

REVIEW ARTICLE

Psychophysiological and medical indicators in determining police officers' professional suitability

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ABSTRACT

Aim: To assess the significance of medical and psychophysiological indicators in the selection of police.

Materials and Methods: The study is based on a comprehensive comparative, analytical, and content review of modern approaches to the professional psychophysiological selection of police officers in international practice and in Ukraine. A systematic literature search was conducted across the Scopus, Web of Science, PubMed, and Google Scholar databases for publications profile spanning from 2010 to 2025 inclusive. Out of 87 initially identified scientific publications, 41 sources met the strict inclusion criteria (focus on psychophysiological screening, cognitive testing, and law enforcement selection systems) and were selected for final detailed scientific analysis.

Conclusions: The introduction of modern assessment technologies reduces the risks of professional maladaptation and supports the development of high-quality human resource potential within law enforcement agencies. A systemic approach to evaluating psychophysiological indicators is therefore essential for improving the overall efficiency and safety of police service.

KEY WORDS: personnel selection, professional fitness, medical screening, stress, «Psyholot»

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INTRODUCTION

The police profession belongs to the category of activities associated with a high level of risk and significant psychophysiological demands, which requires specific individual psychological and medical-physiological characteristics. In many countries around the world, including the United States [1; 2] and member states of the European Union [3; 4], recruitment to police units involves intense competition and multi-level assessment procedures aimed at evaluating a candidate's ability to function effectively under stress, risk, and high responsibility. Such an approach is driven by the need to ensure not only the professional reliability of police officers but also the safety of citizens with whom they interact in their daily work.

In Ukraine, the system of professional psychophysiological selection (PPS) is undergoing modernization. The key challenges remain the renewal of technical and material resources, the introduction of modern hardware–software complexes, and the enhancement of objectivity in candidate assessment. Under these circumstances, particular importance is attached to determining the role of medical and psychophysiological

indicators that can serve as reliable predictors of professional suitability and forecast the effectiveness of future police activity.

In this regard, it is essential to conduct a systematic study of how medical, cognitive, and psychophysiological parameters are integrated into the personnel selection process, as well as to identify modern tools that allow for their most accurate and reliable assessment.

Contemporary research on police professional suitability emphasizes the importance of comprehensively considering motivational, psychophysiological, medical, and socio-psychological factors. Candidate motivation is one of the key predictors of professional resilience. Summarizing the findings of 22 empirical studies, Franklin F. and Alves A. [5] stress that motivation for police service is multidimensional, and that intrinsic motives (public service, professional self-realization) have a more sustainable influence than extrinsic ones. Studies by Vermeer S.-J. et al. [6] and Reny T.T. et al. [7] complement this topic, indicating that social orientations, trust in the police, and perception of the profession are decisive in shaping the intention to join law enforcement agencies.

Mental health of law enforcement officers is critically important both at the selection stage and throughout their service. An analytical review by Casas J.B. and Kegel A. [8] shows that police officers face numerous occupational stressors that often lead to mental health problems, while stigma and a «toughness culture» hinder help-seeking behavior. The practice of annual psychological evaluations described by Panza N.R. et al. [9] demonstrates the importance of prevention but highlights the need for standardized procedures, particularly regarding the depth of testing and the protection of confidentiality.

Stress acts as a central psychophysiological factor in police activity. In a study of Lebanese officers, Fayyad F.A. et al. [10] identified six key stressor groups, including excessive workload, work-life conflict, insufficient training, and poor health conditions. New methods of assessing psychophysiological reactions are actively developing through the use of VR technologies. Gamito P. et al. [11] and Muñoz J.E. et al. [12] confirm that VR-based scenarios with biometric monitoring (SCL, PT, HRV) allow for precise measurement of officers' reactivity and can be integrated into systems of professional selection and de-escalation training.

