- It is conducted in English
- Interview team is made up by 2 Chief Inspectors (Recruitment Division) and 1 Senior Inspector (Police College)
- Programme profile
  - AM
    1. Impromptu talk of 2 minutes
    2. Group Discussion
  - PM
    1. Management Exercise
    2. Leadership Exercise

Interim exit mechanism

You need to pass both assessment exercises in the morning session before proceeding to the assessment exercises in the afternoon.

Group Discussion and Presentation

In a group discussion situation, you will be assessed behaviorally—your ability to solve problems as well your behaviors in various social contexts. The following are some general guidelines to help you better prepare yourself for group discussions.

Analytic Approach

- Bring a pen and a watch
• Analyse issues embedded in the case study.
  o “Embedded” is the key word here. Try to figure out what kind of information is being sought after in the exercise. For example, “who” wants the information and “why”.
• Analyse the issue from multiple perspectives.
  o DO NOT jump quickly into a “yes” or “no” conclusion.
• Quick assimilation of facts and data.
• Present arguments basing on facts & figures
  o DO NOT base arguments on your own “intuition”.

Discussion Strategies
• Consider alternative solutions.
  o Try to think of more than one solution and compare the strengths and weaknesses of each.
• Make recommendations based on your solutions.
  o Or, how your solutions are being implemented.
• Make decision by discussion and expertise.
  o DO NOT decide by voting or the use of social influence.
• Step in and redirect the discussion when necessary.
• Summarize at appropriate intervals and move the discussion forward.
• Show confidence.
• Finish on time.

Team Spirit
• Lead the discussion.
• Motivate other members to participate.
• Listen carefully then contribute.
• Show sensitivity to other people.
• Do not dominate by putting down others.
• Perform under pressure.

Presentation
• Plan and structure the content.
• Speak clearly and audibly.
• Make and maintain good eye contact.
• Use good English.
  o Content, structure, use of words, grammar, and spelling are important.
• Use AV equipment with skill.
• Finish on time.
• Invite questions and thank the audience.

Chairperson’s role
• Identify/define the problem.
• Plan/structure/lead the discussion.
• Motivate members to participate.
• Contribute and accept ideas.
• Keep to subject – be relevant.
• Resolve conflict.
• Control of flow/content/time.
• Synthesize conclusions.
• Make recommendations.
• Work out a consensus (if possible).

Member’s role
• Express views on the problem.
• Suggest possible solutions.
• Co-operate with Chairman and other members.
• Contribute and participate enthusiastically.
• Answer queries from Chairman and other members.

Leadership Exercise
One of the tasks you have to perform in the PM session is the leadership exercise. It is rather similar to outward bound exercises and you are observed on your problem solving skills in the context of team work. Never do everything by yourself even if you are good at something! Show your leadership. Pay attention to:

• Teamwork
• Leadership
• Task management
• Allocation of duties

In general, in the leadership exercise, you will be asked to accomplish a number of tasks with team members within designated time. Some past questions involve constructing a hexagon with “wall, balls, matrix, cross bridges, sticks, buckets”. The leadership exercise is similar to those operations/tasks conducted by the Outward Bound School.