



Palomar Fire Academy Interview Parameters

Business Attire

Student should show up in a suit and tie (preferred) or at least Business casual clothing. Sneakers, shorts, t-shirts etc. would not be acceptable. If the candidate does not have access to business style clothing, allowances will be made to ensure all applicants have equal access.

Interpersonal Skills

Like problem solving, the long-standing importance of interpersonal skills are important in the Fire Service. Firefighters must form partnerships with individuals and groups within the community. They must spend time meeting and working with people on a face-to-face basis as a facilitator, intermediary, and problem solver.

Communication Skills

This factor deals exclusively with oral communication skills: speaking, listening and non-verbal communication. Since oral communication skills are assessed throughout the entire interview session, the creation of a separate set of questions to assess this factor is optional; however, the candidate should demonstrate the following elements of effective oral communication listed below under Topics.

Community Involvement/Awareness

The abilities and characteristics required for Firefighting in the community are measured across all six interview factors. The Community Involvement/Awareness factor, however, focuses specifically on candidates' experiences and interest in community issues, as well as their interest in and ability to fill multiple roles and serve a diverse community as demonstrated by the following topics.

Interest / Motivation

This factor addresses the candidate's interest in and preparedness for the fire fighter job. It includes assessment of the candidate's general level of interest, initiative and goal orientation. It also includes assessment of the extent to which previous work and educational experiences have provided a sufficient preview of the demands, dangers and frustrations as well as the rewards and satisfactions of the fire fighter position as demonstrated by items listed under Topics.