

Ohio Association of Chiefs of Police Advisory Services

Role Players

The use of role players is critical to any successful assessment involving a role playing exercise. Below are some principles that may be helpful for Lead Consultants to review themselves and to share with Role Players to ensure high quality results. It is very important that the lead assessor communicate all expectations to the Role Player and to let the Role Player know when expectations were not met.

- The **Consistency** of the role player for each candidate is paramount.
 - Role player needs to keep to the scripted role and not improvise or alter the scenario that the lead assessor has provided.
 - For example, if there was no divorce scripted, role player shouldn't invent it during the exercise.
- Lead assessor should make certain the role player receives the scenario in advance and understands what the expectations are for the exercise.
 - It is OK to solicit his/her input when creating or finalizing the role play scenario.
 - The role player should be provided with the dimensions and bench marks.
- Role player should fit the part.
 - For Example, if the role play is for a probationary or younger officer, every attempt should be made to find a role player that looks and acts the part.
- Take advantage of the role players who fit a particular demographic - female, minority, older
- Role players should dress and act the part that has been scripted.
 - For example, if he/she is a disgruntled and disheveled employee, do not have the role-player dress in a pressed suit & tie.
- Unless directed otherwise, role player should let the "candidate win" if he/she has accomplished the task that the Lead has determined to be appropriate for the exercise.
- Role player should be encouraged to use props.
 - For example, if there is a scenario involving a citation, have a simulated citation (pink sheet of paper) with them.
- Role players should not be introduced or present during the candidate's orientation session.
- Role players should be asked to refrain from commenting about the candidates while the assessors are discussing and scoring, unless the lead or assessors ask specific questions.

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