

Research Article

School Crossings and Police Staffing Shortages: How Generative AI Combined with Mind Genomics Thinking Can Become “Colleague,” Collaborating on the Solution of Problems Involved in Recruiting

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Abstract

The paper presents a four-step process for using generative AI to solve a problem, such as motivating young people to apply for a police job in a small town. Step 1 is a simulated town hall meeting to discuss the local population's responses and issues with school safety. Step 2 is the simulated open house meeting, where AI simulates a meeting to encourage volunteering for a career in local law enforcement. Step 3 simulates four different mind-sets among potential recruits for police office and police-school officer roles. Step 4 presents a set of questions and synthesizes the four answers to each question based upon AI's simulation of the response of each mind-set. The paper shows the power of AI to become a colleague and “knowledge worker.”

Keywords: *Generative AI, Mind genomics, Police recruitment, Synthesized mind-sets*

Introduction

The negative perception of law enforcement among young people is a significant factor in their decision to pursue careers in the police force. The perceived risks, challenges, and long hours can deter candidates who seek more stable and less stressful careers. This leads to fewer candidates and, in turn, to issues in meeting demands for salaries, benefits, and additional training. It should come as no surprise that the overall pool of qualified candidates may continue to shrink, making it difficult for police departments to fill vacant positions and maintain adequate staffing levels [1].

To address this issue, police chiefs should reassess recruitment strategies and identify potential barriers to attracting young people to law enforcement careers. This may involve reaching out to local schools and community organizations, offering internship programs, mentorships, and career development opportunities, and engaging young people about the benefits and opportunities of becoming a police officer [2].

To address the topic, this paper presents four strategies using generative AI as a coach and mentor. The generative AI, ChatGPT 3.5, enables the user to simulate and synthesize situations and solutions in a short time, develop insights, and then validate these insights using empirical research. As such, the paper constitutes a “vade mecum,” a guide to how one might approach this vexing problem, doing so with

generative AI in a matter of 24 hours, at low cost, with the opportunity of developing critical insights about the topic along with testable suggestions.

As technology advances and automation replaces traditional jobs, the need for skilled and dedicated workers in critical roles like law enforcement becomes even more pronounced. To solve this problem, generative AI can be used to analyze and understand the underlying factors driving young people's decisions to pursue or avoid careers in law enforcement. This data-driven approach will enable tailoring messaging, training programs, and support systems to better meet the needs and expectations of prospective candidates, ultimately increasing recruitment success.

The immediate and severe issues regarding staffing in law enforcement was brought home in an example of a town, called here TOWNX. The challenge was put forward to use a combination of generative AI and human research to address the problem. Could a system be created which could address some of the seemingly impossible-to-solve problems?

This paper presents the synthesized approach to ameliorating some of the problem, although the problem may be far from actually solvable in its entirety. Nonetheless, the structure generated here emerged with the help of generative AI (specifically ChatGPT 3.5), along with the emerging science of Mind Genomics. The paper is presented as a “work in progress,” but which can be used immediately.

The actual paper comprises four different strategies. The first two strategies deal with the reports of “meetings,” and are meant to simulate what happened, giving the reader a sense of what is going on. The second two strategies deal with mind-sets of individuals who are the likely candidates, and then questions given to these mind-sets, and how each mind-set answers the same question.

Strategy 1

The town hall meeting to discuss how the local population “came up” with answers. This strategy is based upon the book *Looking Backward* by author Edward Bellamy, where the forecast of what would happen in the future is written as a historical account of what had already happened.

Strategy 2

The open house meeting, where the focus was on the simulation of a meeting held to help drive volunteering to become a police officer. The vision here was to get AI to bring the reader below the surface, to discuss questions — what they really mean and how candidates might be thinking about these questions — and issues dealing with recruitment.

Strategy 3

Simulating mind-sets. The AI was told that there exist different mind-sets among the potential recruits for the police office and police-school officer roles. The AI synthesized four different possible mind-sets and provided relevant insights into the mind-sets.

Strategy 4

Creating questions about the job and then generating likely answers that each of the four simulated mind-sets would give to the same question. These are the four mind-sets used in Strategy 3. It will be the questions and answers in Strategy 3 that will be used for the empirical Mind Genomics project and reported as an accompanying paper.

Strategy 1 — A Simulated Town Meeting

A simulated town meeting with generative AI can foster creativity and innovation by providing a platform for brainstorming and idea generation. The AI can introduce new perspectives and ideas that human participants may not have considered, leading to novel solutions. Additionally, the AI can facilitate real-time collaboration and idea sharing, enabling participants to build upon each other's thoughts and concepts. By stimulating creative thinking and encouraging out-of-the-box solutions, the simulated town meeting with generative AI can inspire innovative approaches to complex problems.

A simulated town meeting could involve a diverse group of people coming together to discuss various problems and brainstorm potential solutions. The goal is to encourage open communication, collaboration, and creativity to address complex issues facing the community. By creating a space where everyone's opinions are heard and valued, there is the hope that innovative ideas will emerge, and practical solutions will be developed.

One potential strategy within a simulated town meeting could be to introduce generative AI that is programmed to simulate discussions about different problems and propose solutions as if they were already solved. This could help stimulate thought and generate new perspectives that human participants may not have considered on their own. The value of having AI generate solutions lies in its ability to generate ideas quickly and without bias. The AI can analyze vast amounts of data and information to offer potential solutions that may not have been considered by human participants.

However, the lack of human creativity and intuition could be a weakness of this approach. While the AI is capable of generating solutions based on existing data and knowledge, it may struggle to come up with truly innovative or groundbreaking ideas that require a high degree of creativity. Human intuition and gut instincts play a crucial role in problem-solving by guiding decision-making processes and identifying opportunities that may not be apparent through data analysis alone. By relying solely on AI-generated solutions, there is a risk of missing out on the unique insights and perspectives that human creativity can offer.

