



Personality of RCMP Cadets Following the Cadet Training Program

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Why study changes in cadet personalities?

Police recruit training is associated with a major shift in social roles and might influence personality. Personality measurement is often used for police recruitment and selection processes, but less is known about changes in personality following police recruit training.

Broad theories of personality development and change suggest that life events or transitions can have some influence on personality. Royal Canadian Mounted Police (RCMP) Cadets starting the Cadet training program (CTP) have reported personality characteristics previously evidenced as desirable for contemporary policing and associated with mental health resiliency.

Currently, there is limited research assessing personality changes in RCMP Cadets following the CTP. The current study examined cadet personality characteristics before and after the CTP, and compared RCMP Cadets personalities following the CTP to the general population.

The Current Study

The current research draws on data from the larger, RCMP Longitudinal PTSD Study. RCMP Cadets ($n=449$) completed the HEXACO Personality Inventory-Revised which measures six factors and 25 facets of personality before (i.e., pre-training) and after (i.e., pre-deployment) completing the CTP.

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**The original wording of the study was changed and condensed for the current research infographic.*

Results

Following the CTP and compared to the general population, RCMP cadets reported higher Honesty-Humility, Extraversion, Agreeableness, Conscientiousness, Fairness, Forgivingness, and Patience; as well as lower Emotionality, Openness to Experience, Anxiety, and Fearfulness.

Following the CTP and compared to starting the CTP, RCMP Cadets reported higher Openness to Experience and Inquisitiveness along with lower Agreeableness, Anxiety, and Perfectionism, following the CTP. Despite small changes in personality from following the CTP, cadets maintained personality characteristics previously evidenced as considered ideal for contemporary policing.

↓	Anxiety	Reduced anxiety may indicate improvements in cadets' abilities and confidence to manage acute stressors due to police training, increasing mental health resilience.
↑	Openness to Experience & Inquisitiveness	Increased scores may be related to investigative training that encourages police officers to be curious and to assess situations, individuals, and make subsequent inferences when responding to emergencies.
↓	Perfectionism	Reduced perfectionism may suggest risk mitigation for mental health challenges that are related to high perfectionism.

Conclusion

Personality profiles of RCMP and other police, and the impacts of police training on personality, are of particular interest to researchers and policing organizations. The current results provide insights into the impact police training may have on cadet personalities and personality development associated with major life events. The current results appear to contradict suggestions that the RCMP Cadet Training Program negatively impacts the personalities of cadets, suggesting instead that cadets completing the training display personalities considered desirable for contemporary policing.



Read the full study here:

Andrews, K. L., Jamshidi, L., Nisbet, J., Teckchandani, T. A., Afifi, T. O., Sauer-Zavala, S., Kratzig, G. P., & Carleton, R. N. (2025). Personality of Royal Canadian Mounted Police Cadets Following the Cadet Training Program. *Journal of Police and Criminal Psychology*. <https://doi.org/10.1007/s11896-025-09769-z>



The RCMP Longitudinal PTSD Study



University of Regina