



PERSONALITY PROFILES OF RCMP CADETS DURING TRAINING

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Why study cadet personality?

Personality factors may provide crucial opportunities for understanding how best to tailor supports for individual performance and psychological resilience among Royal Canadian Mounted Police (RCMP) members. Yet very little is actually known about the personalities of cadets entering the RCMP Cadet Training Program (CTP).

The study

The HEXACO Personality Inventory Revised is an extremely robust tool available for assessing personality. The current research provides initial results from analysing relationships between personality traits among RCMP cadets, as compared to personality in the general population. There were 772 cadets who completed the 100-item HEXACO inventory, which measured six key factors of personality and 25 facets (subcomponents of personality factors). Cadets also provided self-reported sociodemographic information, which were used to assess for differences among groups.

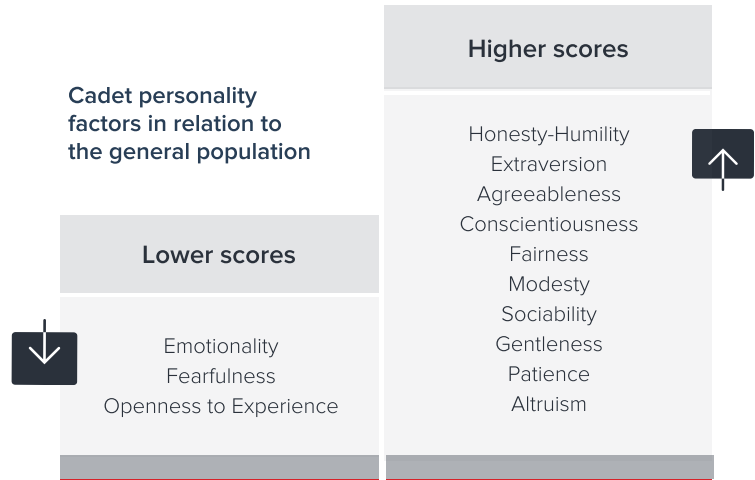
The research draws on data from the RCMP Study, a large-scale, 10-year study designed to develop, deploy, and assess the impact of specifically tailored skills taught to help protect members from Posttraumatic Stress Injuries (PTSI).

Results

In comparison to the general population, cadets exhibited higher levels of Honesty-Humility Extraversion, Agreeableness, Conscientiousness, Fairness, Modesty, Sociability, Gentleness, Patience, and Altruism, along with lower levels of Emotionality, Fearfulness, and Openness to Experience. The current results indicate that cadets already seemed to exhibit personality traits viewed as ideal for modern police officers.

Those with high Agreeableness scores, for example, tend to be lenient in judging others, even-tempered, and willing to compromise. Those with higher Conscientiousness scores tend to be organized, disciplined, and goal oriented. Those with high Honesty-Humility scores avoid manipulating others for personal gain, feel little temptation to break rules, and feel no special entitlement to status. High Altruism scores are associated with avoiding harm to others and generosity to those in need of help.

Cadet personality factors in relation to the general population



Likewise, lower Emotionality and Fearfulness scores may indicate the type of balance required to deal with potentially psychologically traumatic events and occupational stressors while still maintaining empathic sensitivity towards others.

Conclusions

Recruits who have personality factors that correlate with positive job performance and reduced risk of psychological harm from job related stressors may be more successful as RCMP. By providing a baseline for further study, the current research has the potential to help clarify relationships between personality profiles and mental health risk and resilience among public safety personnel. The HEXACO personality inventory offers potentially important and unique opportunities for understanding how best to support police officer success.

The results help to continue advancing Canada's first-ever National Action Plan on Post-Traumatic Stress Injuries, including additional investment to support the health and well-being of first responders and other public safety personnel.

The original wording of the study was changed and condensed for the current research infographic.

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[Read the full study here](#)

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