



**UNDERSTANDING THE EXPERIENCES OF
SPECIAL WEAPONS AND TACTICS UNIT PERSONNEL:
A PHENOMENOLOGY OF SELFLESS COMMITMENT**

Sheilla N. Cuaresma¹,

Marnie J. Besas²,

Geraldine D. Rodriguez³ⁱ

¹College Instructor,

Ramon Magsaysay Memorial Colleges,
Philippines

²Professor, PhD, RCrim,

Ramon Magsaysay Memorial Colleges,
Philippines

³Professor, EdD, PhD,

Ramon Magsaysay Memorial Colleges,
Philippines

Abstract:

This phenomenological study aimed to learn about the selfless commitment and experiences of the Special Weapons and Tactics (SWAT) unit during its operation in Region Twelve. The views reflect the emergent themes such as being vigilant is necessary, braveness is a must, open-mindedness matters, extraordinary, challenging, promote camaraderie, prayer helps, dealt with traumatic experience, distressing, work is dangerous, swat team are advance. Moreover, the challenges of SWAT operatives are the following dangerous operation, success is not guarantee, lack of information, disappointments occur, very tiresome, overthinking, fears, risky area, lack of high-powered equipment and wellness is affected; on the other hand, the coping mechanisms, are keep on praying, set another plan, trust colleagues, be optimistic, be physically fit, stay focused and apply learned technique. Moreover, the insights and realizations of SWAT operatives during their operation show that SWAT are protected, value learning, promote camaraderie, be courageous, think of positive outcomes, improve oneself, appreciate family more, being alert is a must, and work with dedication. Lastly, the results of this research might provide SWAT personnel with tips on how to be more tactical in their line of work, particularly in situations where lives are at stake.

Keywords: Criminology, Special Weapons and Tactics unit (SWAT), lived experiences, selfless commitment, phenomenology, Philippines

ⁱ Correspondence: email giediolarodriguez@gmail.com

1. Introduction

“A hero is someone who has given his or her life to something bigger than oneself” (Joseph Campbell)

Anyone, on purpose or by chance, has the potential to become a hero. However, it entails the painful progression required for greatness. The passage above will be tailored to our men in uniform who are willing to give their lives for the sake of our country and to ensure that we live in a beautiful and safe environment. This study will delve into the experiences of the Special Weapons and Tactics unit and their selfless dedication to our country.

First, in the United States, one of the challenges faced by law enforcement, particularly the Special Weapons and Tactics Unit (SWAT), was the public's criticism about their work performance. An analysis of recent national press coverage revealed a few instances where SWAT team operations were questioned, including insufficient intelligence prior to the action, disproportionate force during the deployment, and location errors. Regardless of whether these occurrences are proven to be in error or justifiable, the media coverage raises the possibility that American policing may be flawed and be headed toward 'militarization' and the overly harsh use of SWAT activation for situations that could be handled differently with less property destruction and injury to suspects (Grant, 2015).

On the same note, the Philippine National Police's Special Weapons and Tactics (SWAT) brigades also faced many predicaments in their workshop. These challenges include lack of support from the government, shyness of outfit, lack of manning, strange terrain, position profiling and lack of outfit. Contemporaneously, their response is being scanned by a public questioning the need for armoured vehicles while awaiting a quick and effective political response to significant incidents. This dilemma may affect the effectiveness of the SWAT labour force in their work and, at the same time, the success of their charge (Lexipol, 2020).

Moreover, in Region XII, SWAT force authorities have tense security in seven municipalities in Region XII due to possible violent incidents. Philippine National Police and the Armed Forces of the Philippines classified these areas under the red order or areas of grave concern. The concerned points have recorded violent incidents and related pitfalls (Estabillo, 2022).

As a Criminology faculty, I must prepare my students for their future careers. This study will help me flourish in my field of work, and via this study we will learn about the distinctive experiences of SWAT personnel and how selflessly committed they are to their work, it is significant since it will help the Criminology students to understand the unique profession of SWAT personnel. Through this research, we will learn how they survived those high-risk missions and their outcomes after each operation. Through this study, we can discover their coping mechanisms and how they manage to survive those challenging moments in their lives.

This study is urgently needed since many people desire to join the PNP-SWAT team but lack knowledge about the job (Caliwan, 2020). In addition, the public will have a clear understanding of how dangerous the employment of a SWAT officer is. Furthermore, this will highlight the significance of family and citizen collaboration as a critical aspect in the success of the SWAT unit's operations.

1.1 Purpose of the Study

This qualitative phenomenological study aims to understand the unique experiences of SWAT Personnel in Region 12 and make recommendations and suggestions for improving the operational system. Following the recommendation, this phenomenological study includes fifteen participants, and a semi-structured interview was used to understand the distinctive experiences of the participants of this study. Regarding the betterment of the outcome of this research, there were at least eight participants for the in-depth interview (IDI) and seven participants for the focus group discussion (FGD). The horizontalization methodology was used to divide the interview protocols into individual meaning units before analyzing these units to extract the overarching themes (Bevan, 2014).

The phenomenon of this study is analyzed via the lens of Prospect Theory. Prospect Theory illustrates how people make choices depending on their perceptions of reality according to the concept of cognitive bias. This idea made it easier to understand the SWAT team's decisions. A recorder was used extensively during the in-depth interview to collect the data. These are the participants' shared experiences. Themes will be developed by mixing several assumptions about the story that they intend to tell. They could recall stories that were used and recorded because of the in-depth interview. These themes were then interpreted into a detailed description of phenomenological experiences of selfless commitment of SWAT personnel (Chen, 2016).

Moreover, this study explores the experiences, challenges, coping mechanisms, and insights of special weapon and tactics unit personnel. The results of this qualitative research may be utilized by law enforcers, government officials, and the community to understand the experiences of SWAT personnel and discover how they accomplish their tasks despite the high-risk situations they encounter in their mission. This study will provide you with an understanding of the risk involved in their line of work and how selflessly committed they are to it.

Lastly, this research aims to better understand the tasks carried out to create a safer environment to live, work, and conduct business. It also aims to understand the problems police officers encounter and gain from the research to be aware of the calibre of police officer service.

1.2 Research Questions

To achieve the purpose of the study. The research questions were formulated. Specifically, this study sought to answer the following questions:

- 1) How do the Special Weapons and Tactics (SWAT) unit personnel describe their experiences during the conduct of their operations?
 - 1.1 How do the Special Weapons and Tactics (SWAT) unit personnel view their experiences in the conduct of operations?
 - 1.2 What are the challenges they experienced, and how do they cope with these experiences?
 - 1.3 What insights or realizations do the participants have to share with the personnel of other SWAT Units?

1.3 Theoretical Lens

The theoretical lens in which this research is grounded is based on the Prospect Theory by Chen (2016), which states that criminal justice professionals utilize Prospect Theory to explain why people choose specific actions that could result in both gains and losses. Prospect Theory illustrates how people make choices depending on their perceptions of reality according to the concept of cognitive bias. This idea made it easier to understand the SWAT team's decisions. Prospect Theory assisted in understanding the SWAT personnel's decision-making regarding their mission by demonstrating how people make decisions when presented with two possibilities. This type of cognitive bias is known as loss aversion in prospect theory's literature. When making decisions under pressure, SWAT members prioritize the possibility of a reward to ensure the mission's success and the safety of everyone involved over the chance of a loss of comrades and failing their mission.

In addition, Biddle's Role Theory (1986) supported the idea that role overload and role conflicts are essential concepts. Role overload suggests that one role may not be carried out satisfactorily due to limited allocations of energy and time, which may be focused on meeting the criteria of other duties. Moreover, behaviour is driven by expectations held by both the self and others. The expectations are based on people's many roles in their everyday lives. Role Theory explains the relationship between role conflict, role ambiguity, role transitions, role overload, and role balance.

Another theory supporting this study was Parson's (1950) AGIL Theory, which discussed adjusting to varied environments. According to this concept, a system must adapt to changing external situations. It must adapt to its surroundings as well as the environments it requires. Parson contends that all systems require four function imperatives: adaptation (A), goal attainment (G), integration (I), latency (L), or pattern maintenance, using this approach. These four functional imperatives comprise the AGIL framework.

Moreover, according to the AGIL theory, the four functional imperatives may portray what is happening in the current situation when the Special Weapons and Tactics unit completes its tasks and commitments. Police officers' adaptation is related to their ability to adjust to their surroundings as protectors and round-the-clock public servants. Police officers' primary aim would be to serve and protect the people, maintain peace and order, defend life, liberty, and property, and create a safer environment in which to live,

work, and do business. Integration manages its components' interrelationships; it is the point at which other components control all aspects to achieve the aim. Latency states that a desire for tasks is required to perform the required actions.

Furthermore, Weckowicz's Open System Theory (1988) supported this study. According to this theory, a system comprises regularly interacting or interdependent pieces to produce a whole. It highlighted that genuine systems are open to their surroundings and interact with them and that they might arise with qualitatively new qualities, resulting in continuous evolution. The idea was applied in the study to understand the work performance of Special Weapon and Tactics personnel by involving members of the community and police officers.

In addition, the Discrepancy Theory by Higgins (1989) was also relevant to support the current inquiry. The purpose of Discrepancy Theory is to explain why anxiety and depression occur in the first place. According to this theory, everyone will know their responsibilities and obligations for a given function if they fail to meet them. They will be frustrated and disappointed. These responsibilities and obligations accumulate over time to form a self-guide, which is an abstract set of principles known as the ideal self-guide. When these incentives are not received, the individual experiences sadness, disappointment, and even depression.

To sum up, the concepts used by SWAT Unit personnel in this study could be sad and regret not obtaining their desired hopes and goals if they did not perform well and fulfil their responsibilities. They will gain knowledge of their personal experiences and responsibilities regarding their specialized task. If they work hard and meet their goals, they will be rewarded.

1.4 Significance of the Study

This study's findings help the following: the Government Units and other Agencies, SWAT Personnel, Future Police Officers, Community, Academe, Criminology Students, Researchers and Future Researchers.

For its Global Significance. It can create knowledge about many components of a SWAT Unit Personnel. It can provide a better understanding of SWAT personnel's experiences and could cultivate their culture of mental, physical, and spiritual well-being. Moreover, this research can provide insights into how to make the world a safer and more sustainable place for future generations. Furthermore, this study can add knowledge to educational approaches by offering an idea about the selfless commitment of SWAT personnel.

For Government Units and other Agencies. The findings of this study may persuade them to support the law enforcers wholeheartedly; this study also may be able to provide them with PNP best practices worthy of praise and credit.

SWAT Personnel could greatly benefit from this research as it had the potential to provide them with valuable insights on how to enhance their tactical abilities in the field. By delving into the findings and recommendations of this research, they could have acquired valuable knowledge and strategies that would have contributed to their success

in addressing the challenges they encountered during missions. Furthermore, the research could have offered them innovative approaches to effectively tackle the complex problems they may have faced, equipping them with a broader set of tools and tactics. This newfound understanding and proficiency could have led to improved mission outcomes and facilitated their professional advancement within the SWAT field. By embracing the insights and incorporating them into their practices, these personnel would have had the opportunity to elevate their skills, expand their expertise, and make significant contributions to the SWAT community.

For Future Police Officers. This study will give them idea on how the PNP-SWAT Personnel carry out their duties and responsibilities. Through this, they will advance in this field, considering the wants and wishes of the general public and society.

Additionally, this study will also be beneficial to the *Community*. This study will assist the entire Filipino community. The goal of this research is to gain a better understanding of the tasks performed in order to create a safer environment in which to live, work, and conduct business, as well as to comprehend the issues they face and to benefit from the research in order to be aware of the quality of police officer service.

Next to the *Academe*. This study could have been utilized as supplementary academic research. It would have introduced students to research, sparked their curiosity, and improved their research skills. The study would have acted as a guide for those who wished to conduct research connected to the study, providing them with valuable insights and guidance. By incorporating the study's findings and methodologies, students would have been able to deepen their understanding of the subject matter and contribute to the academic discourse. The study's potential as an educational resource would have been instrumental in fostering a culture of research and intellectual exploration among students, empowering them to engage in critical thinking and pursue their own research interests, thereby enriching their academic journey.