Despite the potential limitations, a simulated town meeting utilizing generative AI has the potential to be a powerful tool for problem-solving. By leveraging the strengths of AI technology, such as quick data analysis and innovative idea generation, participants can benefit from a more efficient and effective problem-solving process. This approach can help foster collaboration, creativity, and diverse perspectives within the community, ultimately leading to more sustainable and impactful solutions.

Table 1 shows how the AI was prompted. Table 2 shows the summary of eight interchanges at the simulated town hall meeting.

Strategy 2 — The Open House to Identify Ways to Encourage People to Volunteer

This second strategy focuses directly on using AI to provide interesting ideas to attract prospect candidates. Rather than solving a problem, as done in Strategy 1 above, the open house strategy focuses directly on the problem and how to solve it. Furthermore, this second strategy uses AI to simulate questions that would be given by the attendee, the importance of the question, as well as the motivating power of the answer. Even if the AI cannot really “dive” into the mind of the prospective candidate, the exercise itself provides a way to prepare oneself with a structured way to approach the necessary “back-and-forth” which can transform an audience member into a candidate. Table 3 shows the prompt given to the AI. Table 4 shows the AI results, comprising 14 questions along with the four answers to each question.

Strategy 3 — Using AI to Synthesize Mind-Sets Regarding Police Officers Specializing in School Safety

Generative AI is a powerful tool that can help companies identify the mind-sets of individuals interested in a specific job and create appealing slogans. By defining the task and asking AI to specify these mind-sets, companies can gain valuable insight into the potential target demographic for a particular job opportunity. The AI has the

Table 1: Prompting the AI to simulate a town hall meeting to discuss the problem.

<p>Strategy 1</p> <p>AI</p> <p>AI Is Presented with a Situation & Suggests What to Do</p> <p>(Suggestions From a Town Meeting Held in the Recent Past)</p> <p>Here is an increasing frequent problem. In TOWNX in Pennsylvania, the rules require schools to have accredited police officers act as cross guards.</p> <p>To become a Police Officer is a rigorous process, pass intensive background check, be drug free, pass physical fitness test, pass 26-week training and receive Act 120. Act 120 Municipal Police Academy is a 26-week (919 hours) course required. The Basic Training Course, as prescribed by Act 120, is designed to provide students with the skills necessary to begin their careers as police officers.</p> <p>The dangers, lower pay and negative press have made it nearly impossible for TOWNX to recruit new officers. The officers that do pass all of the qualifications have become rare and valuable. Richer, more preferred departments are able to recruit easier than can TOWNX. It is a very competitive, cutthroat recruiting environment. TOWNX is already operating understaffed. With two soon-to-be retired police officers and getting none of the 24 new recruits, TOWNX is operating in a crisis mode.</p> <p>July 9th, 6pm will be an open public safety meeting where it will be discussed that the TOWNX Dept. will no longer be able to provide a school crossing guard to the school district due to cost, understanding and ordinances. This is the number one concern of the Police Chief; it is very dangerous, and he worries a child will be hit. The crossing guard is necessary and due to the cost, the school district will say that they can't afford it. An ordinance was written that requires a trained crossing guard by the police. No volunteers are accepted.</p> <ol style="list-style-type: none">1. Please tell us about the town meeting that night in your composition. Tell us how they solved the problem. Be extensive in the quotes so that you can display the way people argued with each other, and how they approached a solution.2. Please go into details about the specific “out of the box solution” that the meeting generated. Lay out the specifics of the plan in clear detail and say how the different people reacted to the specifics of the plan. Talk about the specifics of the plan, and how they proved to be very doable for TOWNX.3. Be as detailed as you can possibly be. The focus is on reporting how the town meeting led to a discussion which led to a breakthrough and solved the problem.4. With the foregoing background information, please write a six-paragraph composition on the problem, from the perspective of having solved the problem on July 9, 2024.
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Table 2: Part of the summarization of the town hall meeting, showing 11 different suggested topic areas, suggested by AI-created individuals assumed to have participated. The essence of the idea is shown in bold letter.

