

Candidate Information

PSP-1009 (Rev.4/2012)

Pre-Employment Psychological Screening Candidate Information

You have applied for a Peace/Correctional Officer Position with the State of California. California law (Government Code 1031(f) or Penal Code 13601(a)) requires that a peace officer candidate must be found free of any psychological condition which might interfere with the safe and effective performance of the officer's duties. Therefore, a pre-employment psychological screening is required after you have been given a conditional offer of employment.

The pre-employment psychological screening process consists of two parts, the first being the administration of written questionnaires and the second an oral interview with a psychologist. **Throughout the entire process, one of the psychological traits you will be assessed on is integrity. It is imperative to be open and honest in responding to the questionnaires and forthright in the interview. Disqualification may occur based on insufficient integrity for the peace officer classification you are applying for.** There are validity measures throughout the process that tell the psychologist whether you are being forthright or not.

As a part of the pre-employment psychological screening process, it may be necessary for you to provide the California Department of Human Resources (CALHR) with additional information such as medical and psychological treatment records. CALHR will contact you directly if such information is deemed necessary to obtain.

Pre-Employment Psychological Interview

The pre-employment psychological interview will be an oral interview lasting approximately one hour long. The CALHR Psychological Screening Program (PSP) staff will be contacting you to schedule the interview once your case information is received.

- The psychologist will be asking you questions about your education, personal and social life, and work history. Provide the psychologist with any information that he/she requests of you.
- The interview should be considered in the same manner as a job interview, and attire should be planned accordingly. Additionally, **you will be required to provide photo identification at the time of the interview**; otherwise the psychologist will not be able to conduct the interview.
- It is your responsibility to obtain directions to testing locations. You may access our website for a listing of interview locations.
- **Important: Do not be late.** The psychologist will not interview you if you are late and it will be at the hiring department's discretion if an additional interview is scheduled.

Additional Information

To protect your confidentiality, the hiring department will only be informed of the final outcome. No information obtained in the pre-employment psychological screening process will be released to any entity outside of the CALHR unless court ordered or required by law.

- CALHR will notify you of your screening results **only** if you are disqualified, in which case you will receive a letter by mail. If you "pass" you will be contacted by the Department to which you have applied to complete any remaining steps in the selection process.
- If at any time during the process your contact information changes, be sure to notify the department you have applied to
- Status inquiries regarding your case should be directed to your hiring department
- **Reminder:**
 - **Be forthright in your responses to the questionnaires and in your interview**
 - **Be on time for your interview**