Deputy Written Examination

The Ada County Sheriff’s Office currently uses the National Criminal Justice Officer Selection Inventory (NCJOSI$^2$) exam for testing deputy applicants.

The NCJOSI$^2$ is a state-of-the-art pre-employment examination used to select the most qualified entry-level criminal justice officers. It measures basic cognitive abilities (80 questions) and counterproductive workplace behaviors, or integrity (120 questions). Cognitive ability is a powerful predictor of job performance, and integrity scales ensure that applicants possess the personal characteristics and values that are so critical in a public safety profession.

Measurement Domains:

Cognitive Ability:
- Deductive Reasoning
- Flexibility of Closure
- Inductive Reasoning
- Information Gathering
- Problem Sensitivity
- Selective Attention
- Spatial Orientation
- Verbal Comprehension
- Verbal Expression
- Visualization

Non-cognitive Measure- Integrity:
- Anti-Social Behaviors
- Positive Outlook
- Orderliness / Diligence
- Socialization