<ol style="list-style-type: none">1. After much debate, a local business owner proposed an out-of-the-box solution to the problem. He suggested creating a community volunteer program where residents could undergo training to become certified as crossing guards. This would alleviate the strain on the police department and provide a cost-effective solution to the issue. The plan was met with mixed reactions, with some residents expressing concern about the liability of having untrained volunteers working as crossing guards. However, further discussion revealed that the training required to become a certified crossing guard was minimal and could be completed in a short amount of time. Additionally, the police department offered to provide oversight and support to the program, ensuring that the volunteers were properly trained and equipped to handle the responsibilities of the job. This assurance helped ease the concerns of many residents, who began to see the feasibility and potential benefits of the volunteer program.2. As the debate grew heated, one resident stood up and suggested an out-of-the-box solution. He proposed a community partnership program where local businesses would sponsor the training and hiring of crossing guards. This idea sparked a lively discussion among the attendees, with many expressing support for the plan. The specifics of the plan were laid out in detail: local businesses would donate funds to cover the costs of training new crossing guards, who would then be hired by the police department. The crossing guards would be employed part-time, allowing for flexibility in their schedules. The program would be overseen by a committee made up of representatives from the police department, school district, and local businesses.3. However, one citizen, Joe, spoke up with a unique proposal that caught everyone's attention. He suggested forming a partnership with the local fire department, which had trained volunteers who could serve as crossing guards. These volunteers had already undergone background checks and received CPR training, making them qualified for the role.4. As the debate raged on, an elderly resident stood up and proposed an out-of-the-box solution that caught the attention of everyone in the room. She suggested implementing a volunteer-based crossing guard program, where community members could sign up for shifts to help safely guide children across the street. The plan would be overseen by the police department to ensure proper training and coordination. The room fell silent as the details of the plan were laid out. Volunteers would undergo a brief training program, receive a uniform and designated crossing location, and commit to a set schedule based on their availability. In addition, the police department would provide ongoing support and supervision to ensure the safety and effectiveness of the program.5. After a lengthy discussion, one resident proposed an out-of-the-box solution that caught everyone's attention. He suggested that instead of relying solely on accredited police officers to act as crossing guards, the town could train and certify community volunteers to fill the role. This plan would not only alleviate the strain on the police department but also empower residents to take an active role in ensuring the safety of their community. The specifics of the plan were laid out in detail, including a rigorous training program for volunteers, background checks, and regular evaluations to ensure compliance with safety standards. The community members reacted positively to the proposal, seeing it as a feasible and practical solution to the problem at hand. The plan was met with approval from the Police Chief, the school district representatives, and the residents in attendance.6. Amidst the chaos, a local business owner proposed an out-of-the-box solution that caught everyone by surprise. He suggested forming a community volunteer group to undergo training and certification to act as crossing guards for the school. This proposal sparked a wave of enthusiasm and support from the attendees, who saw it as a practical and cost-effective solution to the problem. The specifics of the plan were discussed in detail, with the police department agreeing to provide the necessary training and oversight for the volunteers. The group would be required to pass a background check, drug test, and undergo basic training to ensure they were competent and prepared for the role. The volunteers would commit to a schedule of shifts, ensuring there was always coverage during peak crossing times.7. However, during the meeting, an out-of-the-box solution was proposed by a community member that garnered a lot of attention and support. The proposal involved creating a volunteer program for parents and other community members to receive training and certification to act as crossing guards. This would not only solve the issue of the crossing guard shortage but also foster a sense of community involvement and responsibility towards the safety of the children. The specifics of the plan were laid out in detail, including the proposed training schedule, certification process, and scheduling of volunteers. The program would require participants to undergo a condensed training course, similar to the one for police officers but tailored specifically for the role of crossing guards. Once certified, volunteers would be assigned shifts to cover the school crossings, ensuring that there was always someone present to ensure the safety of the children.8. As tensions rose in the town meeting, one resident proposed an out-of-the-box solution that caught the attention of everyone in the room. The resident suggested implementing a program where retired police officers could volunteer as school crossing guards, utilizing their expertise and experience to ensure the safety of the children. This suggestion sparked a heated debate, with some questioning the practicality of relying on volunteers and others applauding the idea as a cost-effective and efficient solution. After much deliberation and discussion, the town meeting ultimately reached a consensus on the proposal to utilize retired police officers as volunteer crossing guards. The plan outlined a comprehensive training program for the volunteers to refresh their skills and ensure they were equipped to handle the responsibilities of the role. The community members were impressed by the detailed plan, which included schedules, backup plans, and clear guidelines for the volunteers to follow.

9. After much debate, a breakthrough occurred when a community member proposed an out-of-the-box solution. The proposal suggested **collaborating with the local community college to create a program that would train volunteers to act as crossing guards under the supervision of the police department**. This program would provide valuable experience for students studying criminal justice and could potentially lead to future recruitment for the police department. The plan was met with mixed reactions from the attendees, with some skeptical about the effectiveness of using volunteers and others applauding the creativity and potential benefits of the program. The specifics of the plan included a partnership with the community college to develop a curriculum for training volunteers in traffic safety, child protection, and emergency response. The volunteers would be required to undergo background checks and receive certification from the police department before being allowed to serve as crossing guards. The program would be funded through a combination of grants, donations, and sponsorship from local businesses. The plan outlined a rotating schedule for volunteers to ensure consistent coverage at the school crossings.

10. In a surprising turn of events, one town official proposed an out-of-the-box solution that caught everyone off guard. The plan involved **partnering with a nearby retirement community, whose older residents often had flexible schedules and were looking for ways to stay active in the community**. The retirement community agreed to provide volunteers to act as crossing guards during school hours, alleviating the cost burden on the town. The specifics of the plan involved recruiting and training volunteers from the retirement community to act as crossing guards. The volunteers would be provided with the necessary training and supervision by the police department, ensuring that they were equipped to handle the responsibilities of the role. The plan proved to be very doable for TOWNX, as the retirement community residents were eager to help and had the time and willingness to commit to the position.

11. It was during a heated exchange between two community members that an out-of-the-box solution was proposed. One resident suggested **implementing a volunteer program for parents to serve as crossing guards in rotation**. This idea sparked a spirited discussion, with many community members expressing their support for the plan. The Police Chief cautiously endorsed the idea, outlining the necessary training and guidelines for the volunteers. Ultimately, the town meeting concluded with a unanimous decision to implement the volunteer crossing guard program. Specific details of the plan included recruiting and training interested parents, establishing a schedule for volunteer shifts, and providing clear instructions for ensuring the safety of the children. The plan proved to be very doable for TOWNX, as it leveraged the resources already present in the community and did not require additional funding.

Table 3: Prompt given to the AI to simulate an open house devoted to recruiting.

Strategy 2

For an Open House Devoted to Recruiting

Create a Set of Questions and Answers

On September 11, 2024, TOWNX ran an open house for recruiting. The open house meeting was jam packed.

Those who attended were asked to lead discussions about just what it would take to get the people generated in joining TOWNX police officer group, assuming that they had satisfied all the qualifications.

For each question asked, do the following:

1. Write the question.
2. Tell us the importance of the question.
3. Tell us what the person asking the question was thinking when asking the question.
4. Tell us the best answer to that question, one that would motivate.
5. Tell why the person hearing the answer to the question would feel something.

Table 4: Results from the AI, showing 14 questions, and the four answers to each question provided by AI.

QUESTION 1: What incentives or benefits does TOWNX offer to its police officers?

Importance: The benefits and incentives offered can greatly influence a potential recruit's decision to join the force.

Questioner's thoughts: They are likely wondering what TOWNX can offer to make the position more attractive to potential recruits.

Best answer: TOWNX offers competitive salaries, opportunities for career advancement, comprehensive benefits packages, and ongoing training and development programs.

