

Abstract

The purpose of this training evaluation study is to evaluate if the Emotional Fitness Training launched by Hong Kong Police College (HKPC) is effective in improving psychological well-being of Hong Kong Police Force (HKPF). In the study, a total of 300 police officers from HKPF were participated in three phases of Emotional Fitness Training workshops in the period from July of 2012 to June of 2015, and completed the 49-item self-ratings questionnaire with seven psychological constructs of four aspects of the training.

Based on the results comparing pre-test with post-test immediately after conclusion of the workshops, and post-test 10 weeks after the workshop across three phases of the study, most of the seven measured psychological constructs were statistically significant, with showing expected improvement in all four aspects: building resilience, developing positive emotions, increasing adaptability and flexibility in finding solutions, and enhancing emotional and overall well-being of police officers. The findings also suggest that level of homework practices may have positive effects on enhancing emotional fitness. Further implications include modification of workshops design and measurements for the potential impacts of enhanced emotional fitness in police officers can be done.

Keywords: emotional fitness, resilience, police training, positive emotions