Medical screening traditionally forms the foundation of professional selection. The classical approach by Mostardi R.A. et al. [13] describes the development of age-related physical performance standards for police officers and demonstrates that appropriate medical criteria reduce the risk of injury and occupational disease. The system of police recruitment described by Pepper I. and McGrath R. [14] in the United Kingdom involves a comprehensive assessment of cognitive, psychological, and physiological characteristics in accordance with the National Police Training Programme.

Gatto J. and Dambrun M. [15], in their research, outlined the relationship between socio-psychological factors and an individual's psychophysiological characteristics. They demonstrated that authoritarianism, social dominance, and prejudice among young police officers are largely shaped by normative context and group socialization – factors that must be taken into account during police recruitment.

A synthesis of the existing studies indicates that professional police selection should be based on the integration of medical, psychophysiological, motivational, and socio-psychological indicators. Such an approach ensures more accurate prediction of performance effectiveness, stress resilience, and operational safety among police officers.

AIM

To assess the significance of medical and psychophysiological indicators in the selection of police.

MATERIALS AND METHODS

The study is based on a comprehensive comparative, analytical, and content review of modern approaches to the professional psychophysiological selection of police officers in international practice and in Ukraine. A systematic literature search was conducted across the Scopus, Web of Science, PubMed, and Google Scholar databases for publications profile spanning from 2010 to 2025 inclusive. The search strategy utilized targeted keyword combinations, including “psychophysiological selection”, “professional suitability”, “police officers”, “medical screening”, “stress resistance”, “cognitive assessment”, “VR technologies”, “biosensory systems”, “heart rate variability”, and “occupational safety”. Out of 87 initially identified scientific publications, 41 sources met the strict inclusion criteria (focus on psychophysiological screening, cognitive testing, and law enforcement selection systems) and were selected for final detailed scientific analysis.

The study is based on a comprehensive analysis of modern approaches to professional psychophysiological selection of police officers in both international practice and Ukraine. The research employs methods of theoretical analysis, synthesis, generalization, and a comparative–analytical review of scientific sources published in international databases such as Scopus and Web of Science. Particular attention is given to studies examining the psychophysiological reactions of police officers in stressful situations, methods of medical and psychophysiological screening, and the use of VR technologies and biosensory systems in personnel training and selection.

The analysis includes data on the operation of hardware–software complexes used in professional selection, such as Psychot, TAP (Test Battery for Attention Performance), E-Prime a software platform for conducting psychological experiments, including tests assessing a variety of cognitive abilities [3], CVSA (Computer Voice Stress Analyzer) and VR systems with sensory monitoring (SCL (Skin Conductance Level), PT (Peripheral Temperature), HRV (Heart Rate Variability)). The research material also comprises descriptions of police recruitment requirements in the United States, United Kingdom, and EU countries, which made it possible to compare international standards with the existing practices of the National Police of Ukraine.

A professionographic analysis was applied to determine professionally important psychophysiological qualities (PIPQ) for various types of police activities. Additionally, a qualitative content analysis was used to examine research related to stress resistance, mental health, and the impact of occupational stressors on police officers.

ETHICS

This study is a theoretical and analytical review based on previously published scientific literature and does not involve direct research involving human participants, biological samples, or confidential personal data. Therefore, according to international ethical standards, formal approval by an ethics committee was not required

AI STATEMENT

The author states that no AI tools were used in writing this article.

REVIEW AND DISCUSSION

The analysis of scientific studies and professionographic data has shown that medical and psychophysiological indicators are among the key factors in determining the professional suitability of police officers. It was found that modern technologies – particularly VR modeling, biosensory systems, and computerized test batteries – significantly enhance the accuracy of assessing a candidate's functional state.

As a result of the study, the following findings were established:

1) psychophysiological qualities (PIPQ) clearly correlate with the type of police activity.