Feeling: Hearing about these benefits would make the person feel valued and motivated to join TOWNX.

QUESTION 2: How does TOWNX support the well-being and mental health of its police officers?

Importance: Police work can be mentally and emotionally challenging, so support in this area is crucial for overall job satisfaction.

Questioner's thoughts: They may be concerned about the mental health and well-being of police officers and how TOWNX addresses these issues.

Best answer: TOWNX provides access to mental health resources, counseling services, and peer support programs to help officers cope with the stress of the job.

Feeling: Knowing that TOWNX prioritizes the mental health of its officers would make the person feel supported and cared for.

QUESTION 3: What opportunities for career advancement and specialization exist within TOWNX?

Importance: Career advancement opportunities can be a strong motivating factor for potential recruits to join the force.

Questioner's thoughts: They may be interested in knowing how they can grow and progress within TOWNX as a police officer.

Best answer: TOWNX offers opportunities for specialized training, promotions to higher ranks, and assignments to specialized units such as SWAT or K-9.

Feeling: Learning about these opportunities would make the person feel excited about the potential for career growth and development within TOWNX.

QUESTION 4: How does TOWNX ensure diversity and inclusivity within its police force?

Importance: Diversity and inclusivity are important considerations for recruitment and can contribute to a positive work environment.

Questioner's thoughts: They may be curious about TOWNX's efforts to create a diverse and inclusive workforce.

Best answer: TOWNX actively recruits individuals from diverse backgrounds, provides cultural competency training, and fosters an inclusive environment for all officers.

Feeling: Hearing about TOWNX's commitment to diversity and inclusivity would make the person feel valued and respected for their individual identity.

QUESTION 5: What is the community engagement and outreach like at TOWNX?

Importance: Community engagement is essential for building trust and positive relationships with the public.

Questioner's thoughts: They may want to know how TOWNX interacts with the community and the level of community support for the police force.

Best answer: TOWNX regularly participates in community events, hosts outreach programs, and collaborates with local organizations to build strong community relationships.

Feeling: Learning about TOWNX's community engagement efforts would make the person feel proud to be part of a department that is actively involved and supported by the community.

QUESTION 6: How does TOWNX address concerns about police accountability and transparency?

Importance: Police accountability and transparency are critical for maintaining public trust and credibility.

Questioner's thoughts: They may be interested in TOWNX's approach to accountability and transparency in policing.

Best answer: TOWNX has implemented policies for body-worn cameras, citizen oversight committees, and regular review of officer conduct to ensure accountability and transparency in policing practices.

Feeling: Knowing that TOWNX prioritizes accountability and transparency would make the person feel confident in the department's commitment to ethical and responsible policing.

QUESTION 7: What kind of support does TOWNX provide for officers dealing with high-stress situations?

Importance: Police work is inherently stressful, so support for officers in dealing with stress is crucial for their well-being.

Questioner's thoughts: They may be concerned about how TOWNX supports officers in handling high-stress situations and traumatic events.

Best answer: TOWNX offers access to critical incident stress debriefing, peer support programs, and mental health resources to help officers cope with the emotional toll of the job.

Feeling: Learning about the support available for handling high-stress situations would make the person feel reassured and supported in their decision to join TOWNX.

QUESTION 8: What training and professional development opportunities are available at TOWNX?

Importance: Ongoing training and development are essential for maintaining skills, knowledge, and professionalism in law enforcement.

Questioner's thoughts: They may be interested in knowing how TOWNX invests in the continuous training and development of its officers.

Best answer: TOWNX provides regular training on new techniques, technologies, and procedures, as well as opportunities for specialized certifications and advanced courses to enhance officers' skills and expertise.

Feeling: Hearing about the training and professional development opportunities at TOWNX would make the person feel motivated to continuously improve and grow in their career as a police officer.

QUESTION 9: How does TOWNX promote a positive work culture and team environment among its police officers?

Importance: A positive work culture and team environment can contribute to job satisfaction, morale, and overall well-being of officers.

Questioner's thoughts: They may be curious about the atmosphere and camaraderie within TOWNX and how it affects the daily work experience of officers.

Best answer: TOWNX fosters a supportive work culture through team-building activities, recognition programs, and open communication channels to promote collaboration, cohesion, and mutual respect among officers.

Feeling: Learning about the positive work culture and team environment at TOWNX would make the person feel excited about the prospect of working in a supportive and inclusive department.

QUESTION 10: How does TOWNX ensure officer safety and provide resources for handling dangerous situations?

Importance: Officer safety is a top priority in law enforcement, and having proper resources and training is essential for protecting officers in the line of duty.

Questioner's thoughts: They may be concerned about the safety protocols and resources available to officers when facing dangerous or life-threatening situations.

Best answer: TOWNX equips officers with advanced protective gear, ongoing tactical training, and access to specialized units for handling high-risk incidents to ensure their safety and preparedness in dangerous situations.

Feeling: Hearing about TOWNX's commitment to officer safety and resources for handling dangerous situations would make the person feel confident and secure in their decision to join the force.

QUESTION 11: How does TOWNX address concerns about police misconduct and corruption within its ranks?

Importance: Maintaining integrity, ethical conduct, and accountability are essential for upholding public trust and credibility in law enforcement.

Questioner's thoughts: They may want to know how TOWNX handles allegations of misconduct and corruption among its officers.

Best answer: TOWNX has established internal affairs units, conducts thorough investigations of misconduct complaints, and enforces strict disciplinary measures to address and prevent issues of police misconduct and corruption within the department.

Feeling: Learning about TOWNX's zero-tolerance approach to police misconduct and corruption would make the person feel confident in the department's commitment to upholding high ethical standards and professional conduct.

QUESTION 12: How does TOWNX promote diversity and inclusion within its recruitment and retention efforts?

Importance: Diversity and inclusion are important considerations for creating a representative and equitable police force.

Questioner's thoughts: They may be interested in knowing how TOWNX prioritizes diversity and inclusivity in its recruitment and retention practices.