Also, for the *Criminology Students*, this study's findings may encourage other peace and order enthusiasts to continue their research. This would give you the information you need to use as a reference. This study would give them information about the lived experiences of the SWAT Personnel in the community.

Lastly, for *Future Researchers*, students who want to perform similar or related study might utilize the research as a resource. This could be used as a guide for those who want to conduct relevant study on the topic. This may also bring greater awareness, which may be beneficial to individuals. It will also be a resource for them to further their understanding of the issue, allowing them to conduct extra research and develop new ideas.

1.5 Delimitations and Limitations

This study was intended to find out the experiences of SWAT personnel and how they are selflessly committed to their work. The inclusion criteria of this research involved SWAT Personnel participants in Region XII. Eight participants are for the in-depth interview (IDI), and seven participants are for the focus group discussion (FGD). The

participants of this study were delimited to the SWAT Unit Personnel of Region XII, specifically the 1st South Cotabato Province Mobile Force Company (1st SCPMFC). Next, the participants must have at least three years' experience and have undergone an advanced training program. When selecting the participants, it must be considered that they can articulate their experiences and respond to interview questions.

On the other hand, for the exclusion criteria, no participants should be outside Region XII, and police officers who do not belong to the SWAT personnel should not participate in this study.

The data were acquired through in-depth interviews, and the study's success hinged on the participants' responses during the interviews.

2. Review of Related Literature

This section presented the literature and studies relevant to the research undertaking, derived from theses/dissertations, books, journals, the Internet, and other reference materials.

2.1 Experiences of SWAT Personnel

Officers are expected to be both crime fighters and compassionate public servants, which makes police work challenging and multifaceted officers' mental, emotional, and physical health are tested as they transition from routine order maintenance calls to dangerous, critical incident response during active shooter situations, hostage situations, barricaded subjects, or terrorist attacks. Many people have a legitimate interest in learning more about SWAT operations. These individuals rarely could hear firsthand from members or those who work with them. They may gain a greater understanding of the complexity of deployments if they are involved in an operation. During training or extended deployments, a tactical emergency support unit can also assist the SWAT or tactical team (NTOA, 2015; Pitel *et al.*, 2018; Schaap, 2021).

Additionally, it was emphasized that individual and team equipment requirements include rifles and sidearms, gas masks, grenades, knives, radios, lights, battering rams, public address systems, special uniforms, and headgear. The team's logistical superiority depends on regular equipment testing and training. Team movement, firearms and chemical agent use, freeway and street procedures, rappelling, team driving, and hostage-incident and barricade simulations should all be covered in training exercises. It was highlighted in an article published that when it came to training, teams could only identify weak points in their capabilities and work to strengthen them through the preparation and execution of realistic scenarios. In this context, the new equipment and weapons developed by the current military academies are significant. Training has many new features and solves problems (Burbank, 2022; Chun-guo *et al.*, 2020).

Furthermore, officers are frequently called upon to confront these threats in less-than-ideal conditions, such as darkness, unfamiliar territory, and other distractions like

unexpected noise or erratic bystanders. An individual's arousal increases when a stimulus is perceived as highly threatening, such as in the case of potential injury or death. A severe response is colloquially known as the fight or flight response. Officers are frequently confronted with unpredictable, unexpected, and uncontrollable events, all contributing to an encounter's threatening nature (Corpas, 2018).

Similarly, SWAT is a high-stress, high-risk occupation encompassing a wide range of environmental, behavioural, and health concerns; as society and scientific and technological advancements change the nature of policing, so should the officers' training techniques at both the central and local levels. Using worldwide panel data on local police militarization also demonstrates that militarized policing neither improves officer safety nor reduces local crime. It highlights how seeing military police in news coverage can impair the public's impression of law enforcement. The findings in the case of military policing suggest that the often-touted trade-off between public safety and civil freedoms is a false choice (Baldwin *et al.*, 2019).

Moreover, crime has surged in areas where officers and administrators have become hesitant to employ tried and accurate measures of criminal interdiction. Policing can range from general service policing to more functionally specific tasks such as dealing with riots and public disturbances, investigating complex domestic and transnational crimes, protecting the state and government, gathering intelligence to prevent crimes rather than responding to them after they occur, managing border controls, and protecting security-sensitive installations and facilities (Shults, 2017).

2.2 Challenges Encountered by SWAT Personnel

Most police 'Use of Force' training focuses on range shooting, classroom-based learning, and little exposure to realistic scenarios. As a result of their lack of experience making UOF decisions under duress, police officers may be unprepared for real-world critical incidents. Stress responses in classroom-based scenario training were minimal and unrelated to stress responses in realistic training scenarios or activity duty emergency calls. Officers who are repeatedly exposed to life-threatening stress are more likely to suffer from severe physical and mental health results. Anxiety, depression, and post-traumatic stress disorder are all possible unfavourable consequences. According to the research findings, police assigned to specialized units such as SWAT, undercover work, or hostage negotiation are always, by definition, on call (Andersen *et al.*, 2016; Fagan, 2015; Pitel *et al.*, 2018).

Additionally, retention and recruitment within police departments are two of the most challenging difficulties confronting law enforcement. Police forces have raised many questions. Police Reclamation and retention is a complex subject that felonious justice leaders will be working on for times to come. Police chiefs understand what profitable development and political leaders constantly competent law enforcement do not is just as crucial in bringing jobs to a city as premises and seminaries. Political leaders appear to give in to anti-police activists' pressure to limit the efficacy of law enforcement, including budget cuts, rather than feting the need to support and encourage

great policing for a community's health and sprightliness (Columbia Southern University, 2022; Marinen, 2014; Pinto & Do Carmo, 2016; Shults, 2017).

Furthermore, even when law enforcement is quickly deployed to a crime scene, it is not uncommon for a significant amount of time to pass before a SWAT officer has declared the situation safe. Unfortunately, this unintentionally extends the time it takes for victims to obtain life-saving care both on the scene and at a long-term care facility. The report, which calls for stronger government cooperation and more financing sources, finds high promise for using scientific tools for forecasting and solving crime. Efforts to focus on repeat offenders who commit a disproportionate amount of crime should be aided by predictive intelligence and more efficient physical evidence processing. Many organizations and officers are struggling with both understaffing and increasing burnout. Local community trust is a priority for law enforcement officers in the United States (Boston University Medical Center, 2014; Civic Eye, 2023; Shults, 2017).

Moreover, during critical incidents, psychological and physiological stress responses shape the outcome for better or worse. Maladaptive stress responses during a critical incident jeopardize the officer and members of the public. Likewise, maladaptive stress responses can have a long-term negative impact on an officer's health and performance. As wisdom and technology advance, more complex technology, principles, and largely intertwined systems are developed for new outfits and munitions. The service has entered a new outfit. Military seminars have contemporaneously enforced more systemic changes and reforms. Experimenters have concentrated on the mischievous impact of working with negative social situations, similar as crime and death, which can affect internal health and evoke physical fatigue, compassion fatigue, and indeed moral suffering of SWAT labor force (Chun-guo *et al.*, 2020; Gustafsberg & Andersen 2016; Papazoglou *et al.*, 2020).

Similarly, different facets of the job itself can cause stress for SWAT personnel. For instance, leadership and leadership styles can increase stress in the organisation. In other words, the stress that subordinates experience results from their supervisors and their behaviour. Stress can be brought on by work-related factors, such as being away from family, dangerous situations, the work schedule, public scrutiny, public perception, and other factors, according to research on stress and the police profession. The job of a SWAT personnel has been listed as one of the most challenging occupations. However, the extreme situations that a SWAT police officer or tactical officer might encounter can be considered to make that job even more stressful. Because of the nature of the job—being away from family, being in danger, and working irregular hours. The work of these tactical units is more stressful since tactical police officers, such as SWAT, are specially trained officers who deal with situations that regular police officers cannot handle. It is unknown how SWAT members manage the stress brought on by the circumstances they deal with at work or in their personal lives. However, law enforcement is an inherently dangerous occupation (Corpas, 2018; Marchand *et al.*, 2017; Lovallo, 2016).

Another equally important factor in the challenges of SWAT Personnel is the unauthorized carrying of firearms in public areas; like many other actions that have

become the focus of concerted patrol efforts, it is a predictor of impending violence. The decision to ramp up enforcement against unlawful handgun possession raises fundamental concerns about how much crime may be decreased, how unfairly additional police intrusiveness will be spread, and how each benefit of the policy will be valued. Also, it was stated that the reasonableness of a particular use of force must be judged from the perspective of a police officer on the scene, and its computation must embody an allowance for the fact that police officers are constantly forced to make split-alternate opinions about the quantum of force necessary in a particular situation (IACP, 2020; Moree & Killing, 2021)

Additionally, law enforcement officers are frequently involved in potentially explosive interactions with members of the public. A primary goal in such interactions should always be to reduce the possibility of harm, which will frequently entail officers using non-escalation and de-escalation strategies. When force is required to control these situations, the level of force used must be appropriate given the totality of the officer's circumstances, and it should never be based on extraneous factors unrelated to risk (Baldwin *et al.*, 2016; Corpas, 2018; Cyr, 2016; Engel *et al.*, 2020; Shjarback & White, 2015).

Similarly, systematic reviews suggested that being a SWAT personnel is a very demanding and stressful job because of the current traits of modern societies. These characteristics include the unpredictability and danger associated with the ongoing threat of terrorist attacks, the rise in firearm violence in urban areas, the lack of adequate human and material resources, the challenges associated with working in a team or under supervision, the criticism of the public and society; and the lack of sympathy from loved ones or friends. Additionally, SWAT members frequently deal with dangerous, life-or-death situations both during their tours of duty and daily, which is different from most occupations where other factors bring on stress levels. On the other hand, earlier research has also been done on the stressors associated with critical incident exposure for police officers (Corpas, 2018; Magnavita *et al.*, 2018; Purba & Demou, 2019).

Lastly, this has led to an increase in interest in SWAT officers' psychological well-being. Studies have found that job stress has steadily increased among SWAT personnel over the past ten years. This ongoing job stress has a detrimental effect on both the individual and the organization. When it affects one person, it can result in poor mental health (Baldwin *et al.*, 2019; Castro *et al.*, 2019), work-family conflict (Griffin & Sun, 2018); non-adaptive coping mechanisms and job stress emotional labour and burnout (Blazina, 2017; Costa *et al.*, 2019; Grassi *et al.*, 2018; Zulkafaly *et al.*, 2017).

2.3 Coping Experiences of SWAT Personnel

Emergency response strategies are critical due to the increased threat of transnational terrorism, insurgency, and high-risk missions. Significant evidence, experience-based knowledge, and research are required for those who may be involved in responding to future hazardous activities. Continuously the solution to this problem is to have a Tactical Emergency Medical Support Unit on all SWAT and tactical teams. Tactical Emergency Medical Support units have received specialized training in Tactical Combat Casualty

Care. This means they are trained and equipped to provide care under fire to wounded soldiers in hostile or harsh environments. Officers must effectively manage cumulative stress associated with police work, regardless of their ability to cope with the trauma of acute life-threatening stress. Line-of-duty stress accumulates over an officer's career and is exacerbated by policing's organizational stressors (NTOA, 2015; Pitel *et al.*, 2018; Turner *et al.*, 2020).

Furthermore, when an individual has an implicit trouble, the body responds with a series of automatic physiological processes. The sympathetic nervous system is actuated during a physiological stress response, while the parasympathetic nervous system, which is responsible for calming and stabilizing the body, is withdrawn. In addition, it stresses that the SWAT program is designed to ameliorate actors' operation chops, performing in a more effective, able, and credible hostage deliverance counter-terrorist team. Also, the findings of the exploration examinations are presented in this study, which examines SWAT platoon composition, protocols, practices, training processes, community relations, deployment opinions, issues, and incident reporting (Kalisch *et al.*, 2015; NCRPO, 2021; Schaap, 2021).

Additionally, many countries train police officers to increase the likelihood that these types of outcomes can be achieved during complicated interactions with the public. For this training to be practical, it must adhere to training and learning principles and arguably target relevant knowledge, skills, and abilities. While some researchers have attempted to articulate principles of training effectiveness and learning within the policing context, less effort has been invested in jurisdictions that rely on principles; an optimal outcome in potentially volatile police-public interactions is defensible across these multiple elements (Andersen *et al.*, 2015; Baldwin *et al.*, 2019).

