

Fire Promotional Tests & Assessments

Fire Promotional Exams

Fire Promotional exams are a great way to test your staff with job knowledge materials. These tests can be stock or customized to fit your testing needs, for any rank, with an array of fire materials such as IFSTA, NFPA, etc. or department specific materials such as SOPs.

Human Relations-Critical Incidents?NEW!

As a way of ensuring that your company officers possess the necessary human relations skills required to successfully supervise and manage their employees and to respond to various public safety calls, consider incorporating our newly developed and validated EQ items into your promotional written test.

FPSI worked with Company Officers who identified actual critical incidents that a candidate is likely to face on the job, and which require critical human relations skills. Including these items into the promotional written test will allow departments to measure skills and abilities such as:

The ability to maintain patience, tact, and courtesy when dealing with crew members and the public.

Effective teamwork techniques, including skills to accept, understand and follow orders, to work and live harmoniously with co-workers and to consistently follow-through on routine or specially assigned duties.

Decision-making ability to carry out assignments in an effective manner with minimal supervision.

The ability to effectively deal with a variety of people from various backgrounds and ranks.

The ability to be committed to the department and have allegiance to its core values and mission. Dedicated and committed to the job and other firefighters and fire officers.

The ability to demonstrate truthfulness to self and others even in the face of severe consequences.

Willingness to remain calm under pressure or heavy workloads, not easily given to hostility, anxiousness, or vulnerability.
Willingness to make sensible decisions under pressure.

The ability to be consistent and reliable with ones behaviors, principles, values, ethics and morals.

The ability to maintain respect for other's emotional needs following a crisis.

The ability to maintain honesty and integrity while on duty and off duty.

The ability to maintain respect for deceased victims and their family members.

The ability to represent public relations and the public perception of the department's image.

Willingness to be resourceful, goal-oriented, and proactive in bringing tasks to completion.

The ability to maintain discipline, morale, and respect of subordinates.

Fire Promotional Assessment Package

After numerous requests from clients, Fire & Police Selection, Inc. (FPSI) has developed an assessment package for selecting candidates for officer-level ranks. The Fire Promotional Assessment includes a job analysis package, multiple-choice written test, three assessment exercises, assessor training materials, and assessment center administration guides.

All the materials and information needed to conduct an examination for this critical position are included. This package has been used by departments recruiting Fire Captains, Fire Lieutenants and Battalion Chiefs.

The Fire Promotional package features:

A comprehensive job analysis package to identify and document the critical knowledge, skills, and abilities needed to succeed at an officer level position.

A written test based on the most widely used sources (IFSTA manuals and Incident Command Systems.)

Assessment exercises designed to assess critical abilities such as leadership, judgment, communication, interpersonal skills, and incident command.