Best answer: TOWNX actively recruits and supports individuals from diverse backgrounds, offers cultural competency training, and implements inclusive policies to create a welcoming and supportive environment for all officers.

Feeling: Hearing about TOWNX's commitment to diversity and inclusion in recruitment and retention efforts would make the person feel valued and respected as a unique individual within the department.

QUESTION 13: How does TOWNX support the mental health and well-being of its officers, particularly in light of the challenges and stressors faced in law enforcement?

Importance: Mental health support is crucial for maintaining the overall well-being and job satisfaction of police officers.

Questioner's thoughts: They may be concerned about the mental health resources and support available to officers in coping with the emotional toll of their work.

Best answer: TOWNX provides access to mental health services, counseling programs, peer support networks, and stress management resources to help officers navigate the challenges and stressors of law enforcement.

QUESTION 14: What measures does TOWNX have in place to ensure accountability and transparency in its policing practices?
Importance: Accountability and transparency are essential for maintaining public trust and confidence in law enforcement.
Questioner’s thoughts: They may want to know how TOWNX demonstrates accountability and transparency in its policing operations.
Best answer: TOWNX has implemented policies for body-worn cameras, citizen oversight committees, regular audits of officer conduct, and transparency in reporting on use of force incidents to ensure accountability and transparency in policing practices.
Feeling: Hearing about TOWNX’s commitment to accountability and transparency in policing would make the person feel confident and reassured in the department’s commitment to ethical and responsible law enforcement.

computational power to analyze vast amounts of data and come up with unique and innovative ideas that may not have been considered otherwise. Additionally, AI may be able to synthesize more nuanced aspects of mind-sets that are not easily quantifiable or represented in data. One potential benefit of using generative AI is that it can help companies better target their recruiting efforts by tailoring messaging to appeal to these synthesized mind-sets. The result would be more effective recruiting campaigns and ultimately result in finding the right candidates for the job. However, limitations to the effectiveness of generative AI in this context may include biases in the data used to train the AI model, which can result in inaccurate or skewed insights.

Table 5 shows the prompts given to the AI to generate mind-sets of individuals interested in a career or at least a job in school safety. Table 6 shows four mind-sets synthesized by AI for the professionalization in law enforcement and school safety.

Strategy 4— Have AI Generate Targeted Messaging Appropriate for Synthesized Mind-Sets and Then Test These Messages in Mind Genomics Studies with Target Age Respondents

Based on scientific principles of experimental psychology (psychophysics), statistics (experimental design, regression clustering), and consumer research (conjoint analysis), Mind Genomics ends up allowing the user to gain a deep and actionable understanding of human decision behavior, most important in the world of the everyday. Its rigorous, data-driven world view and methods provide a comprehensive analysis of the subject population for a topic, appropriate in our case for identifying key factors young individuals consider when choosing a career in law enforcement. By creating a unique profile of the target audience based on their responses to

survey questions, Mind Genomics can reveal hidden patterns and trends in their thinking and decision-making processes. This helps a person or even a “chat bot” better connect with them on a personal level. In turn, the connection helps to create targeted messaging and recruitment campaigns which each alone and more strongly together, resonate with the specific needs and desires of young police officer recruits in Pennsylvania. The companion paper will show how Mind Genomics is used to evaluate the ideas generated in Strategy 4.

Strategy 4 provides a set of 21 questions, each with four answers, one answer from each mind-set. The objective of Strategy 4 is to show how a simple set of prompts (Table 7) end up creating a rich set of 21 questions and four answers to each question (Table 8). Table 8 was created in a matter of two iterations of Idea Coach in the BimiLeap.com platform, requiring less than a minute in total.

Discussion and Conclusions

Generative AI has the potential to revolutionize the way individuals navigate their professional paths by providing creative and inventive solutions to common obstacles faced during the process of finding employment. By hosting town hall events or recruitment nights, individuals can openly discuss their professional goals and challenges, fostering a team effort to find solutions. Generative AI creates fresh perspectives which push the boundaries of conventional career paths, allowing the opportunity to explore unconventional ideas and find career paths that align with their passions and talents. Engaging in stimulating conversations with different AI-generated mind-sets can provide a diverse array of perspectives and valuable insights, broadening knowledge of different career possibilities and opening up new avenues for one’s future.

Table 5: Prompts given to AI to generate mind-sets of individuals interested in a career or job in law enforcement and school safety.

STRATEGY 3
USE AI TO SYNTHESIZE MIND-SETS REGARDING WANTING TO SPECIALIZE IN SCHOOL SAFETY
Here is an increasing frequent problem. In TOWNX in Pennsylvania, the rules require schools to have accredited police officers act as cross guards.
To become a Police Officer is a rigorous process, pass intensive background check, be drug free, pass physical fitness test, pass 26-week training and receive Act 120. Act 120 Municipal Police Academy is a 26-week (919 hours) course required. The Basic Training Course, as prescribed by Act 120, is designed to provide students with the skills necessary to begin their careers as police officers.
The dangers, lower pay and negative press have made it nearly impossible for TOWNX to recruit new officers. The officers that do pass all of the qualifications have become rare and valuable. Richer, more preferred departments are able to recruit easier than can TOWNX. It is a very competitive, cutthroat recruiting environment. TOWNX is already operating understaffed. With two soon-to-be retired police officers and getting none of the 24 new recruits, TOWNX is operating in a crisis mode.
We know that there are different mind-sets in the population of young people who can become recruits because they are interested in the specialty of school safety. For each mind-set of people amenable to the idea of school safety as part of their profession, please answer the following questions:
1. What is the name of the mind-set?
2. What would entice them to volunteer to become a police officer to be more involved in school safety? Be totally honest and give us at least three sentences.
3. What would turn them off from volunteering to become a police officer more involved in school safety?
4. What kind of advertising for recruiting would they find engaging and persuasive? What is the wording? What are four slogans that would convince them?

