

**Golf Manor Police Department  
Structured Interview Process  
Thursday, March 12, 2026  
Chief of Police Interview Questions**

**Question #1:**

*Please tell us the two most important leadership lessons you have learned over the course of your career. Please tell us why they are important and give examples when you have used what you learned.*

**Question #2:**

*Describe your leadership philosophy and how you would develop and communicate a long-term vision for this department that aligns with community expectations and governing authority priorities.*

**Question #3:**

*Please tell us what your best qualities are as a leader and give us examples from your work that demonstrate these skills.*

**Question #4:**

*What specific strategies have you used to build and sustain community trust, and in particular with minority community members?*

**Question #5:**

*Do you believe a good leader should be an advocate first for his/her agency, an advocate for the mission and vision of the organization, or an advocate for the community?*

**Question #6:**

*Describe your experience managing a police budget. How do you balance fiscal responsibility with the need for effective public safety services?*

**Question #7:**

*Please tell us about a decision you've made in your career that you would change knowing what you know now. Tell us why you would change the decision, and how you would handle the situation differently today.*

**Question #8:**

*Describe a critical incident or emergency for which you have led the response or had a significant part in the response. What were your priorities, and how did you communicate with internal and external stakeholders?*

**Question #9:**

*What role should a suburban police chief play in regional partnerships, and how have you successfully collaborated with neighboring agencies or other public safety partners?*

**Question #10:**

*Please describe for us your feelings on transparency with the community and with media. Have you ever participated in a press conference? If so, tell us about that experience.*

**Question #11:**

*Please tell us what you have done to prepare yourself for this position. Please also tell us how you plan on further developing your knowledge and skills in the future.*