For special units, the most important traits include balance of nervous processes, reaction speed, and the ability to act effectively under extreme conditions; for patrol officers – attention, stress resilience, and operational thinking; for drivers – sensorimotor coordination and resistance to monotony;

2) VR technologies and biosensors demonstrated high efficiency in identifying individual differences in stress response. Experienced police officers showed lower SCL levels, more stable HRV (Heart Rate Variability), and better PT (Peripheral Temperature) regulation, confirming the relationship between professionalism and stress tolerance;

3) medical screening remains the foundation of selection, as somatic, neurological, and psychological conditions significantly affect the safety of service performance. The results of previous studies and current methodologies indicate the need to apply age-specific standards and to conduct regular re-evaluations of the health status of both candidates and active police officers;

4) international experience demonstrates a growing emphasis on cognitive testing, mental health assessment, and automated reaction analysis systems. According to the British model, the evaluation of psychophysiological parameters is integrated into a long-term system of professional development;

5) analytical synthesis has shown that the integration of medical, cognitive, and psychophysiological criteria makes it possible to form a reliable profile of professional suitability, reduce the risks of professional maladaptation, and improve the overall effectiveness of personnel selection;

6) the obtained results confirm the necessity of modernizing the system of professional psychophysiological selection within the National Police of Ukraine, particularly through the implementation of modern hardware-software solutions, standardization of procedures, and adaptation of best international practices.

For effective adaptation to service, a police officer must possess specific psychophysiological qualities inherent to this profession. This creates the need for modern and reliable methods of professional selection, the foundation of which is psychophysiological assessment of candidates, a practice relevant for any country.

In a number of developed countries, the issue of professional psychophysiological selection of personnel potential has been the subject of extensive research by specialized institutions. Western psychologists emphasize the undeniable economic benefits of conducting effective psychophysiological selection to determine candidates' suitability for police service, as well as the significant financial losses resulting from its absence or errors in the process.

The personnel selection systems used in foreign armed forces enable a rational distribution of servicemen, which reduces the time required to admit them to responsible types of activity, decreases training costs, and lowers accident rates caused by human error [16]. Well-founded requirements for operator specialists include emotional stability under pressure, sustained attention during standby periods before emergency action, and the ability to adapt to complex informational environments.

In the United States, a catalog of standard tests is used, including 33 tests to assess general intellectual abilities and 19 tests to evaluate specific skills. To predict professional suitability, various questionnaires (such as the Minnesota Multiphasic Personality Inventory, Woodworth Personal Data Sheet, etc.), demonstration tests (abstract tests in the form of tables, drawings, and gaming programs), hardware-based tests evaluating psychomotor and other psychophysiological characteristics, as well as individual and group practical sessions and simulation training systems reproducing real working conditions are widely used [17].

Through the widespread use of automated hardware-software complexes, the efficiency of testing, data processing, and evaluation of psychophysiological assessments is significantly increased, enabling the

testing of larger groups of respondents within shorter time frames.

The effectiveness of professional selection is beyond doubt and is supported by extensive data. For example, psychophysiological selection of candidates for operator specialties can reduce the rejection rate of unfit individuals from 23–30% to 5–8%, decrease accidents caused by human error by 40–70%, improve the reliability of control systems by 10–25%, and reduce training costs for military specialists by 30–40% [18].

The European model of occupational safety clearly defines measures to improve workplace safety and health protection. According to Directive 89/391/EEC, employers must consider an employee's suitability for the assigned work in terms of occupational safety and health protection. At the same time, improving human safety in the workplace remains an ongoing state priority [19].

The application of psychophysiological professional selection leads to a reduction in technical system accidents by 40–70%, depending on the type and conditions of activity, a decrease in the number of technogenic disasters by 20–25%, and a reduction in injury rates caused by the «human factor» by 40–45% [20]. Professional psychophysiological selection and psychophysiological expertise (as its final stage) are measures aimed precisely at addressing the «human factor» problem in production, significantly improving safety levels and preserving workers' health.

