# 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.

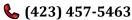
Why It Matters: Trains perception-action coupling so officers can adapt in real time.

# 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
- Jeff@OnPurpose.Training





Det/Sgt Jeff Johnsgaard (Retired)



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

Smarter Training. Better Outcomes. Stronger Communities.