Table 6: Four minds-sets synthesized by AI, interested in a career or least a job in law enforcement and school safety.

<p>A. THE DEDICATED PUBLIC SERVANT MIND-SET</p> <p>They would be enticed to volunteer to become a police officer to be more involved in school safety because they have a strong desire to serve their community and protect children, they see it as a fulfilling and meaningful way to make a difference in society, and they value the importance of maintaining a safe learning environment for students.</p> <p>They would be turned off from volunteering to become a police officer more involved in school safety if they felt undervalued or unappreciated, if they encountered excessive bureaucratic red tape or limitations on their ability to make a meaningful impact, or if they perceived a lack of support or resources provided to adequately address safety concerns.</p> <p>Engaging and persuasive advertising for recruiting this mind-set could include slogans such as:</p> <p>"Be the hero our schools need — become a school safety officer today!"</p> <p>"Join the ranks of dedicated public servants protecting our students — apply now!"</p> <p>"Make a real difference in your community by ensuring the safety of our schools — become a school safety officer!"</p> <p>"Looking for a rewarding career where you can be a positive influence? Consider becoming a school safety officer!"</p>
<p>B. THE COMPASSIONATE PROTECTOR MIND-SET</p> <p>They would be enticed to volunteer to become a police officer to be more involved in school safety because they are driven by a strong desire to protect and care for others, particularly vulnerable populations like children, they feel a deep sense of responsibility to ensure the well-being of students in schools, and they are motivated by the opportunity to make a direct impact on the safety and security of their community's youth.</p> <p>They would be turned off from volunteering to become a police officer more involved in school safety if they encountered hostility or resistance from school administrators or staff, if they felt their efforts to improve safety measures were disregarded or undermined, or if they experienced burnout and emotional fatigue from constantly facing challenging or traumatic situations in school settings.</p> <p>Engaging and persuasive advertising for recruiting this mind-set could include slogans such as:</p> <p>"Protect and serve the future — become a school safety officer today!"</p> <p>"Show your compassion and dedication by safeguarding our students — apply now!"</p> <p>"Join a team of caring individuals committed to ensuring the safety of our schools — become a school safety officer!"</p> <p>"Make a difference in the lives of young people by becoming a school safety officer!"</p>
<p>C. THE COMMUNITY-FOCUSED MIND-SET</p> <p>They would be enticed to volunteer to become a police officer to be more involved in school safety because they are deeply invested in the well-being of their community as a whole, they see school safety as a vital component of fostering a positive and thriving local environment, and they value the opportunity to build positive relationships with students, families, and educators through their role in ensuring safe school environments.</p> <p>They would be turned off from volunteering to become a police officer more involved in school safety if they encountered apathy or disinterest from community members or stakeholders, if they felt disconnected from the broader goals and priorities of their local area, or if they experienced a lack of cohesion or collaboration between law enforcement and school officials in addressing safety concerns.</p> <p>Engaging and persuasive advertising for recruiting this mind-set could include slogans such as:</p> <p>"Be a community champion for school safety — join us as a school safety officer today!"</p> <p>"Strengthen your ties to the community by protecting our students — apply now!"</p> <p>"Make a positive impact on your neighborhood by serving as a school safety officer!"</p> <p>"Become a trusted guardian of our schools and the community as a school safety officer!"</p>
<p>D. THE PROACTIVE PROBLEM-SOLVER MIND-SET</p> <p>They would be enticed to volunteer to become a police officer to be more involved in school safety because they thrive on challenging situations and finding effective solutions, they see school safety as a complex and dynamic issue that requires strategic planning and innovative approaches, and they are motivated by the opportunity to implement preventive measures and interventions to enhance the security and well-being of students in school settings.</p> <p>They would be turned off from volunteering to become a police officer more involved in school safety if they encountered resistance or skepticism towards their ideas or proposals for improving school safety, if they felt constrained by rigid policies or procedures that hindered their ability to implement proactive measures, or if they perceived a lack of support or recognition for their efforts to address safety concerns in schools.</p> <p>Engaging and persuasive advertising for recruiting this mind-set could include slogans such as:</p> <p>"Be a solution-oriented leader in school safety — become a school safety officer today!"</p> <p>"Harness your problem-solving skills to protect our students — apply now!"</p> <p>"Join a team of proactive thinkers dedicated to enhancing school security — become a school safety officer!"</p> <p>"Empower yourself to make a real difference in school safety — become a school safety officer!"</p>

Generative AI also has the potential to completely transform the way we learn and create. Imagine a world where individuals can tap into the power of AI to generate new ideas, innovate, and discover their creative talents in ways they never thought possible. This technology opens up a whole new world of possibilities, inspiring people to think outside the box and pursue unconventional career paths previously deemed impossible.

Generative AI provides personalized learning experiences tailored

to individual interests and preferences, sparking curiosity and igniting a passion for lifelong learning. Collaborating with AI to generate fresh ideas and explore new possibilities empowers people to unleash their creativity and think in innovative ways that were previously unimaginable.

In a future where generative AI is integrated into every aspect of our lives, it has the power to revolutionize the way we acquire knowledge, encouraging individuals to explore their creative side

Table 7: The prompts used to create the questions and for each question four answers, one answer from each mind-set created and discussed in Table 6.