Currently, in the vast majority of foreign countries, a professional selection system has been established that takes into account the requirements of each profession for an individual's psychophysiological characteristics. A transition has been made to scientific methods of selection and training. Selection work is carried out both in state institutions and in private independent centers of psychophysiological expertise.

Worldwide, numerous programs are used to assess psychophysiological qualities and conduct professional selection of police officers for vacant positions, among which are:

- CANTAB (Cambridge Neuropsychological Test Automated Battery) – a program designed to assess various cognitive functions such as attention, memory, and visuospatial perception [3].
- Vienna Test System – a program including over 100 tests to evaluate mental qualities such as reaction speed, motor coordination, and decision-making ability.
- Psytoolkit – a program containing a set of tests measuring psychological attributes such as attention, memory, and reaction speed.
- E-Prime – a software platform for conducting psychological experiments, including tests assessing

a variety of cognitive abilities [3].

- Test Battery for Attention Performance (TAP) – a program comprising tests that measure different aspects of attention, such as selective and divided attention [21].

CANTAB (Cambridge Neuropsychological Test Automated Battery) is a computer-based program designed to assess a range of cognitive functions such as memory, attention, information processing speed, and others. The program is widely used in many countries around the world, including the United States, the United Kingdom, the European Union, and Australia, and has several advantages over traditional assessment methods, as it provides more precise information about an individual's mental state [3]. In addition, this program allows for faster acquisition of test results, thereby contributing to more efficient psychophysiological professional selection.

Vienna Test System (VTS) is a computerized software product used for psychological testing in various fields, including professional psychophysiological selection. Developed in Austria in 1994, it offers extensive capabilities for evaluating different mental processes such as attention, memory, perception, comprehension, and logical reasoning. VTS includes over 80 tests that can be used to assess reaction speed, motor coordination, concentration, perception, and analytical abilities [22]. Most of the tests are administered via computer using specialized equipment such as motion sensors, keyboards, and mice.

Psytoolkit is a free web-based application that enables the creation of tests to measure reactions to stimuli, memory, attention, emotions, and other indicators of cognitive functioning. It is a powerful tool for assessing cognitive performance and can be used both in scientific research and in professional psychophysiological selection processes.

E-Prime (Experiment Builder) is a well-known software program for conducting psychological experiments. E-Prime allows researchers to design complex experiments with high precision and provides accurate measurement of reaction times. It includes a built-in editor and a data recording function [3]. The program contains more than 2,000 pre-installed commands and components for creating complex experiments, including visual and auditory stimuli, as well as keyboard and mouse responses. E-Prime also allows users to add custom scripts to create their own elements and commands. Within the program, researchers can set various experimental conditions such as stimulus size and shape, reaction pace, and task duration. E-Prime is used to study a wide range of psychological phenomena, including perception, attention, memory, language, and

others. Furthermore, it provides accurate and reliable data for studies requiring high temporal precision in reaction time measurement.

Test Battery for Attention Performance (TAP) is a software suite for assessing attention and memory. It includes tests that measure cognitive functions such as reaction speed, sensorimotor coordination, attention shifting, concentration, symbol recognition, and other cognitive abilities [21]. TAP is used to detect neuropsychiatric disorders, as well as in professional selection, for example, to assess the level of attention and other cognitive functions in police officers.

In addition to the software complexes discussed above, there are a number of other automated testing techniques used to select police officers and military personnel for service. The most common are:

- MMPI (Minnesota Multiphasic Personality Inventory) – a multifactor personality test used to assess emotional stability, interpersonal relationships, and social adaptation.

- GATB (General Aptitude Test Battery) – a test designed to measure general abilities, including verbal and non-verbal logic, analytical skills, and memory.

- OPQ (Occupational Personality Questionnaire) – a test aimed at identifying personality traits that influence professional performance and predicting a candidate's potential success in a specific occupation [23].

- PF16 (Personality Factor 16) – a sixteen-factor personality questionnaire assessing such qualities as stress tolerance, emotional stability, openness to new experiences, and self-confidence.