Moreover, police personnel are more likely to report these stressors' physical and emotional effects. Police personnel reported higher rates of stress-related illness, such as peptic ulcers, hypertension, and heart disease, as well as alcohol and drug abuse, marital and family discord, divorce, and suicide. Researchers found that an intervention to lessen SWAT officers' stress responses to critical event scenarios worked in a simulated training context. Officers outperformed in advanced stakes relations, outstripping in watchful situational assessment, tactic use, and tactic adaptation. Officers had the most negligible conditions in typical police-citizen relations and the loftiest conditions in extremity hassles. Training for crowd control, military training, and training for erecting quests were among the effective types that did not significantly affect this study. Increased training hours devoted to hostage situations increase the liability of successful hostage lines. As a result, police departments should set aside specific training hours for hostage situations (Avdija, 2018; Dotson *et al.*, 2019; Fagan, 2015).

Similarly, the discovery that family support can aid adaptation should empower families. In addition, mental health experts who work with police officers are encouraged to include family members in treatment plans. For example, the self-initiated coping mechanisms utilized by officers in this study lend themselves to family activities' occurrence. Although many of these accessories can protect against injury, the ability to

perform SWAT tasks may be hampered due to the equipment's added weight and restrictive nature. Load carriage harms various psychological, physiological, and tactical outcomes, including increased perceived exertion, decreased sprinting velocity, and decreased grenade-throwing abilities (Pitel *et al.*, 2018).

Moreover, it is logical that SWAT officers must maintain a high level of physical fitness to perform physical tasks in extreme conditions while carrying tactical equipment. Moreover, emphasized that it helps shift police attitudes and enhance community ties, police agencies are increasingly focusing on de-escalation tactics when it comes to training officers, making arrests, and interacting with members of the public (Fritsvold, 2021).

Additionally, optimism and psychological well-being have long been regarded as essential elements of a good life for SWAT personnel. A sizable body of research on the impact of optimism on personal well-being has been conducted in recent years. It encourages the individual to view life's past, present, and future events favourably. Even in the face of challenges, SWAT personnel with an optimistic explanatory style continue to work toward their essential objectives and manage their personal emotions and states so that they can fulfill their goals. Positive correlations between optimism and physical/mental health have been found in studies examining this perspective, as people with an optimistic explanatory style are less likely than those with a pessimistic explanatory style to experience physical illness, depression, or suicidal thoughts when they are exposed to significant stressful life events (Conversano *et al.*, 2010; Padhy *et al.*, 2015; Pitel *et al.*, 2018;).

2.4 Realization of SWAT Personnel

To execute their jobs properly, SWAT personnel need public trust to the extent that the partnership of the SWAT personnel with the community is significant for a greater chance of success of their high-risk operation. To increase trust, the current contribution provides a strategy for recognizing police trust-building tactics in their social and political contexts. Using a comparative, dynamic viewpoint, examine the institutional context. Many of the top chiefs and officers have long realized that effective communication is essential. The quality and quantity of technological equipment assigned to these units considerably impact their professionalism, level of performance, and capacities (Fritsvold, 2021; Schaap, 2021; Vasile, 2016).

To add, proponents argue that SWAT police protect officers and deter violent crime, while opponents contend that these techniques target racial minorities and undermine trust in law enforcement. It shows that militarized police units are more frequently deployed in areas, even after controlling for local crime rates, using a rare, geocoded census of SWAT team deployments. Police training for advanced physical abilities, including the use of force, differs widely worldwide and even throughout an officer's career (Baldwin *et al.*, 2019; Di Nota & Huhta, 2019; Mummolo, 2018).

Furthermore, Special Weapons and Tactics operators must wear or carry various protective and task-related equipment; they must be conscientious. A tactical vest as to

chest plate armour, bicep protection, ammunition, and communication equipment; 12.8 kg tactical belt as to handcuffs, gasmask, handgun, and medical equipment; 4.5 kg, and a helmet are typical pieces of equipment (0.9 kg). Some factors significantly improve SWAT response effectiveness in hostage rescue situations: training for hostage rescue situations and increasing average monthly training hours. In an interview with the Crisis Prevention Institute, it was remarked that sometimes, when a person is in crisis, all they need is to be heard. It is not simple to learn how to speak with a wide range of people, from criminal suspects to victims, social care agencies, witnesses, and other community members, some of whom may be coping with trauma, addiction, mental illness, poverty, or any number of other issues (Avdija, 2018; Fritsvold, 2021).

Moreover, the concerns surrounding police safety and use-of-force decisions during crucial emergencies are shared by both officers and the public. Previous research in the field of police performance has shown that cerebral and physiological stress responses during critical incidents can significantly influence the outcome. In terms of training, the focus was placed on identifying areas of weakness within police units' capabilities and improving them through implementing realistic scenarios. The current study aimed to develop and assess a training strategy to mitigate stress responses and enhance police officers' judgment regarding the use of force during critical situations (Gustafsberg & Andersen, 2016).

Moreover, colourful approaches are used by associations from around Europe to acquire trust-structured ways. Unexpectedly, the field of police trust and the legality of the police has given little regard to what they do for the countries and their separate law enforcement agencies; maintaining public security is a diurnal issue. Terrorism has unfortunately become a global miracle, putting innocent people in pitfalls not only in conflict and post-conflict zones but also in industrialized countries. Addressing these issues requires a robust and able law enforcement system. The Specialized Tactical Units make up a substantial portion of this system to be effective communication strategies and chops, mainly as they apply to current police work (Fritsvold, 2021; Schaap, 2021; Vasile, 2016).

The above collection of foreign and local literature provides significant information that this proposed study is similar to other widely used systems. Through examining various literature sources, it becomes evident that understanding and supporting the different factors contributing to SWAT personnel's effectiveness and success is crucial. By drawing upon existing literature, this study aims to shed light on the best practices, strategies, and methodologies that can enhance SWAT personnel's professional lives and careers.

Moreover, it is essential to highlight that implementing standards of excellence and measures for the safety and promotion of SWAT personnel is not only essential but also recognized as a standard by both the government and the public. These standards serve as benchmarks for ensuring the highest level of dedication, sense of responsibility, and quality in their work. By adhering to these recognized standards, SWAT personnel

can enhance their professional capabilities and contribute to their units and organisations' overall effectiveness and reputation.

Additionally, including foreign literature in this study provides a broader perspective on SWAT practices and experiences worldwide. It offers insights into successful approaches and challenges SWAT personnel face in different cultural contexts. By examining both foreign and local literature, a comprehensive understanding can be gained, allowing for the identification and incorporation of best practices that can further enhance the capabilities and effectiveness of SWAT personnel.

3. Method

This chapter dealt with the study's methodology. Specifically, it covered the research design, role of the researcher, research participants, data collection, data analysis, trustworthiness, and ethical considerations.

3.1 Research Design

This study employed a qualitative phenomenological research method. Qualitative research collects and analyses non-numerical data such as text, video, or audio to better understand concepts, opinions, or experiences. It can be used to develop in-depth knowledge of a topic or to generate new research ideas. It is the inverse of quantitative research, which involves collecting and processing numerical data for statistical analysis. Qualitative research is commonly utilized in the humanities and social sciences, such as anthropology, sociology, education, health sciences, and history (Bhandari, 2020).

Moreover, qualitative research also refers to the methodical investigation of social phenomena in unstructured settings. These phenomena include, but are not limited to, how people view different aspects of their lives, how people behave either individually or in groups, how businesses run, and how interactions affect interpersonal relationships. It is a type of research that investigates and provides more detailed insights into real-world issues, qualitative research aids in the generation of hypotheses as well as the further investigation and understanding of quantitative data; it collects participants' experiences, perceptions, and behavior and answers the how is and whys rather than how many or how much (Tenny *et al.*, 2022; Teherani *et al.* 2015).

Qualitative research is a social study in which meaning is derived from non-numerical data to better understand social life by focusing on specific groups or areas. In sociology, qualitative research is frequently focused on the micro-level of social interaction that constitutes daily life, whereas quantitative research is typically focused on macro-level patterns and occurrences. Additionally, qualitative research systematically explores social phenomena (Crossman, 2021).

I utilized qualitative research phenomenological methods to gather the data. In connection with this, I analyzed why things happen, what happens, and what those things mean to the people under inquiry. We will learn how these SWAT Personnel have unique experiences and their selfless commitment to the country.

In addition, the systematic exploration of social phenomena in unstructured situations is known as qualitative research. These phenomena include, but are not limited to, how individuals perceive various aspects of their lives; how individuals and/or groups act; how organizations function; and how interactions shape interpersonal relationships. Furthermore, qualitative research refers to the methodical investigation of social phenomena in unstructured conditions. These phenomena include, but are not limited to, how people see different elements of their life; how people and/or groups act; how organizations work; and how interactions shape interpersonal relationships (Teherani *et al.*, 2015).

Moreover, qualitative research is a sort of research that investigates and delivers more in-depth insights into real-world issues. Instead of collecting numerical data points or intervening or introducing treatments, as in quantitative research, qualitative research assists in the generation of hypotheses as well as the further investigation and understanding of quantitative data; it gathers participants' experiences, perceptions, and behavior and answers the how is and whys rather than how many or how much. It might be designed as a stand-alone study depending solely on qualitative data or part of a mixed-methods study combining qualitative and quantitative data. This overview introduces readers to some fundamental qualitative research concepts, definitions, terminology, and applications (Tenny *et al.*, 2022).

Qualitative research offers a holistic perspective that acknowledges the complexity and diversity of human experiences. It allows researchers to delve into the subjective meaning individuals attribute to their experiences, shedding light on the underlying reasons, beliefs, and values that drive their actions. By capturing the depth and nuances of human behavior, qualitative research contributes to a more comprehensive understanding of social phenomena, providing valuable insights that quantitative research alone may not be able to achieve (Austin & Sutton, 2014).

As studies of phenomena' nature, qualitative research is particularly suitable for addressing the reasons why certain phenomena are observed or not, evaluating intricate multi-component treatments, and concentrating on the enhancement of interventions. Semi-structure interviews and focus groups are the most popular techniques for gathering data (Busseto *et al.*, 2020).

Similarly, phenomenology, at its foundation, seeks to study experiences from the individual's point of view. Phenomenology is simply an examination of the participants' lived experiences to determine how and why they behaved in each way from their point of view. This is one of the primary distinctions between Grounded Theory and Phenomenology. Reporting on qualitative research entails giving setting details, descriptions, and participant statements. This level of information is known as a thick or rich description, which is a strength of qualitative research. The potential of thick description abounds in narrative research, as this approach knits together a sequence of events, usually from just one or two individuals, intending to generate a cohesive story or narrative. While it may appear that focusing on such a specific, individual level is a waste of time, understanding one- or two-person narratives for an event or occurrence

might assist academics in learning about the elements that contributed to developing that narrative (Tenny *et al.*, 2022).

On the other hand, phenomenology is a 20th-century philosophical movement that has as its primary goal the direct investigation and description of phenomena as consciously experienced, free as possible from untested preconceptions and presuppositions and without theories about their causal explanation. Most proponents of phenomenology also believe that, through a careful examination of concrete examples drawn from experience or the imagination and through a methodical variation of these examples in the imagination, it is possible to gain insights into the fundamental structures and relationships of these phenomena. Additionally, some phenomenologists emphasize the importance of examining how the phenomena manifest in object-directed or intentional consciousness (Spiegelberg & Biemel, 2022).

In addition, phenomenology is an effective research method that works well for examining complex issues. Researchers are urged to consider phenomenology's experiences when answering their research questions by developing a better understanding of its nature and working to ensure proper alignment between the specific research question and the researcher's underlying philosophy. To comprehend it fully, it is necessary to gain an appreciation for the philosophies that support phenomenology. These theories attempt to explain the significance of human experience. In other words, phenomenological research necessitates familiarity with the philosophical foundations of our interpretations of human experience on the researcher's part (Neubauer *et al.*, 2019).

