



CAPITOLA POLICE SERGEANT

Supplemental Questions

All applicants are required to submit responses to the following questions.

- The supplemental questions are an addition to the Employment Application Materials and will be used in the selection process.
- Your responses will help us better understand your leadership qualities and vision for the department. Please carefully consider and respond to the following questions. Your answers should be thoughtful, honest, and reflective of your personal experiences and perspectives.

Instructions:

- Please limit your answers to one-page or less per question. Be concise yet comprehensive in your responses.
 - Provide specific examples from your past experiences to support your answers. Be prepared to discuss and expand your answers during your one-on-one interview with the Operations Captain.
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As the Capitola Police Sergeant

1. Reflect on the current state of morale within our agency. Identify at least one specific leadership improvement that could enhance morale. Explain why you believe this change would be effective and outline a realistic plan for implementing it.
2. Describe your leadership style in detail. Discuss how it aligns with our agency's values, how it addresses any gaps in the current Sergeant group, and how it will positively impact our patrol personnel. Provide specific examples from your past experiences to illustrate your points.
3. Consider the strengths and qualities of the other applicants for the Sergeant's position. If you were not selected, who would you choose for the role and why? Be candid in your assessment and explain how their leadership would benefit the team.
4. Think about a time when you took initiative in a challenging situation at work. Describe the situation, the actions you took, and the outcome. How did your actions impact your colleagues and the overall situation? What did you learn from this experience, and how do you think it demonstrates your potential as a Sergeant?