- ASVAB (Armed Services Vocational Aptitude Battery) – a test for determining general abilities and vocational interests, used in the selection of military personnel for the U.S. Armed Forces.

In practice, the selection process for police officers in different countries has its own characteristics and depends on many factors. These include historical traditions of legislation and law enforcement, the socio-economic and cultural development of the country, the structure of national police systems, the material support of the police, etc. [24].

The high level of competition for positions in the police forces of EU countries and the US creates the authority of this profession, which is achieved through a decent level of social and material support and forms a positive image of law enforcement agencies. The social orientation of police activities towards meeting the needs and requests of citizens is of considerable importance, with the aim of constantly increasing the level of trust on the part of the population [25].

Developed countries devote a lot of effort and resources to creating an image of prestige for work in law

enforcement agencies. This contributes to improving the quality of personnel and makes it possible to select the best of the best. One of the most important means of achieving such high goals is professional psychophysiological selection.

Foreign countries have a carefully thought-out and well-established procedure for recruitment (i.e., attracting candidates for employment) and selection. Applicants undergo a two-stage selection process to ensure compliance with the requirements: minimum standards and competitive professional selection [26]. Minimum standards are understood to mean compliance with certain key requirements: citizenship, place of residence, minimum age, education, appropriate physical characteristics, no criminal record, computer skills, good eyesight, driver's license, ability to swim, etc. [4].

A traditional example to follow is the experience of the USA, which has achieved significant success in establishing a system of professional selection of police officers and has achieved significant results in this area.

An example of this is the requirement of the Buffalo Police Department, according to which a candidate for police service must have lived in the county for at least two years [27]. Professional selection includes the following stages: preliminary interview; study and analysis of information contained in the personal file; verification of information received about the candidate; polygraph examination; psychological testing; medical examination; physical fitness test; written and oral exams; final interview, after which a final decision is made on the candidate's suitability for police service [28].

In the USA, the police profession is one of the most dangerous because it is associated with constant physical and emotional stress and requires appropriate psychophysiological readiness to perform functional duties. That is why the system of recruitment to law enforcement agencies involves a complex competition, and 20-40 people can compete for one place in a large police department [1].

In the USA, various software and hardware complexes are used to assess the psychophysiological qualities of police candidates during recruitment, one of which is the Computerized Voice Stress Analyzer (CVSA). CVSA is a system that uses a voice analyzer to measure psychophysiological indicators, in particular stress and nervous tension levels, during interviews with candidates. CVSA helps to identify signs of dishonesty or psychological instability in candidates. The system is based on the assumption that changes in the voice may indicate a state of stress or unreliability of responses [2]. However, CVSA is the subject of debate and criticism regarding its scientific basis and accuracy.

Another example of a well-designed professional selection system in Europe is the experience of the United Kingdom. There, the National Recruitment Assessment Centre (NRAC) is responsible for assessing the psychophysiological qualities of police candidates during the recruitment process. The NRAC is a candidate assessment centre that uses various methods and tools to assess their ability to work in the police force. The NRAC provides various stages of assessment, such as psychological tests, physical tests, situational exercises, and observations, which allow the psychophysiological qualities of candidates to be assessed. This complex is focused on identifying the key skills and characteristics necessary for successful work in the police, such as communication skills, stress resistance, decision-making, and emotional intelligence [29].

The most common tools for assessing the aptitude of British police officers are: IRT (Inductive Reasoning Test – a test of logical and methodical thinking under time constraints), VRT (Verbal Reasoning Test – a psychometric test that assesses the ability to understand and analyze written information) and NRT (Numerical Reasoning Test – a psychometric test that identifies a candidate's ability to perform calculations and interpret and evaluate numerical information to solve work-related tasks) [30]. The second stage of the examination to identify physical and medical contraindications generally coincides with the model used in other countries and is aimed at screening out candidates who have developmental disabilities or chronic diseases that may interfere with the successful performance of their duties.

