

# We analyse critically – CVF competency

Analysing critically is one of the six competencies in the competency and values framework (CVF).

3 mins read

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## What it means to analyse critically

We analyse diverse information and the best available evidence to make decisions and understand the root causes of issues that arise in complex situations.

We draw on our experience, knowledge and wide-ranging sources of other evidence to give ourselves a greater view of what is happening underneath the surface.

We combine insight and evidence-based approaches to help make decisions, accepting that we will not have all the answers. But we will always try to gather facts and robust information to be able to think tactically and strategically.

## Why analysing critically is important

Critical thinking drives effective policing as we are faced with a wide variety of complex issues on a day-to-day basis. This means that we all need to make sense of a complex environment, accept that ambiguity is part of contemporary working life and, therefore, be able to identify interrelationships between different factors.

If we can analyse the best available evidence and see what is happening underneath the surface, we will be better able to make confident and effective decisions and implement preventative solutions that deal with root causes.

## Level 1 – Analysing critically

- I recognise the need to think critically about issues and challenge my assumptions, ensuring I find information and data that can help me make better decisions.
- I absorb and interpret information accurately and in an appropriate timeframe, separating what is relevant and not relevant.
- I solve problems proactively by understanding the reasons behind them, using learning from evidence and from my experiences to take action.

- I apply professional knowledge and decision-making frameworks, in addition to drawing on my personal experience and judgement, to make better decisions.
- I recognise where there may be gaps and inconsistencies in data and information and think about the potential implications of this.
- I keep clear and accurate records of information and data to support evidence-based decision making.

## Level 2 – Analysing critically

- I help people be more effective by sharing the best available information and professional knowledge from diverse sources.
- I ask incisive questions to test assumptions and separate opinion from fact.
- I recognise when to take decisive action with incomplete information and plan for contingencies.
- I draw effective conclusions from diverse sources of information and evidence and apply these to deliver results.
- I assess options to make the best use of resources available, applying business and financial acumen to deliver best results.

## Level 3 – Analysing critically

- I create a work environment that values the effective use of high-quality analysis and decision-making.
- I identify root causes, even in ambiguous or unclear situations, and ensure my organisation goes beyond treating only the symptoms.
- I use my knowledge of the strategic context, external environment and long-term trends to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and earn support.

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