

## General Rules for Success During a Sergeants Board

When answering questions, do so from the perspective of a sergeant. Speak as though you are already in the position. [**Caution** DO NOT GO IN AND TALK ABOUT WHAT YOU DID AS A DEPUTY.]

When answering the questions to the board, utilize the words, **WE, US, Our Department, etc.** (**Avoid i-sickness, using the word “I”**)

1. If you are selected as Sergeant, what are the specific goals you would like to achieve in the first few years of your new assignment?

ANSWER: As a “Servant Leader”, we will set goals serving the interest of three areas.

- 1) Goals serving the interest of community. Goals that add true value to OUR community.
- 2) Goals serving the interest of our organization as a whole, as well as our direct reports, while maintaining “*Unity of Command*”. Always remembering that in effective organizational leadership, “*Good news goes down and bad news goes up.*”
- 3) Goals set personally, which will allow continued professional development. Learning the expectations of an effective sergeant leader. Constantly looking for ways to make our department better.

\* Never stop professionally developing others, as well as ourselves.

\* Maintaining Unity of Command is essential when executing the strategic plans and commands of the department.

\* Strive to always be in the mindset of balancing what is best for our organization and what is in the best interest of our employees.

\* Make efforts to not only understand, but to also share the “**WHY**” behind policies and decision making. The department sent us to a

leadership training, which shared with us that, ***“People do not do what we do, they do WHY we do it.”***

We will create innovative training opportunities for our squads.  
(Example: Drug recognition and interdiction training, Case Law criminal procedures training from the U.S. Supreme Court and the 8<sup>th</sup> Circuit Court of Appeals, etc.)

Share our expectations to our direct reports, while maintaining clear and open lines of communication.

2. Tell us about two times that you have used leadership skills, traits, and characteristics to lead others, be specific.

(NOTE) \*If you are a corporal or FTO, give two examples that you experienced in leadership.

Do so in the following format:

- a) Explain the scenario (what happened)
- b) Execution (What actions you took)
- c) What assignments or tasks you delegated to others.
- d) What were the results or outcomes?
- e) Explain how you notified and debriefed the chain of command.
- f) Explain how you asked the command staff, “How could we have done better?”

If you get lost in the weeds on the questioning, us the following as an OFF RAMP:

- a) Go back to utilizing the words WE, US, etc.
- b) Turn to what state law and constitutional procedures dictate
- c) Turn to what policy and procedures dictate.