Another example of a country with a well-established professional psychophysiological selection system is Germany. The main components of this system are the Federal Ministry of the Interior (Bundesministerium des Innern) and the Federal Police (Bundespolizei) [31].

In Germany, various software and hardware complexes are used to assess the psychophysiological qualities of police candidates during the recruitment process. One of them is known as the Polizeipsychologisches Eignungsauswahlverfahren (PEAV) [22]. PEAV is a comprehensive system that includes psychological tests, physical tests, and interviews.

The system of training and selection of police officers in France also has its own organizational features. Its work at the legislative level is ensured by the so-called General Directorate and its subordinate Directorate of Education of the French National Police (La direction de la formation de la police nationale – DFPN). The psychophysiological selection of candidates for the police in France is based on an assessment of psychological and physiological characteristics. Various methods are used for this purpose to determine the candidate's abil-

ities and level of intelligence, personal characteristics, physical endurance, and ability to work under stress. The test results are considered in conjunction with medical records, criminal background checks, interviews with the candidate, and their references. All these indicators are used to create a complete picture of the candidate and their suitability for police work.

Thus, existing systems of professional psychophysiological selection differ between countries in terms of organizational and legal structure, medical examination procedures, and the presence of licensing bodies. At the same time, in all countries, the health status and work capacity of employees significantly depend on their psychophysiological characteristics, which confirms the relevance of further research in this area.

At present, in Ukraine, the only certified modern medical electronic system for conducting professional psychophysiological selection of domestic production, which meets all regulatory requirements for medical equipment and allows for the selection of candidates for high-risk jobs, is the PAK «Psycholot».

The relationship between psychophysiological qualities and the effectiveness of police officers' activities is a very important aspect of professional training and skills enhancement for this category of personnel. However, it is quite difficult to analyze and determine which specific psychophysiological qualities are professionally important for police officers, since this profession is characterized by a wide range of tasks and situations. In this regard, conducting a professiographic analysis of police officers' activities, taking into account psychophysiological characteristics, can help identify the most important qualities and properly organize professional training and qualification improvement for these employees [24].

Furthermore, the results of such an analysis are useful for improving the level of professional competence of police officers and ensuring the high-quality performance of their official duties. An adequate level of professionally important psychophysiological and psychological qualities determines not only a person's productivity but also ensures the proper functioning of systems that guarantee both personal safety and the safety of others [32].

A police officer's job description is a description of the requirements and characteristics of a police officer's professional activities, which are determined by their professional tasks, role functions, and place of work. Studying the job description allows us to identify the necessary qualifications and professional requirements for a police officer, as well as to determine their personal and psychological characteristics [33]. Such research is conducted by analyzing documents, talking

Table 1. Professionally important psychophysiological qualities in accordance with police work

Type of Police Activity	Professionally Important Psychophysiological Qualities
Special Police Units and Units of Special Purpose Police	Orientation in enclosed space, spatial orientation, memory, balance of nervous processes, psychomotor qualities, stress resistance, responsibility, risk propensity, attention (concentration, switching speed), functional mobility of nervous processes, spatio-temporal extrapolation, visual-motor coordination.
Criminal Police Units, Pre-Trial Investigation Bodies, and Security Police (except for personnel serving outdoors)	Spatial orientation, memory, balance of nervous processes, stress resistance, responsibility, attention (concentration, switching speed), functional mobility of nervous processes.
Drivers of Official Vehicles	Spatial orientation, memory, balance of nervous processes, psychomotor qualities, stress resistance, resistance to monotony, responsibility, risk propensity, attention (concentration, switching speed), functional mobility of nervous processes, spatio-temporal extrapolation, visual-motor coordination.
Patrol Police Units and Security Police Units Serving Outdoors	Memory, balance of nervous processes, psychomotor qualities, stress resistance, resistance to monotony, responsibility, attention (concentration, switching speed), visual-motor coordination.
Aviation Units	Orientation in enclosed space, spatial orientation, memory, balance of nervous processes, psychomotor qualities, stress resistance, responsibility, risk propensity, attention (concentration, switching speed), functional mobility of nervous processes, spatio-temporal extrapolation, visual-motor coordination.
Police Units Serving on Water Bodies	Orientation in enclosed space, memory, balance of nervous processes, psychomotor qualities, stress resistance, attention (concentration, switching speed), functional mobility of nervous processes.

