

A UK Police Force: Case Study by AQR Ltd

Background

Within the UK one of the requirements since 9/11 has been the introduction of 'Stop & Search.' An activity where the police are expected to routinely and randomly stop members of the public and search them for evidence of terrorist activities.

The Police Forces are in fact targeted to carry out minimum levels of 'Stop & Search' activity. One of the UK Forces, having assessed their own performance, found that this was an area in which they were

underachieving.

It was found that the cause of this was due to many of its officers not carrying out sufficient 'Stop & Search' activity.

The Measure

The study followed 110 police officers on their beat activities. All completed the MTQ48 prior to a period of beat shifts. During shifts, officers automatically report stop and search activities, but they were also asked to record their desire to participate in such activities. Anxiety levels were also recorded for consideration.

Results

Relationship between the MTQ48 and the desire and usage of stop and search

	Overall Desire	Overall Use	Overall Anxiety
Total Mental Toughness	0.19*	0.24*	-0.59*
Challenge	0.15	0.21*	-0.53*
Commitment	0.18	0.18	-0.40*
Control	0.15	0.19*	-0.51*
Confidence	0.18	0.26*	-0.60*
Emotional Control	0.16	0.14	-0.29*
Life Control	0.10	0.19	-0.59*
Confidence (abilities)	0.11	0.15	-0.61*
Confidence (interpersonal)	0.22*	0.33*	-0.42*
Overall Desire		0.81*	-0.15
Overall Use	0.811*		
Overall Anxiety	-0.11	-0.15	

Conclusions and Implications

Increased *Mental Toughness* is associated with increased *desire to use* and, *actually use stop and search activities*.

As such, *Mental Toughness* seems to be a key factor in the officers ability and willingness to perform their activities. A finding further emphasised by the fact that higher

Mental Toughness is associated with lower anxiety.

The study showed that there was a clear correlation between an individual's *Mental Toughness* and their performance in this key area. *Specifically one of the scales within MTQ48 – Interpersonal Confidence - showed a very strong correlation with performance.*

Next Steps:

The organisation set about developing a programme to improve personal confidence and applied it to all officers who were required to carry out this activity. As a result of such a development, the Police Force is now complying with the requirement to carry out 'Stop & Search' activity to a predetermined standard with no evidence of increased stress or anxiety amongst officers.