Meanwhile, the qualitative research approach may be equally significant as the quantitative research technique, particularly in medical education, if it achieves the same goal of improving educational quality in contrast to the goal. Both approaches of inquiry use different methods to achieve the same goals. Their methodologies or processes differ beyond data-gathering techniques, study designs, or analytic procedures; they also differ in their beliefs about the world, reality, science, and knowledge. These assumptions are implicitly or openly exposed in a researcher's explanation of philosophical assumptions and research paradigms.

3.2 Role of the Researcher

As a researcher, I safeguarded the study's integrity by anticipating ethical issues at all stages of research design. Following ethical norms was crucial to supporting the research study's goals, the values essential in collaborative work, social and moral values, and a good relationship between the participant and the researcher (Cresswell, 2013).

As an inquirer, I needed to collaborate with others to gain access to the site and possible study subjects. I had to guarantee that the participants had relevant experiences and tales to the study being undertaken, and they had to be chosen using the criteria outlined in this research (Sarfo & Ofori, 2017).

As an interviewer, I had to get permission from the participants and provide consent letters to obtain their permission to serve as the researcher's informants. All participants were given a copy of their consent during the interview. I had to ensure that

interviews followed an interview guide describing the topics to be discussed. I explained the purpose of the study to the participants. I obtained their permission to record their responses, assuring them that their responses would be kept entirely personal and private following the Data Privacy Act. The interview occurred in the participants' most convenient and appropriate location (Creswell, 2013).

As an observer, I had to remove prejudice and personal disposition to ensure the study's accuracy. In addition, I had to clarify that participants could refuse to participate in the study at any time, emphasizing that participation was entirely voluntary. I had to keep the participants' identities confidential and protect themselves from public scrutiny by employing pseudonyms (Ross, 2018).

As a transcriber, I needed to transcribe the raw data obtained during the study. Transcription required attentive observation of data through recording, which was an essential initial step in data analysis. This familiarity with data and focusing on what was present rather than what was expected could aid in creating realizations or ideas that emerged during analysis (Bailey, 2008).

As an advocate, I had to be able to solve local problems and provide for individuals who did not have a voice. In other words, the purpose of this qualitative study was for me to serve as an advocate for the participants in this study. I believed that this qualitative study would be incomplete until it advocated for the research participants or the communities they represented. This study aimed to provide readers with insight into the necessary preparation and methods they had to employ to survive the challenges they encountered in their operation (Wa-Mbaleka, 2018).

As an analyst, I had to guarantee that the data I acquired was subjected to a systematic analysis to produce correct data to support the study. Data analysis was undertaken after I obtained the necessary data for the study. In this regard, I adhered to Colazzi's six phases in qualitative data analysis. After evaluating the data, I had to validate it to ensure the reliability, generalizability, and validity of the findings (Creswell, 2013).

In this study, I tried to gain access to the data of the participants' experiences with the topic content, specifically their ideas and feelings. I was also responsible for keeping the obtained data and the participants' personal information safe. I ensured that the participants' data would be kept private and confidential. Furthermore, I was accountable for maintaining the participants' identity, particularly while addressing them throughout the interview.

As a researcher, I ensured the study's integrity and respect for the participants, according to Creswell (2013), by anticipating ethical issues at all stages of the research process. I promoted the research study's goals, as well as the values that were vital in collaborative work, social and moral values, and a constructive interaction between the participant and myself, by observing ethical principles in the study.

3.3 Research Participants

Since this is a phenomenological study, the researcher used a purposive sample method to pick the participants. The research participants in this study were SWAT personnel assigned to Region XII, specifically to the 1st South Cotabato Province Mobile Force Company (1st SCPMFC). This phenomenological study included fifteen participants; semi-structured interviews were used to understand the distinctive experiences of the participants of this study. Regarding the betterment of the outcome of this research, there were eight participants for the in-depth interview (IDI) and seven participants for the focus group discussion (FGD). The study aimed to learn more about the SWAT officers' experiences, challenges, and coping mechanisms during operations.

In line with this, the following were the inclusion criteria for selecting study participants. The study focused on individuals who had served as personnel in the Special Weapon and Tactics (SWAT) unit. Participants were selected based on their active involvement in SWAT operations and their willingness to share their experiences. Both former and current SWAT personnel were included, with no restrictions on gender, age, or rank. The aim was to obtain diverse perspectives and insights into the phenomenon of selfless commitment among SWAT unit personnel.

Meanwhile, for the exclusion criteria, no participants should be outside Region XII, and police officers who do not belong to the SWAT Unit should not participate in this study. The study excluded individuals who had never been part of the SWAT unit or had limited exposure to SWAT operations. Those who did not consent to participate or had difficulties communicating their experiences were also excluded. Additionally, individuals with a history of mental health conditions or traumatic experiences that could potentially compromise their well-being during the research process were excluded. The exclusion criteria aimed to ensure the safety and well-being of the participants and maintain the focus on understanding selfless commitment, specifically within the context of SWAT personnel.

On the other hand, for withdrawal criteria, the participants were informed about their right to withdraw from the study at any stage without facing any negative consequences. They were assured that their decision to withdraw would not affect their relationship with the researchers or any future opportunities within the SWAT unit. Withdrawal criteria were based on the participant's own discretion and personal circumstances. If participants chose to withdraw, their data and contributions would be removed from the study and no longer used in the analysis. The withdrawal criteria aimed to respect the autonomy and agency of the participants throughout the research process.

In connection with this, eight participants participated in the in-depth interview (IDI) and seven participated in the focus group discussion (FGD). The SWAT personnel were assigned to Region XII, specifically to the 1st South Cotabato Province Mobile Force Company. They were purposely selected based on their experiences during the operation.

3.4 Data Collection

Data collection is the systematic gathering of observations or measurements. Data gathering allows you to get first-hand expertise and fresh insights into your study challenge, whether you are conducting research for business, government, or academic objectives. While the methods and goals of each field may differ, the overall data-gathering process stays essentially the same. The following should be considered before you start collecting data (Bhandari, 2020).

I developed a questionnaire that functioned as the study's instrument and had it evaluated by experts to ensure its validity and quality. Before conducting an in-depth interview and forum group discussion with study participants, this study was submitted to the school's RMMC Research Ethics Review Committee (ERC) to ensure that ethical factors such as confidentiality and participant permission were followed correctly.

Following that, invitation letters were sent to the study's identified participants. When the participants agreed to the request, the data collection process began. Furthermore, the school was assured that this was done for research purposes and that all processes used during the interview were correct. There will be three stand-in questions, and the study projects' ethical and societal ramifications have also been noted.

I, the researcher, obtained permission to perform the study at the 1st South Cotabato Province Mobile Force Company (1st SCPMFC) through a letter. I interviewed the participants as soon as the study's conduct was permitted and conducted during their free time. In this regard, an in-depth interview guide provided complete knowledge of SWAT personnel's experiences. Face-to-face interviews were done, and participants were encouraged to express themselves freely and in their own words.

After permission was granted, I interviewed participants whenever they were available. In this regard, an in-depth interview and focus group discussion guide were employed to facilitate a complete knowledge of SWAT's perspectives on how they selflessly committed to their profession. This prepared interview guide will be used to ensure that the participant provided the same information. In addition, face-to-face interviews were performed, and participants were encouraged to express themselves freely and in their own words.

During the interview, I read the questions to the participants twice. To avoid confusion, I read the questions aloud. Participants were given ample time to consider their responses. In addition, I verbally explained the participants' responses to each issue to ensure that their views were not misconstrued. Furthermore, for the recording to be reliable, I obtained consent from the eight participants to tape the in-depth interview. Furthermore, to maintain confidentiality, I addressed the participants throughout the interview using their given codenames or pseudonyms, such as participant 1, participant 2, participant 3, participant 4, and so on.

I analyzed the data by looking for patterns in the collected data. I then interpreted the data by discussing the significance of the identified pattern. I identified keywords and codes from which topics can be developed. The data was analyzed to identify themes. A theme captures an essential aspect of the data concerning the research objective. After

transcribing and reporting themes, results and conclusions were derived, and conclusions were made after transcribing and reporting on topics. Also, after the study and the manuscript are conducted, I plan to publish this research in an international publication and hope to present it in a public forum.

3.5 Analysis of Data

In this study, I evaluated textual data and used thematic analysis to answer the study's primary research questions. Furthermore, thematic analysis is the most widely used method of qualitative research analysis. It also emphasized the importance of recognizing, analyzing, and interpreting meaning patterns.

I summarized, collected, and presented the key elements of this qualitative study. Furthermore, I conducted semi-structured interviews to gain a more in-depth understanding of the participants' individual experiences. Through a carefully crafted interview guide, I ensured that each informant received the same information. I encouraged participants to speak freely and share their stories during the face-to-face interviews. Throughout each session, I reminded participants of our second phone call to discuss the study's findings and ensure that their personal experiences were accurately reflected. Lastly, to increase the reliability of the in-depth interviews, I sought permission from the participants to record them.

I used the Colaizzi Method for phenomenological data analysis in the following steps. The first step was to read and reread each transcript to understand the overall content. The second step involved extracting powerful testimonials relevant to the phenomenon under investigation from the transcript. I recorded the statements on a separate sheet, including page and line numbers. The third step was to interpret the significance of these significant statements. Next, in the fourth step, I grouped the meanings that had been developed into categories, clusters of themes, and themes. Additionally, the fifth step entailed incorporating the findings into a detailed description of the phenomenon under investigation. As a result, I presented a descriptive account of the entire explanation as a narrative account. Moreover, I incorporated the emergent themes and theme clusters and formulated meanings into the description to create the overall structure and ensure that the study contained experiential elements. Meanwhile, in the sixth step, I described the fundamental structure of the phenomenon. Finally, the research participants validated the findings, comparing their descriptive outcomes with their experiences, thereby confirming the credibility and reliability of the research. Research participants validated the findings and compared them with their experiences.

4. Results

This study explored the experiences of SWAT Unit personnel during their operations. It used a qualitative framework to design it. Additionally, techniques typical of phenomenological research aided in the collection and analysis of data.

This chapter summarizes the findings; it includes a description of the study participants and an analysis of the themes for the viewpoints, difficulties, coping mechanisms, and insights of SWAT Unit personnel.

4.1 Description of the Participants

This study's participants are fifteen SWAT Unit personnel. The in-depth interviews consisted of eight (8) SWAT Unit personnel. Each participant was assigned a code to maintain confidentiality; they are coded as IDI-P8, IDI-P9, IDI-P10, IDI-P11, IDI-P12, IDI-P13, IDI-P14, and IDI-P15.

On the other hand, the focus group discussion consists of seven (7) SWAT Unit personnel, coded FGD-P1, FGD-P2, FGD-P3, FGD-P4, FGD-P5, FGD-P6, and FGD-P7.

Furthermore, the research participants in this study were SWAT personnel assigned in Region XII, specifically in the 1st South Cotabato Province Mobile Force Company (1st SCPMFC). The participants must have at least three years' experience and have undergone an advanced training program.

