

# Is Your Police Training Built for Real-World Performance & Defensibility?

## Issue

Law enforcement decision-makers face serious challenges:

- Is the skill level of your officers directly after training being maintained long after the training ends?
- Is your training grounded in and informed by adult learning science?
- Do your trainers understand how to apply the principles and concepts from the research to your agency's training?
- Is your department's curriculum designed and documented in a manner that institutionalizes the content and method of application for when your lead trainers change jobs?
- Facing the reality of limited training time and money, are you using yours in the most effective manner to address public expectations and liability risks.

**If your program isn't built on evidence-grounded training design, you're not getting the return you need from every training hour and you are not closing the door to liability.**

## Solution – 25 Key Principles

Make sure your department is aligned with my evidence derived - 25 Key Principles.

In a rapid, remote review, I look at your academy or in-service program through the lens of **evidence-based training design**, focusing on the principles that make the biggest impact.

Here are just 5 of the 25 principles which will:

- Improve retention and decision-making under pressure.
- Reduce legal and reputational risk with training that's defensible and documented.
- Maximize training efficiency so every session builds skills that transfer to the field.

This is about making your existing resources work harder — not adding hours or cost.

## How does your department measure up to these 'Big 5 Principles'?

### 1. Representative Design

Train in realistic environments with real-world cues — lighting, noise, ambiguity, role-player intent.

Why It Matters: Skills trained in artificial conditions don't survive real encounters.

### 2. Integration of Cognitive + Physical Skills

Train legal, tactical, and technical skills together — just like they occur on duty.

Why It Matters: Prevents 'split' training that fails when stress hits.

### 3. Retrieval Practice

Build recall into every session — make officers retrieve, not just review.

Why It Matters: Strengthens decision-making so action comes without hesitation.

### 4. Spacing Effect

Spread training out instead of cramming into long, infrequent blocks.

Why It Matters: Retention improves dramatically when skills are revisited over time.

### 5. Decision-Rich Environments

Design scenarios with judgment calls and branching outcomes.

Why It Matters: Trains perception-action coupling so officers can adapt in real time.

## Ready to Increase Your ROI and Create More Defensible Training?


Your officers are making split-second decisions.

Make sure your training prepares them for the right ones.

 Schedule your Free Discovery Call by Emailing or Calling Jeff at:

 [www.OnPurpose.Training](http://www.OnPurpose.Training)

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Scan the QR code to go to Jeff's Consultation website page.

**Smarter Training. Better Outcomes. Stronger Communities.**