<p>STRATEGY 4</p> <p>CREATE A SET OF QUESTIONS AND ANSWERS</p> <p>FOR A MIND GENOMICS STUDY</p> <p>Here is an increasing frequent problem. In TOWNX in Pennsylvania, the rules require schools to have accredited police officers act as cross guards.</p> <p>To become a Police Officer is a rigorous process, pass intensive background check, be drug free, pass physical fitness test, pass 26-week training and receive Act 120. Act 120 Municipal Police Academy is a 26-week (919 hours) course required. The Basic Training Course, as prescribed by Act 120, is designed to provide students with the skills necessary to begin their careers as police officers.</p> <p>The dangers, lower pay and negative press have made it nearly impossible for TOWNX to recruit new officers. The officers that do pass all of the qualifications have become rare and valuable. Richer, more preferred departments are able to recruit easier than can TOWNX. It is a very competitive, cutthroat recruiting environment. TOWNX is already operating understaffed. With two soon-to-be retired police officers and getting none of the 24 new recruits, TOWNX is operating in a crisis mode.</p> <p>We know that there are different mind-sets in the population of young people who can become recruits because they are interested in the specialty of school safety. For each mind-set of people amenable to the idea of school safety as part of their profession, please answer the following questions for each of the following four mind-sets:</p> <ul style="list-style-type: none"> • DEDICATED PUBLIC SERVANT mind-set; • COMPASSIONATE PROTECTOR mind-set; • COMMUNITY-FOCUSED mind-set; • PROACTIVE PROBLEM SOLVER mind-set <ol style="list-style-type: none"> 1. What is a relevant question about school safety that requires a complete sentence to state, the sentence being approximately 15-20 words long? 2. What are exactly four relevant answers to this same relevant question, one relevant answer from each of the four mind-sets? Put the mind-set name first, and then the answer. In the end, we will have a relevant question, and then four answers to that single relevant question, one answer from each mind-set. Make each answer 10-15 words.

Table 8: The 21 questions created by AI, and for each question four suggested answers, one answer from each of the four mind-sets presented in Table 6.

<p>RELEVANT QUESTION 1: How can I best serve and protect the community?</p> <p>DEDICATED PUBLIC SERVANT: By upholding the law and providing a visible presence</p> <p>COMPASSIONATE PROTECTOR: By building trust and forming connections with students</p> <p>COMMUNITY-FOCUSED: By engaging with local residents and addressing their concerns</p> <p>PROACTIVE PROBLEM SOLVER: By identifying potential safety threats and implementing preventive measures.</p> <p>RELEVANT QUESTION 2: How can I ensure the safety and well-being of students?</p> <p>DEDICATED PUBLIC SERVANT: By remaining vigilant and responsive to any security issues</p> <p>COMPASSIONATE PROTECTOR: By offering support and comfort to students in distress</p> <p>COMMUNITY-FOCUSED: By collaborating with parents and educators to create a safe environment</p> <p>PROACTIVE PROBLEM SOLVER: By implementing programs that promote mental health and prevent violence</p> <p>RELEVANT QUESTION 3: How can I build trust and foster a sense of unity within the community?</p> <p>DEDICATED PUBLIC SERVANT: By actively engaging with residents and addressing their concerns</p> <p>COMPASSIONATE PROTECTOR: By creating open lines of communication and being approachable</p> <p>COMMUNITY-FOCUSED: By organizing events and initiatives that bring people together</p> <p>PROACTIVE PROBLEM SOLVER: By working collaboratively with community members to address safety concerns</p> <p>RELEVANT QUESTION 4: How can I identify and address potential safety risks before they escalate?</p> <p>DEDICATED PUBLIC SERVANT: By conducting thorough assessments and implementing security measures</p> <p>COMPASSIONATE PROTECTOR: By paying attention to warning signs and intervening early</p> <p>COMMUNITY-FOCUSED: By involving residents in developing strategies for improving safety</p> <p>PROACTIVE PROBLEM SOLVER: By continuously evaluating and adapting safety protocols to prevent issues</p> <p>RELEVANT QUESTION 5: How can we improve communication/coordination among school safety officers?</p> <p>DEDICATED PUBLIC SERVANT: Regular meetings and training sessions to share information and strategies</p> <p>COMPASSIONATE PROTECTOR: Implementing a buddy system for safety officers to watch each other's backs</p> <p>COMMUNITY FOCUS: Engaging with parents and residents to gather feedback on safety measures</p> <p>PROACTIVE PROBLEM SOLVER: Conducting regular safety audits to identify and address potential vulnerabilities</p> <p>RELEVANT QUESTION 6: What resources are needed to ensure effective school safety measures are in place?</p> <p>DEDICATED PUBLIC SERVANT: Proper funding for training, equipment, and support services</p> <p>COMPASSIONATE PROTECTOR: Access to mental health resources for students and staff members</p> <p>COMMUNITY-FOCUSED: Collaboration with local businesses and organizations to enhance safety measures</p> <p>PROACTIVE PROBLEM SOLVER: Technology upgrades for surveillance and communication within schools</p> <p>RELEVANT QUESTION 7: How can we build trust and positive relationships between school safety officers and the community?</p>

DEDICATED PUBLIC SERVANT: Participating in community events and outreach programs

COMPASSIONATE PROTECTOR: Providing support and assistance to students in need beyond safety concerns

COMMUNITY-FOCUSED: Involving community members in safety planning and decision-making processes

PROACTIVE PROBLEM SOLVER: Implementing transparent policies and procedures for accountability and communication.

RELEVANT QUESTION 8: What training do you feel is most important for ensuring school safety?

DEDICATED PUBLIC SERVANT: Implementing emergency response protocols

COMPASSIONATE PROTECTOR: Building strong relationships with students and staff

COMMUNITY-FOCUSED: Engaging with local residents to foster a sense of community

PROACTIVE PROBLEM SOLVER: Developing innovative strategies for preventing potential threats

RELEVANT QUESTION 9: How do you prioritize the safety of students over other responsibilities?

DEDICATED PUBLIC SERVANT: Making school safety a top priority in all decisions

COMPASSIONATE PROTECTOR: Ensuring every student feels safe and supported

COMMUNITY-FOCUSED: Collaborating with parents and community members on safety initiatives

PROACTIVE PROBLEM SOLVER: Constantly evaluating and updating safety protocols to address new threats

RELEVANT QUESTION 10: What measures do you believe are essential for preventing school violence?

