

Montana Highway Patrol

What does the Patrol look for in a potential hire?

We look for people who possess the character traits listed below:

- 1) **Integrity/Honesty/Truthfulness:** *Models high standards of honesty, integrity, trust and openness; understands and follows through with correct standards of conduct and moral judgment; follows Code of Conduct and oath of office.*
- 2) **Compliance with Laws and Rules:** *Follows laws in personal life and work-related situations; history of compliance with established rules, policies and procedures.*
- 3) **Conscientiousness and Dependability:** *Diligent and conscientious work patterns; reliable in completing all job tasks assigned in a timely fashion; punctual; task orientated and focused; seeks guidance and advice when appropriate.*
- 4) **Social Skills:** *Displays appropriate demeanor (professional, courteous and respectful); able to demonstrates command presence and assert self when necessary and appropriate; able to maintain and improve cooperation and teamwork with others; able to work with a diverse population.*
- 5) **Learning & Intellectually Based Abilities:** *Demonstrates the desire and ability to question, investigate and learn; ability to comprehend and retain information; ability to recall factual information; and ability to apply what has been learned to the job.*
- 6) **Stress Tolerance/Anger Management:** *Maintains composure and displays restraint when faced with opposition, stress or hostility from others, weathers negative events and circumstances; maintains an even temperament and positive attitude; uses appropriate level of force necessary to control situation.*
- 7) **Judgment & Decision-Making:** *Uses common sense, logic and reasoning combined with accurate analysis; sees implications and consequences of a situation; identifies possible cause and effect information; able to make timely, sound decisions.*
- 8) **Motivation/Self-Initiative:** *Takes effective and appropriate action without being told; steps forward to do what is necessary for job completion; works independently and does not need constant supervision; commitment to profession and mission of the organization.*