Table 1: The views of the SWAT Unit personnel
on their experiences during the conduct of operations

Cluster Themes	Emergent Ideas
<ul style="list-style-type: none"> • SWAT members should be taken care of during operation. • Be very vigilant when you are assigned to red areas. • You really need to take extra care. • It is necessary to focus because the enemies are just around the corner. • Concentrate and be careful not to get too overwhelmed. • Be vigilant if there is a grenade that will suddenly explode. • Be prepared always. 	Vigilance is Necessary
<ul style="list-style-type: none"> • Blend in yourself as one of the men's personnel, even if you are a woman. • Show that the group can rely on your intelligence. • Set your mind to the worst-case scenario. • SWAT must be brave because they are sent during complicated operations. • Be strong and courageous. 	Braveness is a Must
<ul style="list-style-type: none"> • SWAT operation is unique from other work. • Really challenging, that is what makes it unique. • SWAT has complete equipment, unlike other teams. • It is extraordinary because you are serving the country. • Trainings are unique to other policemen. 	Work is Extraordinary
<ul style="list-style-type: none"> • Some operations are unpredictable. • When camp is attack, you have to be ready. • Work is different from any other works because it deals with life's safety. • You never know if you will still be alive, or your life will be in danger. • Getting ambushed might happen so SWAT should be careful. 	Challenging Experience
<ul style="list-style-type: none"> • Show camaraderie and build relationship with the team. • Be a good example towards others. • Look forward for the success of the team. • Learn to trust each other. • Help each other and build unity. 	Promoting Camaraderie
<ul style="list-style-type: none"> • Be a prayerful person. 	Prayer

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<ul style="list-style-type: none"> • Trust that the Lord will keep you safe all the time. • Pray harder especially during operation. • Increase your faith and don't give up. • Let the Lord take care of everything. 	Helps
<ul style="list-style-type: none"> • Experience a very difficult operation. • Enemies have high powered guns. • Encountered a lot of wanted people. • Experience bomb threats. • High risk incidents were faced. 	Deals with Traumatic Experience
<ul style="list-style-type: none"> • You feel nervous because you do not know what awaits you. • Felt like giving up. • Cannot avoid negative thoughts. • Afraid of the result of operation. • Fear of being not safe during operation. 	Distressful Situation
<ul style="list-style-type: none"> • Most dangerous work. • Operation must go on even if it is risky. • Work is risky so everyone's safety must be ensured. • Dangerous to join operation. • Life is uncertain every SWAT operation. 	Work is Dangerous
<ul style="list-style-type: none"> • SWAT is the first one to call every difficult operation. • Need to respond right away when there are risky operations. • The equipment is high powered. 	Team Advancement

Table 2: The Challenges and Coping Mechanisms of SWAT Unit personnel on their experiences during the conduct of operations

Clustered Themes	Emergent Themes
I. Challenges	
<ul style="list-style-type: none"> • Sometimes, enemies have more high-powered equipment than the SWAT. • Life-threatening operations mainly occurred. • Something bad might happen to the SWAT team at a time. • Targets are dangerous. 	Dangerous Operation
<ul style="list-style-type: none"> • Not all strategies during operation can be successful. • Some targets cannot be successfully caught. • Operations are not perfect, and mistakes are unavoidable. • Acceptance is needed for some failed operations. • Some problems occur during encounters. 	Guarantee for Successful Operation
<ul style="list-style-type: none"> • Wrong information given by the intelligence group. • Misleading information happened. • Lack of information. • Information is adequately disseminated. • Informant gave wrong information. 	Information Gaps
<ul style="list-style-type: none"> • Unsuccessful operations lead to disappointment. • Feeling of regret when SWAT cannot give their best. • Losing the target leads to great disappointment. • Low power and lack of equipment. 	Disappointments Occur
<ul style="list-style-type: none"> • Heavy equipment makes them feel very tired. • Walking too far weakens the SWAT. • Walking for a whole night is not easy. • Terrains are challenging to pass by. • The heat of the sun makes them feel very tired. 	Very Tiresome

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<ul style="list-style-type: none"> • Thinking that they might die worries them. • Whenever a SWAT kills an enemy, they feel guilty. • SWAT are concerned with the family of the killed enemy. • They worry that the operation might fail. 	Overthinking in Operation
<ul style="list-style-type: none"> • SWAT become sick due to complicated operations. • Whole well-being weakens. • Difficult operations affect mental health. • Physical health is affected due to very tiring operations. 	Wellness is Affected
<ul style="list-style-type: none"> • You became scared of the result of operations. • Worry about dying in an instant. • Unexplained feelings of fear during the operation. • Feel afraid and forget even to pray. 	Fears of Outcome
<ul style="list-style-type: none"> • High terrain might lead to accidents. • Accidents might happen along the area. • The area of operation can be the target's territory. • Risky areas should be travelled even on sunny or rainy days. 	Risky Area
<ul style="list-style-type: none"> • Lack of advanced technology. • Enemies' equipment is high-powered. • Some equipment is not of high quality. 	Lack of High-Powered Equipment
II. Coping Mechanisms	
<ul style="list-style-type: none"> • Praying helps overcome life-threatening operations. • Always pray for a safe operation. • Become more closer to the Lord. • Pray for protection and guidance. 	Keep on Praying
<ul style="list-style-type: none"> • If you fail, look for another strategy to succeed. • Do not lose hope and try another plan. • Learn from failed operations and strive hard to be successful next time. • Conduct better plans and strategies. 	Set Another Plan
<ul style="list-style-type: none"> • Listen to the team leader. • Learn to accept other members' opinions. • Follow the leader's instructions. • Trust each other and do assigned responsibilities. • Protect each other's lives. 	Trust Colleagues
<ul style="list-style-type: none"> • Keep on being positive. • Never think negative thoughts. • Be mentally present no matter how tired you are. • Set positive thoughts in mind. 	Be Optimistic
<ul style="list-style-type: none"> • Exercise and improve oneself. • Make yourself healthy. • Do not take yourself for granted. • Take care of your physical health. 	Be Physically Fit
<ul style="list-style-type: none"> • Focus and listen to the rules and regulations. • Focus and think of the lessons being taught. • Stay focused and persevere. • Leaders should focus and think about everyone's safety. 	Stay Focused
<ul style="list-style-type: none"> • Apply all the things that you have learned. • Use the techniques that you have learned. • Apply survival technique. • Never underestimate the learned techniques. 	Apply Learned Technique

Table 3: The Insights of the SWAT Unit Personnel
 on their experiences during the conduct of operations

Clustered Themes	Emergent Themes
<ul style="list-style-type: none"> • The Lord’s protection can be really observed. • God’s greatness manifests in their lives. • Surviving is possible by God’s protection. • Trust in the Lord and believe He will keep you safe. • Always pray and ask for God’s protection. 	<p>SWAT is Protected</p>
<ul style="list-style-type: none"> • Share what you have learned. • Familiarize everything that you have learned from the training. • Lessons learned are valuable. • Apply what technique you have learned from training. • Learnings are beneficial during operation. 	<p>Value Learnings</p>
<ul style="list-style-type: none"> • Team leaders should also ask for help from other leaders. • Share correct information with colleagues. • Accept that you can also learn from other SWAT members. • Cooperate with the group and do not work alone. • Offer help to those who need it. • all of us help each other. • Help and protect each other. • Build teamwork. 	<p>Promote Camaraderie</p>
<ul style="list-style-type: none"> • Be brave enough to fight against enemies. • Do not lose hope. • Be aware of what you are doing during operation. • You should have the courage to face difficult operations. 	<p>Be Courageous</p>
<ul style="list-style-type: none"> • Believe that the result of the operation will be successful. • Think that nothing bad will happen. • Never think negative things during the operation. • Pray for a successful outcome. 	<p>Think of Positive Outcome</p>
<ul style="list-style-type: none"> • Become a better version of yourself. • Leave all your vices behind. • Improve your ways and strategies every day. • Do your obligation as a SWAT and as an ordinary person. • Be vigilant with your actions. 	<p>Improve Oneself</p>
<ul style="list-style-type: none"> • Do not go out to your house without reason. • Be vigilant always and keep safe. • Be alert and do not lose focus. • Alertness matters during operation. • Always prepare for battle no matter what. 	<p>Being Alert is a Must</p>
<ul style="list-style-type: none"> • Dedicate yourself to your work. • Being a SWAT is a noble work. • Be committed and do not take work for granted. • Work with a grateful heart. • Be passionate about your job. • Appreciate saving other people. 	<p>Work with Dedication</p>

5. Summary

It serves as a comprehensive summary of the study's findings, offering a detailed account of the SWAT Unit personnel's perspectives, challenges, coping mechanisms, and insights during their operations. It begins by describing the study participants thoroughly and highlighting their backgrounds and roles within the SWAT Unit. The chapter then proceeds to analyze the emerging themes that have surfaced from the participants' responses, presenting a comprehensive understanding of their experiences. To enhance clarity, three tables are included in this chapter: Table 1 presents the participants' diverse views and perspectives, Table 2 explores the challenges they face and the coping mechanisms they employ to overcome them, and Table 3 delves into their profound insights and realizations about their lived experiences, providing a deeper understanding of their perspectives.

Table one highlights the emergent themes, showcasing the participants' perspectives on various aspects such as the necessity of vigilance, the importance of bravery, the extraordinary nature of their work, the challenges they encounter, the promotion of camaraderie, the role of prayer, their ability to cope with traumatic and distressful situations, the inherent dangers in their work, and the advancement of SWAT teams.

Moving to table two, the first part addresses the challenges faced by SWAT personnel during their operations, with eight essential themes emerging, including dangerous operations, the need for success guarantees, information gaps, experiences of disappointment, the physically demanding nature of their work, the tendency to overthink in high-pressure situations, fears regarding the outcomes, operating in risky areas, the lack of high-powered equipment, and the impact on their overall wellness. The second part focuses on coping mechanisms, where seven emergent themes are identified, such as the importance of prayer, the ability to adapt and set new plans, trust in colleagues, maintaining optimism, prioritizing physical fitness, staying focused, and applying learned techniques.

Lastly, table three captures SWAT personnel's profound insights and realizations during their operations, offering a comprehensive overview of their perspectives. This section encompasses eight essential themes that emerged from their experiences. These themes include the recognition of being protected as SWAT personnel, highlighting the importance of safety measures and support within the team. Additionally, the value placed on continuous learning is emphasized, highlighting the significance of staying updated with evolving techniques and tactics. Promoting camaraderie within the team is also recognized as a crucial aspect, emphasizing the importance of teamwork and mutual support.

6. Discussion

This chapter discusses the three results together with the existing studies that support the participants' claims. It also covers the implications for practice, the implications for further researchers, and the concluding remarks of the qualitative research on the experiences of the SWAT Unit personnel during the conduct of their operations.

The study sought to describe the experiences of the SWAT Unit personnel during their operations, particularly their views, challenges, coping mechanisms, and insights about their lived experiences; it extracted the necessary information from the participants through an in-depth interview and focus group discussion.

6.1 Views of the SWAT Unit Personnel on Their Lived Experiences During the Conduct of Operations

Table 1 reflects the emergent themes, ranging from viewing their experiences during the conduct of operation as *being vigilant is necessary, braveness is a must, work is extraordinary, challenging experience, promote camaraderie, prayer helps, deals with traumatic experience, distressful situation, work is dangerous, swat team are advance.*

6.1.1 Vigilance is Necessary

The participants held the opinion that being on guard during every operation is essential and that they should take extra precautions when doing so and when placed in dangerous areas. The participants believed that they could be attacked at any time or that a grenade could explode at any moment, so they believed that it was crucial to be vigilant because the adversaries were nearby. This can be supported by the Journal of Strength and Conditioning Research (2018), which emphasises that Special Weapons and Tactics operators are required to wear or carry a variety of protective and task-related equipment, and a helmet is a typical piece of equipment. Although many of these accessories can protect against injury, the ability to perform SWAT tasks may be hampered due to the equipment's added weight and restrictive nature. As a result, it seems logical that SWAT officers must maintain a high level of physical fitness to perform physical tasks in extreme conditions while carrying tactical equipment.

6.1.2 Braveness is a must

Being brave encourages participants to work harder; there is no discrimination based on gender; men and women participants put in the same amount of effort while working. Both male and female participants can be trusted; they are willing to defend each other and fully committed to their jobs. Female participants blend in as one of the male personnel, even though they are female. This is correlated to the literature by Pitel et al. (2018), which emphasizes that officers are expected to be both crime fighters and compassionate public servants, which makes police work complex and multifaceted. Officers' mental, emotional, and physical health are tested as they transition from routine order maintenance calls to dangerous, critical incident response during active shooter

situations, hostage situations, barricaded subjects, or terrorist attacks. Officers must effectively manage cumulative stress associated with police work, regardless of their ability to cope with the trauma of acute life-threatening stress. Line-of-duty stress accumulates over an officer's career and is exacerbated by policing's organizational stressors.

6.1.3 Prayer Helps

On the other hand, for them, the power of prayer cannot be understated. Vesely (2020) also established that prayers can help you feel more united and safer in any operation. SWAT members believe that their prayers have a real impact on their ability to stay safe and complete each operation successfully. They put their complete trust in the Lord to always keep them safe and leave the rest up to Him.

6.1.4 Work is Extraordinary

For the participants, working as a SWAT operative is exceptional; their work is distinct and extremely challenging, and this was also supported by NCRPO (2021) that the SWAT program is designed to improve participants' management skills, resulting in a more effective, capable, and believable hostage rescue/counter-terrorist squad however, despite the challenges, they continue to work tirelessly and with passion. Because they are the ones who are sent on challenging operations, their training is also different from that of other police officers.