DEDICATED PUBLIC SERVANT: Implementing strict security measures and drills

COMPASSIONATE PROTECTOR: Providing counseling and support for at-risk students

COMMUNITY-FOCUSED: Engaging in dialogue with students to address underlying issues

PROACTIVE PROBLEM SOLVER: Utilizing data analysis to identify patterns and potential risks

RELEVANT QUESTION 11: What role do you see parents playing in ensuring school safety?

DEDICATED PUBLIC SERVANT: Collaborating with parents on emergency preparedness plans

COMPASSIONATE PROTECTOR: Building trust and communication with parents to address concerns

COMMUNITY-FOCUSED: Involving parents in community safety initiatives and volunteering opportunities

PROACTIVE PROBLEM SOLVER: Seeking input from parents on potential safety improvements and solutions

RELEVANT QUESTION 12: How do you approach building trust and relationships within the school community?

DEDICATED PUBLIC SERVANT: Being accessible and transparent in all interactions

COMPASSIONATE PROTECTOR: Demonstrating empathy and understanding towards students and staff

COMMUNITY-FOCUSED: Engaging with community partners to build a network of support

PROACTIVE PROBLEM SOLVER: Hosting forums and workshops to address concerns and gather feedback

RELEVANT QUESTION 13: How do you handle situations where students feel unsafe at school?

DEDICATED PUBLIC SERVANT: Providing a safe space for students to voice their concerns

COMPASSIONATE PROTECTOR: Offering individualized support and resources to address specific needs

COMMUNITY-FOCUSED: Collaborating with students to implement safety improvements and initiatives

PROACTIVE PROBLEM SOLVER: Conducting assessments and implementing targeted interventions to address safety issues

RELEVANT QUESTION 14: How do you approach training and educating school staff on safety protocols?

DEDICATED PUBLIC SERVANT: Conducting regular training sessions and drills to ensure preparedness

COMPASSIONATE PROTECTOR: Providing ongoing support and resources for staff to feel empowered

COMMUNITY-FOCUSED: Engaging staff in safety discussions and involving them in decision-making processes

PROACTIVE PROBLEM SOLVER: Customizing training programs based on staff feedback and evolving threats

RELEVANT QUESTION 15: How do you handle situations where school safety is compromised due to external factors?

DEDICATED PUBLIC SERVANT: Working with law enforcement and community partners to address external threats

COMPASSIONATE PROTECTOR: Providing additional support and resources to ensure student safety

COMMUNITY-FOCUSED: Mobilizing community resources and support to enhance school safety measures

PROACTIVE PROBLEM SOLVER: Analyzing external factors and developing proactive strategies to mitigate risks

RELEVANT QUESTION 16: How do you address concerns and fears

related to school safety within the community?
DEDICATED PUBLIC SERVANT: Hosting community forums and providing transparent communication
COMPASSIONATE PROTECTOR: Offering reassurance and support to alleviate anxiety and fears
COMMUNITY-FOCUSED: Engaging in dialogue with community members to address concerns and seek solutions
PROACTIVE PROBLEM SOLVER: Conducting risk assessments and implementing targeted interventions to address community fears
RELEVANT QUESTION 17: How do you approach evaluating the effectiveness of school safety measures?
DEDICATED PUBLIC SERVANT: Conducting regular assessments and seeking feedback from stakeholders
COMPASSIONATE PROTECTOR: Monitoring student well-being and emotional safety indicators
COMMUNITY-FOCUSED: Engaging in dialogue with the community to gather input on safety measures
PROACTIVE PROBLEM SOLVER: Utilizing data analysis and feedback to continuously improve safety protocols
RELEVANT QUESTION 18: How do you work to create a positive and safe school environment for all students?
DEDICATED PUBLIC SERVANT: Implementing programs and initiatives to promote a culture of safety and respect
COMPASSIONATE PROTECTOR: Building relationships with students and fostering a sense of belonging
COMMUNITY-FOCUSED: Collaborating with community partners to create a supportive and inclusive environment
PROACTIVE PROBLEM SOLVER: Developing strategies to address potential safety risks and prevent incidents
RELEVANT QUESTION 19: How can we ensure the safety of students in our schools?
DEDICATED PUBLIC SERVANT: By providing round-the-clock security and implementing emergency response drills regularly
COMPASSIONATE PROTECTOR: By fostering a safe and supportive environment for students to thrive in
COMMUNITY-FOCUSED: By involving community members in school safety initiatives and fostering a sense of responsibility among all stakeholders
PROACTIVE PROBLEM SOLVER: By constantly evaluating and updating safety protocols to stay ahead of potential threats
RELEVANT QUESTION 20: What measures can be taken to prevent school violence?
DEDICATED PUBLIC SERVANT: By implementing strict security measures and monitoring student behavior closely
COMPASSIONATE PROTECTOR: By promoting empathy and conflict resolution skills among students
COMMUNITY-FOCUSED: By creating a strong bond between schools and the local community to address potential safety concerns
PROACTIVE PROBLEM SOLVER: By identifying potential risks and implementing preventative measures to address them before they escalate
RELEVANT QUESTION 21: How can schools effectively handle emergency situations such as active shooter incidents?
DEDICATED PUBLIC SERVANT: By conducting active shooter drills and training staff on emergency response protocols
COMPASSIONATE PROTECTOR: By ensuring that students feel safe and supported during such emergencies through clear communication and reassurance
COMMUNITY-FOCUSED: By establishing strong communication channels with law enforcement and first responders to facilitate coordinated response efforts
PROACTIVE PROBLEM SOLVER: By constantly evaluating and updating emergency response plans based on the latest safety recommendations and best practices

and venture into unconventional career paths. With generative AI as a guiding force, people can imagine new possibilities, dream bigger dreams, and pursue their passions with a newfound sense of purpose and excitement. One can only imagine what will emerge then, in terms of the practicalities of creating critical thinkers in school, and then having this critical thinking be part of the package one uses to create one’s job, and one’s future.

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Abbreviations

AI: Artificial Intelligence; ChatGPT: Chat Generative Pre-trained Transformer

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