Source: compiled by the authors based on [34-41]

to representatives of the profession, and studying the professional activities of police officers.

Without the appropriate qualifications and professional qualities, a police officer cannot effectively perform their duties and ensure the safety of citizens. Therefore, in the process of developing a profession profile, it is necessary to take into account not only the specific requirements of a particular specialization, but also the general requirements for police officers regarding their professional skills and character.

Currently, within the framework of professional psychophysiological selection, a widely recognized and common approach is to conduct psychodiagnostics of the following groups of individual characteristics of the examinee: cognitive properties (attention, memory, perception, spatial orientation, spatial-temporal extrapolation), basic properties of the nervous system (strength of the nervous system, functional mobility and balance of nervous processes), psychomotor qualities (sensory-motor reactions, visual-motor coordination), adaptive reserves of the organism (reserves of vegetative functions, resistance to stress; resistance to monotony), the general level of development and characteristics of thinking (operational thinking), personal qualities (aggressiveness, responsibility, risk-taking) and neuropsychic stability [34-41].

The table 1 below lists the types of high-risk work and professionally important qualities inherent in police work.

Assessing the psychophysiological qualities of police officers is a key element of professional selection, as it allows for the selection of the most suitable candidates and increases the reliability and safety of their work. This should be a continuous process aimed at maintaining the effectiveness of law enforcement agencies.

During testing, a psychophysiological monitors task performance, records behavioral and vegetative reactions, emotional state, attitude to the procedure, and communication characteristics, providing clarification or additional instructions as needed. Observation and interviews are important methods for diagnosing cognitive and behavioral characteristics, as well as assessing the dynamics of emotional and functional states under stress.

The results are recorded in the Psychophysiological Examination Protocol, which, together with the informed consent form, is attached to the Medical Examination Report. Candidates who are deemed «suitable» are referred to further stages of medical selection, while a decision of «unsuitable» excludes the possibility of undergoing further examinations.

The effectiveness of the psychophysiological selection system is determined by the correspondence of the predicted assessment to actual professional performance and depends on the complexity of the profession: the higher it is, the more important the accuracy of the selection.

CONCLUSIONS

The results of the analysis confirm the key role of medical and psychophysiological indicators in determining the professional suitability of police officers and justify the need to integrate modern technologies into the personnel selection system. It has been established that the psychophysiological characteristics of the candidate – the stability of the nervous system, the speed of reaction, the ability to work under stressful conditions, sensorimotor coordination – are directly related to the type of future work and the level of its safety.

Medical screening remains one of the fundamental elements of professional selection, since somatic, neurological and mental conditions significantly affect the reliability and safety of work. Modern studies confirm the feasibility of using age standards and conducting regular medical assessments of both candidates and current police officers.

International experience shows the growing importance of cognitive testing, mental health monitoring, and automated response analysis systems. Such approaches, particularly in the British model, are integrated into long-term professional development programs and allow for the formation of a more accurate and stable profile of professional suitability.

The study showed that combining medical, cognitive, and psychophysiological criteria significantly improves the quality of professional performance prediction, reduces the risk of professional burnout, and contributes to the formation of effective human resources in law enforcement agencies.

The results obtained justify the need to modernize the system of professional psychophysiological selection of the National Police of Ukraine, in particular through the introduction of modern software and hardware complexes, standardization of procedures, expansion of the range of psychophysiological indicators, and adaptation of best international practices.

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CONFLICT OF INTEREST

The Authors declare no conflict of interest

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