6.1.5 Challenging Experience

Also, the participants described being a SWAT operative as challenging because of the complex tasks that are assigned to them and the unpredictable nature of their operations. They could be ambushed or killed at any time, making it extremely difficult. The job of a SWAT personnel, according to the research conducted by Marchand *et al.* (2017) and Corpas (2018), has been listed as one of the most challenging occupations. However, the extreme situations that a SWAT police officer or tactical officer might encounter can be considered to make that job even more stressful. Because of the nature of the job, being away from family, being in danger, working irregular hours, and the daily challenges police officers face, this is a stressful profession. The work of these tactical units is more stressful since tactical police officers, such as SWAT, are specially trained officers who deal with situations that regular police officers cannot handle.

6.1.6 Promote Camaraderie

The overall success of the SWAT team is directly impacted by cultivating a strong sense of team camaraderie. A robust and trustworthy working relationship with colleagues on the beat ensures both safety and builds a sense of brotherhood. SWAT may have to save their partner's life or vice versa. They come to understand the importance of mutual protection and trust. According to Fritsvold (2021), to be effective, communication strategies and skills, mainly as they apply to current police work, must be acquired and

practised; they should also promote camaraderie and team support. That is why combining practical training and experience with higher education can be quite beneficial.

6.1.7 Deals with Traumatic Experience

The SWAT members discussed how they handled traumatic incidents that occurred during their operation. They encountered many criminals, received bomb threats, and even served warrants of arrest in dangerous situations. SWAT members frequently deal with dangerous, life-or-death situations both during their tours of duty and daily, which is different from most occupations where other factors bring on stress levels. On the other hand, Corpas (2018) also conducted earlier research on the stressors associated with critical incident exposure for police officers. In these studies, researchers discovered the adverse effects linked to these stressors, such as post-traumatic stress disorder, depression, and substance abuse. They recommended further study to learn how these officers manage stress after being exposed to these critical incident situations.

6.1.8 Distressful Situation

Moreover, SWAT personnel find their work to be upsetting sometimes, and it makes them feel depressed and stressed. SWAT personnel experienced anxiety because they had no idea what was in store for them. Some of them also worry about the outcome of operations, and they frequently worry about what might happen. According to Corpas (2018) and Marchand et al. (2017), different facets of the job itself can cause stress in SWAT personnel. The job of a SWAT personnel has been listed as one of the most challenging occupations. However, the extreme situations that a SWAT police officer or tactical officer might encounter can be considered to make that job even more stressful. Because of the nature of the job, being away from family, being in danger, working irregular hours, and the daily challenges police officers face, this is a stressful profession. The work of these tactical units is more stressful since tactical police officers, such as SWAT, are specially trained officers who deal with situations that regular police officers cannot handle.

6.1.9 Work is Dangerous

Even though it is risky, SWAT operators must carry out their duties because the work is hazardous, and there is no guarantee that they will return home alive. Concerning the result, SWAT officers are involved in long missions that frequently turn into high-pressure critical incidents requiring life-or-death decisions to be made in a matter of seconds. According to Lovallo (2016), law enforcement is an inherently dangerous occupation. Officers are frequently confronted with unpredictable, unexpected, and uncontrollable events, all contributing to an encounter's threatening nature. Furthermore, officers are frequently called upon to confront these threats in less-than-ideal conditions, such as darkness, unfamiliar territory, and other distractions like unexpected noise or erratic bystanders. An individual's SNS arousal increases when a stimulus is perceived

as extremely threatening, such as in the case of potential injury or death. A severe SNS response is colloquially known as the fight or flight response.

6.1.10 Team Advancement

SWAT is the first to be called for any challenging operations; they are the front-runners and are given dangerous tasks. Compared to police officers, some of their tools are also more powerful and more adept at carrying out operations. This result is confirmed by the literature of Chun-guo *et al.* (2020), which stated that as science and technology advance, more complex technology, principles, and highly integrated systems are developed for new equipment and weapons. The military has received new equipment. Military academies have simultaneously implemented more systemic changes and reforms. In this context, the new equipment and weapons developed by the current military academies are significant. Training has a lot of new features and is dealing with a lot of new problems.

Additionally, it was emphasized by Burbank (2022) that individual and team equipment requirements include rifles and sidearms, gas masks, grenades, knives, radios, lights, battering rams, and public address systems, as well as special uniforms and headgear. The team's logistical superiority depends on regular equipment testing and training. Team movement, firearms and chemical agent use, freeway and street procedures, rappelling (rope climbing/descending), team driving, and hostage-incident and barricade simulations should all be covered in training exercises.

6.2 The Challenges and Coping Mechanisms of SWAT Unit Personnel on Their Lived Experiences During the Conduct of Operations

Table 2 presents SWAT personnel's challenges and coping mechanisms during their operation. It consists of two parts; first part are the challenges, and second part are the coping mechanisms. There are eight essential themes that emerged for the first part which is about the challenges, these are: *dangerous operation, guarantee for successful operation, information gaps, disappointments occur, very tiresome, overthinking in operation, fears of outcome, risky area, lack of high-powered equipment and wellness is affected*. On the other hand, for the second part, which is about coping mechanisms, seven emergent themes emerged, namely: *keep on praying, set another plan, trust colleagues, be optimistic, be physically fit, stay focused and apply learned techniques*.

6.2.1 Challenges of the SWAT Unit Personnel on Their Lived Experiences During the Conduct of Operations

6.2.1.1 Dangerous Operation

Dangerous operations are the first overarching theme for the challenges. It goes without saying that SWAT members find their work to be dangerous and a significant challenge. They underwent a life-threatening procedure, which was traumatizing for them.

SWAT members frequently deal with dangerous, life-or-death situations both during their tours of duty and daily, which is different from most occupations where

other factors bring on stress levels. On the other hand, earlier research has also been done on the stressors associated with critical incident exposure for police officers (Andersen *et al.*, 2016).

6.2.1.2 Guarantee for Successful Operation

Another theme that emerged from the challenges was that success is not guaranteed. SWAT cannot guarantee that they will win every operation; they could falter, lose the conflict, or worse, perish. Additionally, Purba and Demou (2019) emphasized that some criminals are difficult to apprehend, and encounters can lead to difficulties.

6.2.1.3 Information Gaps

The absence of information presented another difficulty for Table 2. When false information is spread, SWAT members find it extremely difficult. This was supported by Andersen *et al.* (2016), who said that sometimes intelligence gives them incomplete or even incorrect information, which causes some operations to fail. Most police Use of Force training focuses on range shooting, classroom-based learning, and little exposure to realistic scenarios. As a result of their lack of experience making UOF decisions under duress, police officers may be unprepared for real-world critical incidents. Stress responses in classroom-based scenario training were minimal and unrelated to stress responses in realistic training scenarios or activity duty emergency calls.

6.2.1.4 Disappointments Occur

Also, every time they carry out a failed operation, SWAT members feel disappointed. This is especially true if they are aware that they can perform better. They are also very disappointed when they miss a target because they know they should have caught the criminal but did not, leaving them very disappointed. Also, when experiencing unpredictable attacks and working with a team that does not cooperate. Recent systematic reviews by Magnavita *et al.* (2018); Purba and Demou (2019) suggest that being a SWAT personnel is a very demanding and stressful job because of the current traits of modern societies. These characteristics include: the unpredictability and danger associated with the ongoing threat of terrorist attacks; the rise in firearm violence in urban areas; the lack of adequate human and material resources; the challenges associated with working in a team or under supervision; the criticism of the public and society; and the lack of sympathy from loved ones or friends.

6.2.1.5 Very Tiresome

The SWAT operator also faced difficulties when their work was extremely exhausting. Sometimes, they want to give up because they are so worn out from their work. They may travel a considerable distance to reach their target. They travel on a rough road while carrying heavy equipment. They have never found working through the night to be easy, but they must do it to protect the nation. Andersen *et al.* (2015) supported this that Police officers are exposed to a wide range of potentially traumatic incidents and extremely

stressful scenarios as part of their job. Special Forces Police, also known as SWAT, are tasked with responding to the most critical situations, such as those requiring specific abilities and equipment not typically found in policing.

6.2.1.6 Overthinking in Operation

Another issue that surfaced because of the participants' data is overthinking. They occasionally struggle to focus because negative thoughts are constantly pummeling them. They overthink because of traumatic experiences as well as their many what-ifs, such as what if they fail or what if they die. Researchers Baldwin *et al.* (2019), Castro *et al.* (2019). Papazoglou *et al.* (2020) focused on the detrimental impact of working with negative social situations, such as crime and death, which can affect mental health and elicit physical fatigue, compassion fatigue, and even moral suffering in SWAT personnel. This has led to an increase in interest in SWAT officers' psychological well-being. Additionally, studies have found that job stress has steadily increased among SWAT personnel over the past ten years.

6.2.1.7 Fears of outcome

SWAT members become vulnerable out of fear. They described having unexplained feelings of fear when they feel scared, feeling scared during risky procedures, and worrying that they might pass away suddenly.

Researchers have focused on the detrimental impact of working with negative social situations, such as crime and death, which can affect mental health and elicit physical fatigue, compassion fatigue, and even moral suffering in SWAT personnel (Papazoglou *et al.*, 2020). This has led to an increase in interest in SWAT officers' psychological well-being. Additionally, studies have found that job stress has steadily increased among SWAT personnel over the past ten years. This ongoing job stress has a detrimental effect on both the individual and the organization. When it affects one person, it can result in poor mental health.

6.2.1.8 Risky Area

The risky area when conducting an operation is another challenge for SWAT members. For them, treacherous terrain could cause them to have an accident, the road was tough, and the operation area might be in the territory of the target. Lovallo (2016) supported this, stating that law enforcement is an inherently dangerous occupation. Officers are frequently confronted with unpredictable, unexpected, and uncontrollable events, all contributing to an encounter's threatening nature. Furthermore, officers are frequently called upon to confront these threats in less-than-ideal conditions, such as darkness, unfamiliar territory, and other distractions like unexpected noise or erratic bystanders. An individual's SNS arousal increases when a stimulus is perceived as extremely threatening, such as in the case of potential injury or death. A severe SNS response is colloquially known as the fight or flight response.

6.2.1.9 Lack of High-Powered Equipment

SWAT personnel sometimes experienced a lack of powerful equipment. Results showed that sometimes, the enemy's equipment was more powerful than their own, which is why they were alarmed.

Recent systematic reviews suggest by Magnavita *et al.* (2018); Purba and Demou (2019) that being a SWAT personnel is a very demanding and stressful job because of the current traits of modern societies. These characteristics include: the unpredictability and danger associated with the ongoing threat of terrorist attacks; the rise in firearm violence in urban areas; the lack of adequate human and material resources; the challenges associated with working in a team or under supervision; the criticism of the public and society; and the lack of sympathy from loved ones or friends.

6.2.1.10 Wellness is Affected

The SWAT members are concerned about their health because some of them are prone to illness when they overwork. The SWAT members can attest that they feel sick physically, emotionally, and spiritually because they participated in numerous operations. The physical health of the SWAT or tactical team is also important in ensuring the team's ability, according to Dotson *et al.* (2019), to complete the missions assigned to it. In general, law enforcement officers die young and in poor health. Researchers indicate that an intervention to reduce SWAT officers' stress responses to critical incident scenarios works in a simulated training setting; officers outperformed in higher stakes encounters, excelling in vigilance situational assessment, tactic use, and tactic adaptation. Officers were rated lowest in routine police-citizen interactions and highest in crisis encounters.

6.2.2 Coping Mechanisms of the SWAT Unit Personnel on Their Lived Experiences During the Conduct of Operation

6.2.2.1 Keep on Praying

Keep praying is the first theme that has emerged as a coping mechanism. SWAT members think that praying will make it easier for them to handle the difficulties they have faced. This was established by NCRPO (2021), which states that they have the mindset that they can overcome any situation that threatens their lives. In addition, it stresses that the SWAT program is designed to improve participants' management skills, resulting in a more effective, capable, and believable hostage rescue/counter-terrorist squad.

