

Is a Career in Corrections Right for You?

Self-Assessment Questionnaire

The objective of this self-assessment questionnaire is to give you a better idea of the role, requirements, skills, and expectations related to employment in corrections. The situations presented reflect the daily job and the correctional environment. This is not an assessment tool for the selection process; however, completing it will allow you to self-reflect on whether this position is suited for you before submitting your application.

Do not submit this questionnaire with your application.

1. The responsibilities of a Custody Services Employee (CSE) are to ensure security inside facilities while contributing to offenders' reintegration into society. Do you agree with these organizational goals?
 Yes
 No
2. Do you believe offenders can participate in treatment programs and have the capacity to become law-abiding citizens?
 Yes
 No
3. CSEs consistently interact with offenders and colleagues. Can you maintain good interpersonal relationships with people you are in contact with daily?
 Yes
 No
4. Offenders of various races, ethnic origins, religions, sexual orientations, and disabilities are incarcerated in correctional facilities. Corrections also employs individuals from these various diverse backgrounds.
 - (a) Are you able to interact professionally with people (e.g., offenders, visitors, colleagues) from diverse backgrounds?
 Yes
 No
 - (b) Do you believe you can conduct yourself in the workplace in a non-discriminatory manner?
 Yes
 No
 - (c) Do you believe you can model professional behaviour and speak out against harassment and discrimination in the workplace?
 Yes
 No
 - (d) Do you have the ability to learn about different cultural practices and the ability to effectively interact with people from different cultures?
 Yes
 No

5. The employee selection process includes reference checks verifying character and reliability. Are you honest and a person of integrity, respectful of laws and regulations, as demonstrated by your attitude, behaviours and lifestyle?
 Yes
 No
6. Are you prepared and able to follow an 11-week training program that includes self-directed and in-class learning sessions, physical training, and simulation exercises involving self-defence and the use of restraint equipment?
 Yes
 No
7. Following training, could you use physical force and the self-defence techniques required, individually or with the assistance of colleagues, to intervene with an actively resistant offender?
 Yes
 No
8. Following training, could you use equipment (e.g., handcuffs, protective shield, and chemical agents) on an offender, individually or with the assistance of colleagues, if the situation required it, in accordance with the law?
 Yes
 No
9. Could you work, sometimes in a restricted environment, with offenders who have committed an act of violence against an individual, a child or a colleague?
 Yes
 No
10. Could you work, daily, alongside offenders with a high rate of hepatitis C infection or human immunodeficiency virus, or who have a history of serious problems involving substance abuse or mental illness?
 Yes
 No
11. Could you deal with an offender in mental distress or who may be intoxicated or may have injured themselves (self-injury, attempted suicide, etc.) or in the case of a medical emergency of an offender or colleague (e.g., proceed with first aid, cardio-pulmonary resuscitation [CPR]), or in case of fire, wearing a self-contained breathing apparatus)?
 Yes
 No
12. Do you readily accept instructions, suggestions or constructive criticism offered by someone in a position of authority or a colleague?
 Yes
 No
13. New offenders are continuously admitted to facilities and new personnel regularly join the workforce. Can you easily adapt to change and interact with people you don't know well or don't know at all?
 Yes
 No

14. Interactions between staff and offenders, or between offenders themselves sometimes lead to conflict or crises. Offenders may use inappropriate language, display inappropriate behaviors, utter obscenities, shout insults, or try to intimidate you verbally and physically. Do you think you would be able to show self-control in such situations?
- Yes
 No
15. Could you react effectively during situations where your personal safety and/or that of another person could be threatened, and where stress is frequent and cumulative because of unexpected and potentially dangerous situations experienced in a facility?
- Yes
 No
16. Do you believe in your ability to make effective decisions in ambiguous, complex and/or stressful situations while respecting law and policy?
- Yes
 No
17. Would you accept a job that required you to work various rotating shifts (days/evenings/nights), weekends and statutory holidays (e.g., Canada Day, New Year's Day, etc.)?
- Yes
 No
18. Unforeseen situations can impact you, such as the requirement to continue a shift. Would you accept a job that required you to work overtime on short notice?
- Yes
 No
19. CSEs must be physically capable of handling tasks associated with their work, such as climbing stairs, running some distance, carrying heavy equipment, evacuating individuals from a danger zone, physically handling offenders, moving objects, etc. Do you possess and are you able to maintain the physical capability required to carry on these tasks?
- Yes
 No
20. Engagement and interactions with offenders sometimes impact a person on an emotional and personal level with consequent impacts on family life. Is your family supportive of your career choice and plan to apply?
- Yes
 No

If you honestly answered YES to all the above questions and feel you meet all essential qualifications identified in the advertisement, you may be suitable for work within a correctional facility.

However, if you answered NO to one or more of the questions, give more thought to determine whether this job opportunity is right for you.