



# Police Promotions

## Promotion Selection Criteria

### Commissioned Officers

Applicants must address the below criteria at a standard relevant to the rank applied for. For assistance in understanding the expectations of the rank relevant to the five Promotion Selection Criteria below, see the WA Police Force Capability Framework.

#### Shapes Strategic Thinking

- Inspires a sense of purpose and direction
- Focuses strategically
- Harnesses information and opportunities
- Shows judgement intelligence and commonsense

#### Achieves Results

- Builds organisational capacity and responsiveness
- Marshals professional expertise
- Steers and implements change and deals with uncertainty
- Ensures closure and delivers on intended results

#### Builds Productive Working Relationships

- Nurtures internal and external relationships
- Facilitates cooperation and partnerships
- Values individual differences and diversity
- Guides, coaches and develops people

#### Communicates With Influence

- Communicates clearly
- Listens, understands and adapts to audience
- Negotiates persuasively

#### Exemplifies Personal Drive and Integrity

- Demonstrates professionalism and probity
- Engages with risk and shows personal courage
- Commits to action
- Displays resilience
- Demonstrates self-awareness and a commitment to personal development