6.2.2.2 Set Another Plan

When one plan fails, the SWAT members think it is crucial to set up another one. The only way to succeed is to keep trying. Nothing works out the first time, so they persevere and develop new, better plans to improve their business operations. Furthermore, Baldwin *et al.* (2016) stated that many countries provide training to police officers to increase the likelihood that these types of outcomes can be achieved during complicated interactions with the public. While some researchers have attempted to articulate principles of training effectiveness and learning within the policing context, less effort

has been invested; in jurisdictions that rely on principles, an optimal outcome in potentially volatile police-public interactions is one that is defensible across these multiple elements.

6.2.2.3 Trust Colleagues

One of the most amazing coping mechanisms is trusting your coworkers. As a SWAT operative, you must be a good leader and promote teamwork. Members of the SWAT team should: listen to the team leader; help each other; learn to accept other team members' opinions; follow the leader's instructions; trust each other and carry out assigned tasks; protect each other's lives; and encourage each other.

Moreover, Schaap (2021) stated that to execute their jobs properly, SWAT personnel need public trust, and the extent of partnership of the SWAT personnel with the community is significant for a greater chance of success of their high-risk operation. Various approaches are used by organizations all around Europe to acquire trust: trust-building techniques. Surprisingly, the field of police trust and police legitimacy has given little regard to what they do. To increase trust, the current contribution provides a strategy for recognizing police trust-building tactics in their social and political contexts. Using a comparative, dynamic viewpoint, examine the institutional context.

6.2.2.4 Be Optimistic

According to SWAT members, being upbeat is one of their coping mechanisms for overcoming obstacles. Upbeat people must think positively, shun pessimistic thoughts, and always aim to succeed in their tasks.

Meanwhile, optimism and psychological well-being have long been regarded as essential elements of a good life for SWAT personnel. It was emphasized by Copras (2018) that even in the face of challenges, SWAT personnel with an optimistic explanatory style continue to work toward their essential objectives and manage their personal emotions and states so that they can fulfill their goals. Positive correlations between optimism and physical/mental health have been found in studies examining this perspective, as people with an optimistic explanatory style are less likely than those with a pessimistic explanatory style to experience physical illness, depression, or suicidal thoughts when they are exposed to significant stressful life events.

6.2.2.5 Be Physically Fit

Being physically fit helps SWAT members better themselves, become healthier, stop taking other people for granted, take care of their physical health, and participate in training or fitness programs. Andersen *et al.* (2015) indicate that an intervention to reduce SWAT officers' stress responses to critical incident scenarios works in a simulated training setting; officers outperformed in "higher stakes" encounters, excelling in vigilance situational assessment, tactic use, and tactic adaptation. Officers were rated lowest in routine police-citizen interactions and highest in crisis encounters.

6.2.2.6 Stay Focused

The members of SWAT pay close attention, pay attention to the rules and regulations, think about the lessons being taught, and think about everyone's safety. Conversano *et al.* (2010) believe that maintaining concentration has a significant impact on keeping everyone safe and enables them to defend one another. SWAT officers are involved in long missions that frequently turn into high-pressure critical incidents requiring life-or-death decisions to be made in a matter of seconds. Even in the face of challenges, SWAT personnel with an optimistic explanatory style continue to work toward their essential objectives and manage their personal emotions and states so that they can fulfil their goals. Positive correlations between optimism and physical/mental health have been found in studies examining this perspective, as people with an optimistic explanatory style are less likely than those with a pessimistic explanatory style to experience physical illness, depression, or suicidal thoughts when they are exposed to significant stressful life events.

6.2.2.7 Apply Learned Technique

SWAT personnel can benefit significantly from using what they have learned in previous training. During operations, they use what they have learned and make sure not to take anything they have learned for granted. Research shows that SWAT personnel were exposed to different trainings; it was stated by Andersen *et al.* (2015) that most of the police Use of Force (UOF) training focuses on range shooting, classroom-based learning, and little exposure to realistic scenarios. As a result of their lack of experience making UOF decisions under duress, police officers may be unprepared for real-world critical incidents. Stress responses in classroom-based scenario training were minimal and unrelated to stress responses in realistic training scenarios or activity duty emergency calls.

6.3 The Insights of the of SWAT Unit Personnel on Their Lived Experiences During the Conduct of Operation

Table 3 shows the insights and realizations of SWAT personnel during their operation. There are eight essential themes that emerged in this section, these are: *SWAT is protected, value learnings, promote camaraderie, be courageous, think of positive outcome, improve oneself, being alert is a must, and work with dedication.*

6.3.1 SWAT is Protected

The SWAT members emphasized the Lord's goodness and power, saying they are blessed to have His protection. They constantly pray and put more faith in God because they view the fact that they are always safe following their operation as a miracle.

6.3.2 Value Learnings

The value of all the lessons learned also emerged as a theme from the insights. They find that those lessons are beneficial when conducting operations. They advised SWAT

members to familiarize themselves with everything they had learned in training and use the techniques they had learned because they were beneficial. According to the study by Fagan (2015), some factors significantly improve SWAT response effectiveness by learning from their previous operations and mistakes.

6.3.3 Promote Camaraderie

Promoting camaraderie is crucial for the SWAT. They discussed how camaraderie fosters teamwork, which is essential if you work as a SWAT operative. According to Hawkes (2012), if you build trust with officers who are going through struggles, they may very well confide in you when not at work because they trust you. They also discussed that if you become a team leader, you should also seek assistance from other team leaders, cooperate with the group not work alone, and you must aid those who need it. To be effective, communication strategies and skills, mainly as they apply to current police work, must be acquired and practised; they should also promote camaraderie and team support.

6.3.4 Be Courageous

SWAT members advised each other to have fortitude, take on foes, never give up, and always be conscious of their actions. This was supported by Lovallo (2016) that officers are frequently confronted with unpredictable, unexpected, and uncontrollable events, all contributing to an encounter's threatening nature. Furthermore, officers are frequently called upon to confront these threats in less-than-ideal conditions, such as darkness, unfamiliar territory, and other distractions like unexpected noise or erratic bystanders. An individual's SNS arousal increases when a stimulus is perceived as extremely threatening, such as in the case of potential injury or death. A severe SNS response is colloquially known as the fight or flight response.

6.3.5 Think of a Positive Outcome

SWAT members must have a positive outlook, believe their mission will succeed, and anticipate no negative outcomes. They must also pray for a successful outcome and never think negatively while on duty. SWAT has shown resilience in the aftermath of critical incidents, reporting increased job fulfilment, positive feelings, meaningful relationships, and developing a sense of personal strength. Optimism and psychological well-being have long been regarded as essential elements of a good life for SWAT personnel. A sizable body of research on the impact of optimism on personal well-being has been conducted by Conversano *et al.* (2010). Padhy *et al.* (2015) emphasized that numerous theories exist for how optimism functions psychologically. Positive correlations between optimism and physical/mental health have been found in studies examining this perspective, as people with an optimistic explanatory style are less likely than those with a pessimistic explanatory style to experience physical illness, depression, or suicidal thoughts when they are exposed to significant stressful life events.

6.3.6 Improve Oneself

SWAT also believes that they should improve themselves; they must be a better version of themselves, and they need to join training and seminars that will enable them to learn new and handy insights to improve their work. Additionally, Andersen *et al.* (2016); Baldwin *et al.* (2019) stated that there many countries provide training to police officers to increase the likelihood that these types of outcomes can be achieved during complicated interactions with the public. For this training to be effective, it must adhere to training and learning principles and arguably target relevant knowledge, skills, and abilities. While some researchers have attempted to articulate principles of training effectiveness and learning within the policing context, less effort has been invested; in jurisdictions that rely on principles, an optimal outcome in potentially volatile police-public interactions is one that is defensible across these multiple elements.

6.3.7 Appreciate Family More

SWAT personnel came to understand the value of spending time with family, the effects of being a father, and how much they should cherish them. Furthermore, according to Pitel *et al.* (2018), the discovery that family support can aid adaptation should empower families. In addition, mental health experts who work with police officers are encouraged to include family members in treatment plans. For example, the self-initiated coping mechanisms utilized by officers in this study lend themselves to family activities. Study participants mentioned cooking and physical activity as examples of self-initiated coping techniques. Officer coping tactics could be incorporated into family activities to fulfil the dual objective of officer coping and family relationship preservation during the critical period following a life-threatening occurrence.

6.3.8 Being Alert is a Must

According to the participants' verbatim statements, a SWAT member should never leave their homes without a valid reason, be constantly vigilant to keep themselves safe and maintain focus because alertness is crucial during operations. Similarly, Lovallo (2016) stated that officers are frequently confronted with unpredictable, unexpected, and uncontrollable events, all contributing to an encounter's threatening nature. Furthermore, officers are frequently called upon to confront these threats in less-than-ideal conditions, such as darkness, unfamiliar territory, and other distractions like unexpected noise or erratic bystanders. An individual's SNS arousal increases when a stimulus is perceived as extremely threatening, such as in the case of potential injury or death. A severe SNS response is colloquially known as the fight or flight response.

6.3.9 Work with Dedication

The SWAT members believe that dedication is essential. They are committed to their work, do not take it for granted, and, of course, believe that it is crucial to work with gratitude in mind. Additionally, Andersen *et al.* (2015) and Baldwin *et al.* (2019) emphasized that many countries provide training to police officers to increase the

likelihood that these types of outcomes can be achieved during difficult interactions with the public.

7. Implication for Practice

The study's key results may equip the law enforcers with principles and guidelines to reinforce the strategies and techniques to be used by the SWAT team for their operation to have a high percentage of success. Through this study, law enforcers can be more aware that being vigilant is necessary and that they should extend support to the brave SWAT personnel. Thanks to this research, law enforcement personnel might be able to improve their duties and capabilities. They might receive advice from this research to help them fulfil their obligations to maintain peace in our country.

Additionally, this research might provide SWAT personnel with tips on how to be more tactical in their line of work, particularly in dangerous operations where lives are at stake since, based on the result, it was found out that the challenges of the SWAT personnel focused on dangerous operation, guarantee for successful operation, information gaps, disappointments occur, very tiresome work, overthinking in operation, fears, risky area, lack of high-powered equipment and wellness is affected. Thus, to address the challenges that they experience, SWAT officers might provide a reliable body of knowledge about SWAT practices during the conduct of dangerous operations; they may also remind every SWAT personnel to provide accurate information because lack of information might lead to failed operation; SWAT officers might also implement a program such as team building to ease the stress, disappointments, and fears of SWAT personnel battling with complex operations.

Furthermore, this study will give prospective PNP employees a better understanding of the tasks and responsibilities performed by PNP-SWAT personnel. Based on the insights of the participants, SWAT personnel can be more aware that they are protected, that they have to value their learning because it will help them big time, they can be able to understand more about the importance of promoting camaraderie, being courageous, thinking of positive outcome, improving oneself, appreciating their family more, being alert, and working with dedication. By doing this, they will advance in this field while considering the needs and desires of society or the public.

The following are the themes generated from this study with a recommendation as an implication to practice.

7.1 Being Vigilant is Necessary

Being members of the SWAT Unit, where operations are in constant danger, the participants strongly believed in the imperative of maintaining vigilance during every operation. To enhance their operational effectiveness and foster a proactive approach, it is beneficial for them to establish a robust support system within their team, ensuring they receive the necessary assistance and cooperation.

7.2 Braveness is a Must

Another factor that helps the participants succeed in their operation is bravery; it helps them strive harder with the work given in their chosen career. Fear can fuel bravery. It can create heroic acts because it triggers, slows down time, dulls pain, and mobilizes the body's energy for extraordinary speed and strength; thus, it is recommended that they create it within themselves. Surround yourself with people who share the same ideals and motivation.

7.3 Work is Extraordinary

Working as a SWAT operative is exceptional for the participants, instilling a mindset of appreciation and awe for the unique nature of their tasks. This recognition fosters pride, dedication, and commitment among personnel, driving them to exceed expectations. This motivated mindset empowers them to tackle challenges and achieve outstanding outcomes effectively.

7.4 Challenging Experience

Challenging experiences prompt personal growth and resilience among the participants. These encounters test their limits, requiring them to adapt, problem-solve, and overcome obstacles. Despite the difficulties, these challenges serve as valuable opportunities for learning and development, allowing the participants to emerge more robust and more capable in their roles as SWAT personnel.

7.5 Promote Camaraderie

Promoting camaraderie cultivates a sense of unity and collaboration among the participants. Fostering strong bonds and mutual support within the team enhances communication, trust, and teamwork. This camaraderie is vital for creating a cohesive and effective unit, enabling SWAT personnel to work seamlessly together and achieve collective goals with shared dedication and solidarity.

7.6 Prayer Helps

The participants' practice of turning to prayer demonstrates its influential role. It offers them solace, strength, and guidance during challenging moments. By embracing prayer as a coping mechanism, they find comfort, channel their faith, and discover inner peace, supporting their resilience as SWAT personnel.

7.7 Dealt with Traumatic Experience

The participants' resilience in dealing with traumatic experiences showcases their ability to cope and recover from challenging situations effectively. Their experiences serve as inspiration for others facing similar circumstances, highlighting the importance of seeking support, engaging in self-care practices, and utilizing coping mechanisms to navigate trauma. By sharing their stories, they offer a source of encouragement and

resilience-building strategies for individuals who may encounter their own traumatic experiences.

7.8 Distressful Situation

The participants' experiences in distressful situations offer insights into effective coping strategies. They emphasize the value of seeking support, managing stress, and maintaining composure. Their stories inspire resilience-building practices such as mindfulness and self-care, encouraging proactive coping and reaching out for assistance when necessary.

7.9 Work is Dangerous

With a clear understanding of the inherent dangers involved, the participants emphasize the significance of prioritizing caution and vigilance in their work as SWAT personnel. Their experiences underscore the importance of meticulous planning, rigorous training, and strict adherence to safety protocols as essential elements for ensuring personal safety and their missions' success.

7.10 Team Advancement

Participants emphasize team advancement and the importance of ongoing training, effective communication, and fostering a collaborative culture. Investing in professional development and continuous improvement may significantly enhance the SWAT Unit's performance. By actively pursuing growth opportunities and working cohesively, they can strengthen collective capabilities and achieve tremendous mission success.

7.11 Dangerous Operation

In dangerous operations, participants emphasize the need for meticulous planning, rigorous training, and strict adherence to safety protocols. These practices play a crucial role in mitigating risks and ensuring successful outcomes. By prioritizing thorough preparation and maintaining a commitment to safety, they enhance their ability to navigate dangerous situations effectively.

7.12 Guarantee for Successful Operation

SWAT cannot guarantee that they will win every operation; they could falter, lose the conflict, or worse, perish. Through comprehensive planning, intelligence utilization, and well-trained personnel, SWAT's focus on guaranteeing successful outcomes reflects its commitment to professionalism and operational effectiveness.

7.13 Information gaps

Participants demonstrate the importance of actively seeking and acquiring the necessary knowledge to address information gaps. They enhance their operational effectiveness by conducting thorough research, leveraging accurate intelligence, and relying on reliable

sources. Their proactive approach to closing information gaps enables them to make informed decisions and navigate complex situations successfully.

7.14 Disappointments Occur

Experiencing disappointments is an inevitable aspect of the participants' work, underscoring the need to manage and overcome such challenges effectively. By embracing a solution-oriented approach, learning from failures, and leveraging their experiences, they can effectively bounce back from disappointments and strive for improved outcomes. This mindset of perseverance and growth enables them to maintain motivation and continue their pursuit of excellence despite setbacks along the way.

7.15 Very Tiresome

The participants acknowledge the exhausting nature of their work and emphasize the importance of self-care to combat fatigue. Prioritizing rest, a healthy lifestyle, and seeking support allows them to effectively manage the challenges of a very tiresome workload. This commitment to self-care optimizes their performance and overall well-being.

7.16 Overthinking in Operation

Participants emphasize the importance of managing thoughts effectively and maintaining a balanced mindset to overcome overthinking in operations. They enhance decision-making and operational efficiency in high-pressure situations by trusting their training and focusing on critical information.

7.17 Fears of Outcome

Addressing fears of outcome is crucial for the participants. By acknowledging and managing their apprehensions, they empower themselves to stay focused and make calculated choices. They mitigate fears and work towards successful outcomes through training and a resilient mindset.

7.18 Risky Area

To navigate risky areas, participants may prioritize safety precautions, maintain situational awareness, and communicate effectively with the team. By staying vigilant, adhering to protocols, and leveraging their training, they enhance operational effectiveness and ensure their and their colleagues' safety. Trusting instincts and approaching risky areas with a proactive mindset further minimize potential hazards.

7.19 Lack of High-Powered Equipment

The participants are significantly concerned about the challenge of lacking high-powered equipment. They recognize the importance of addressing this issue to enhance operational capabilities. By advocating for improved resources, securing necessary equipment, and exploring innovative alternatives, they strive to overcome this limitation.

Their proactive approach to mitigating the lack of high-powered equipment enables them to optimize their effectiveness and ensure the successful execution of their missions.

7.20 Wellness is Affected

The participants recognize that their work can affect their wellness and emphasize the importance of prioritizing self-care. Maintaining a healthy work-life balance, seeking support when needed, and implementing stress management techniques can safeguard their overall well-being. This commitment to wellness enhances their energy, resilience, and effectiveness as SWAT personnel.

7.21 Set Another Plan

The participants emphasize the importance of setting another plan when faced with unexpected challenges. They recognize that flexibility and adaptability are essential in dynamic situations. By assessing the circumstances, leveraging available resources, and collaborating with their team, they can develop alternative strategies to overcome obstacles and achieve their objectives. This proactive approach allows them to navigate changing circumstances effectively and ensure the successful execution of their missions.

7.22 Trust Colleagues

The participants highlighted the fundamental aspect of trusting colleagues. Cultivating a culture of trust may create a supportive and collaborative environment that enhances operational effectiveness, mutual reliance, and respect, optimizes collective capabilities and ensures the success of missions.

7.23 Be Optimistic

The participants emphasize optimism as a key mindset. They recognize the power of positive thinking in overcoming challenges and maintaining resilience. By adopting an optimistic outlook, they can approach difficult situations with hope, determination, and a belief in their ability to succeed. This optimistic mindset fuels motivation, enhances problem-solving abilities, and contributes to their overall effectiveness as SWAT personnel.

7.24 Be Physically Fit

Being physically fit is crucial for the participants as SWAT personnel. They may prioritize regular exercise, healthy lifestyles, and strength training to enhance their performance and well-being. Physical fitness enables them to meet the demanding requirements of their work and excel in their missions.

7.25 Stay Focused

Staying focused is paramount for the participants as they emphasize the importance of maintaining concentration in their work as SWAT personnel. They recognize that distractions can hinder decision-making and compromise operational effectiveness. By

employing techniques such as mindfulness, effective time management, and mental discipline, they cultivate the ability to stay focused amidst challenging and dynamic situations. This unwavering focus enables them to make critical decisions, respond swiftly, and achieve successful mission outcomes.

7.26 Apply Learned Technique

The participants emphasize the importance of applying learned techniques in their operational tasks. They recognize the importance of utilizing their training and acquired skills. Effectively implementing learned techniques may optimize their performance, enhance operational efficiency, and improve outcomes. This practical application of knowledge and expertise allows them to confidently navigate complex situations and achieve successful results in their missions.

7.27 Value Learnings

Regardless of its outcome, every operation leaves a lasting impact on their lives. Taking these experiences as valuable lessons and applying them to future operations increases the likelihood of success. Furthermore, familiarizing themselves with the knowledge gained from training and implementing the techniques learned proves to be highly beneficial.

7.28 Promote Camaraderie

Promoting camaraderie is essential for the participants as SWAT personnel. They emphasize the importance of teamwork and learning from their fellow team members. Embracing the opportunity to seek help from leaders and fostering cooperation within the group directly contributes to the overall success of the SWAT team. By building trust and protecting one another, they may collectively enhance their effectiveness and achieve their objectives.

7.29 Be Courageous

SWAT members emphasize the importance of bravery in combatting enemies. By embodying bravery and remaining vigilant, they may enhance their effectiveness and accomplish their missions more efficiently.

7.30 Think of a Positive Outcome

The participants emphasize thinking positively about the outcome. By envisioning success and maintaining an optimistic mindset, they may boost their morale and enhance performance. This positive thinking drives their actions and increases the likelihood of favourable results in their operations.

7.31 Improve Oneself

The participants stress the importance of self-improvement as SWAT personnel. They recognize that continuous growth and development are crucial to enhancing their skills

and effectiveness. By actively seeking opportunities to learn, acquiring new knowledge, and honing their abilities, they strive to become better professionals. This commitment to self-improvement may enable them to adapt to evolving challenges, excel in their roles, and contribute to their team's and mission's overall success.

7.32 Being Alert is a Must

The participants emphasize being alert as a crucial requirement. They recognize that maintaining a high level of alertness is essential for effective performance as SWAT personnel. They enhance their situational awareness and decision-making abilities by staying vigilant, aware of their surroundings, and responsive to potential threats. This heightened state of alertness may ensure their readiness to handle any situation that may arise, contributing to the success of their operations.

7.33 Work with Dedication

Working with dedication is a fundamental aspect highlighted by the participants. They emphasize the importance of wholeheartedly committing to their roles as SWAT personnel. By demonstrating unwavering dedication, they channel their passion and energy into their work, fostering a strong work ethic and commitment to excellence. This dedication fuels their motivation, resilience, and pursuit of operational success. Through their dedicated efforts, they may contribute to the overall effectiveness of the team and the accomplishment of their missions.

8. Implication for Future Researchers

Future researchers may be able to use this research as a resource for students who wish to conduct comparable or related research about the phenomenological selfless commitment of Special Weapons and Tactics (SWAT) personnel. Also, researchers who want to conduct pertinent research on the subject may use this as a guide, especially when they plan to research the SWAT personnel's views, challenges, coping mechanisms, and insights.

Additionally, this study might increase awareness of the work of SWAT personnel; thus, more researchers will be aware that SWAT personnel's experiences are awe-inspiring. Many researchers might be interested in researching their duties and responsibilities. It will also serve as a resource for future researchers to deepen their comprehension of the challenges of SWAT personnel, enabling them to conduct additional research and generate fresh concepts concerning the themes that emerged in this study.

9. Concluding Remarks

This phenomenological research provides an analysis of the views, challenges, coping mechanisms, and insights of the SWAT personnel during the conduct of their operation;

it provides evidence of how SWAT Personnel experiences changed them as a person, and the result shows their selfless commitment to the country. It can be gleaned from the results that the SWAT personnel view their experiences extraordinarily, and no matter how complex their operations are, they remain committed and dedicated to their work. They are willing to protect not just their families and colleagues but also people in the Republic of the Philippines.

As an educator and the wife of a SWAT officer, I found it clear how perilous their work is. It made me comprehend the risk, sacrifice, and hardships they faced during their operation, especially the grief and sorrow of the loss of their comrade during the operation. It made me realise that we must remember the courageous men and women who went to work one day and never returned. We ought to honour the guys in service who make the ultimate sacrifice to provide us with a safer and better place to live. Unlike most jobs, SWAT personnel who enter law enforcement are fully aware that they may one day be called upon to lay down their lives in the line of duty; I salute those courageous men and women who have paid the ultimate sacrifice by dedicating their lives in the line of duty and give honour and respect to those who have made the ultimate sacrifice.

The discussion I had with the members gave me experiences of how policing, being in the SWAT team, has forever been a genuinely and sincerely challenging vocation. Hence, the national government should not only focus on the actual preparation of the team but also provide a complete well-being program that will give the personnel experiences with various experts tailored to their needs. Through the support of the superiors, bargaining units, regular training and the engagement of the employees and their families, law enforcement leaders must continue cultivating a medical, physical, and spiritual well-being culture. This phenomenological study offers a noteworthy perspective that has helped me to value the essence of research and greatly appreciate SWAT personnel.

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Conflict of Interest Statement

The authors declare no conflicts of interest.

About the Author

Sheilla N. Cuaresma is a College Instructor at Ramon Magsaysay Memorial Colleges, General Santos City, Philippines.

Marnie J. Besas, PhD, RCrim is a Graduate School Professor at Ramon Magsaysay Memorial Colleges, General Santos City, Philippines.

Geraldine D. Rodriguez, EdD, PhD is a Graduate School Professor and the Executive Director for Academic Affairs at Ramon Magsaysay Memorial Colleges, General Santos City, Philippines.

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