

Personality Assessment Inventory[®] Police and Public Safety Selection Report[™]

by Michael Roberts, Ph.D., Michael Johnson, Ph.D., and Ryan Roberts, Ph.D.



Applying for the position of Corrections Officer
 Highest level of education: Some college
 Employment experience in public safety field: None
 Previous psychological testing: Never

General PAI Results

Selection Relevant PAI Items	
Number of Selection Relevant items endorsed atypically* . . .	16
Applicant Percentile	66%
Number of unanswered items	None

* These items should be treated as topics of further inquiry.

Profile Validity Indicators

PAI Scales	Com T	Percentile
Pim	66	64
Nim	44	83
Inf	51	61
Icn	61	97

Job Suitability Snapshot

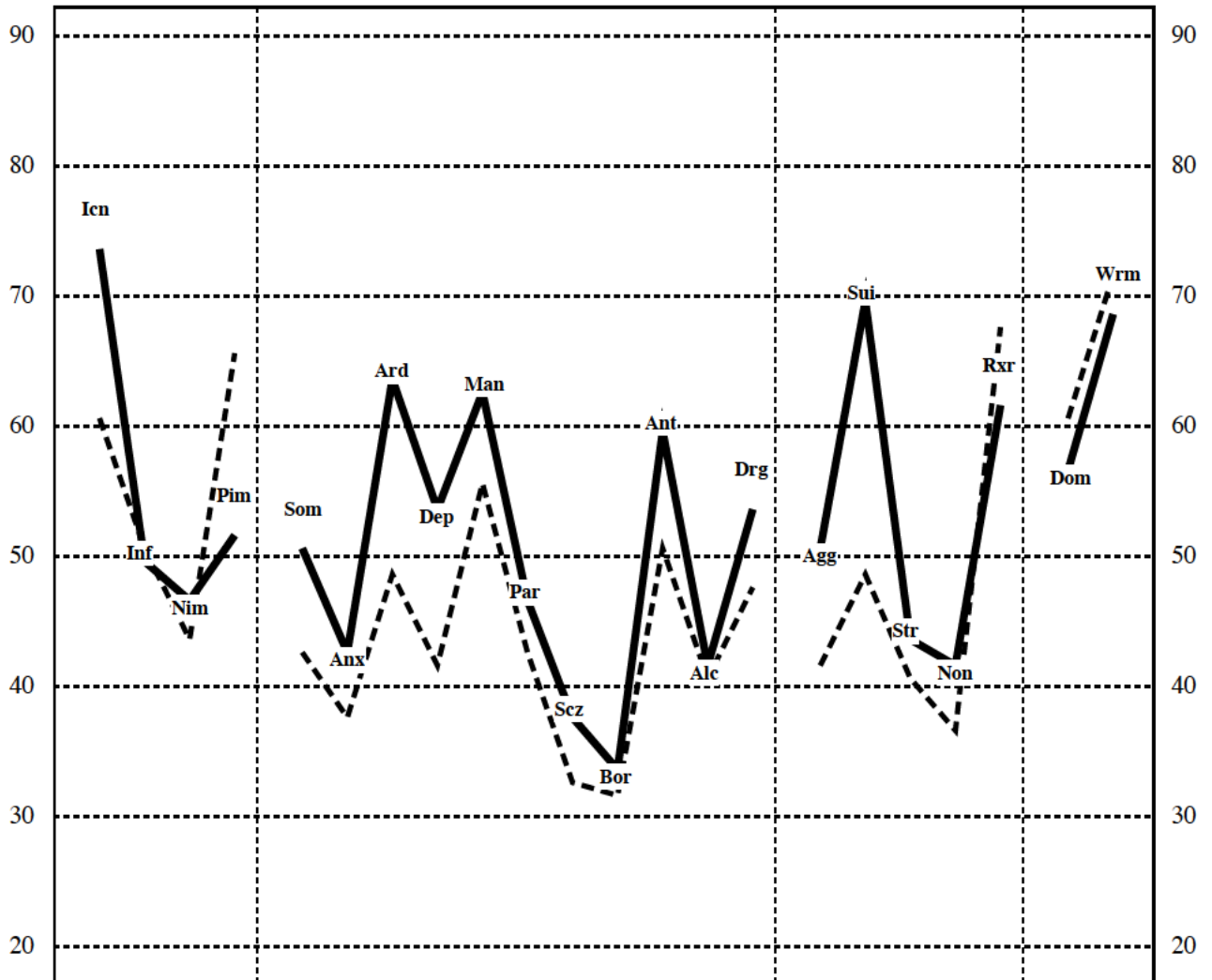
	Probability	Percentile
Probability of being rated a 'poorly suited' applicant by psychologists with expertise in public safety screening ^a	16%	43
Probability of having background problems related to ^b		
Job performance	35%	47
Integrity	66%	86
Anger management	37%	52
Alcohol use concerns	16%	46
Illegal drug use	8%	52
Substance abuse proclivity	26%	28

Notes:

- Data based on special group norms presented in this report are intended to facilitate job applicant evaluations and should not be used in other contexts, including fitness for duty evaluations (FFDE).
- When formulating a selection recommendation, each of the probability estimates listed above should be considered along with other data sources, such as an interview, a background check, and a polygraph.
- The formulas used to estimate the probabilities listed above were based on the following samples: (a) 8,722 public safety applicants and (b) 13,124 public safety applicants.
- In the Profile Validity Indicators section, the T scores are non-gendered and based on a sample of 1,000 cases in the PAI community sample (Morey, 1996). The percentiles are based on a comparison sample of 50,289 applicants for the position of correction officer.

Comparison Profile #1 Incumbent Norms and Community Norms

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **17,356 applicants to the position of correction officer**, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996).



Legend: — correction officer - - - - - general community

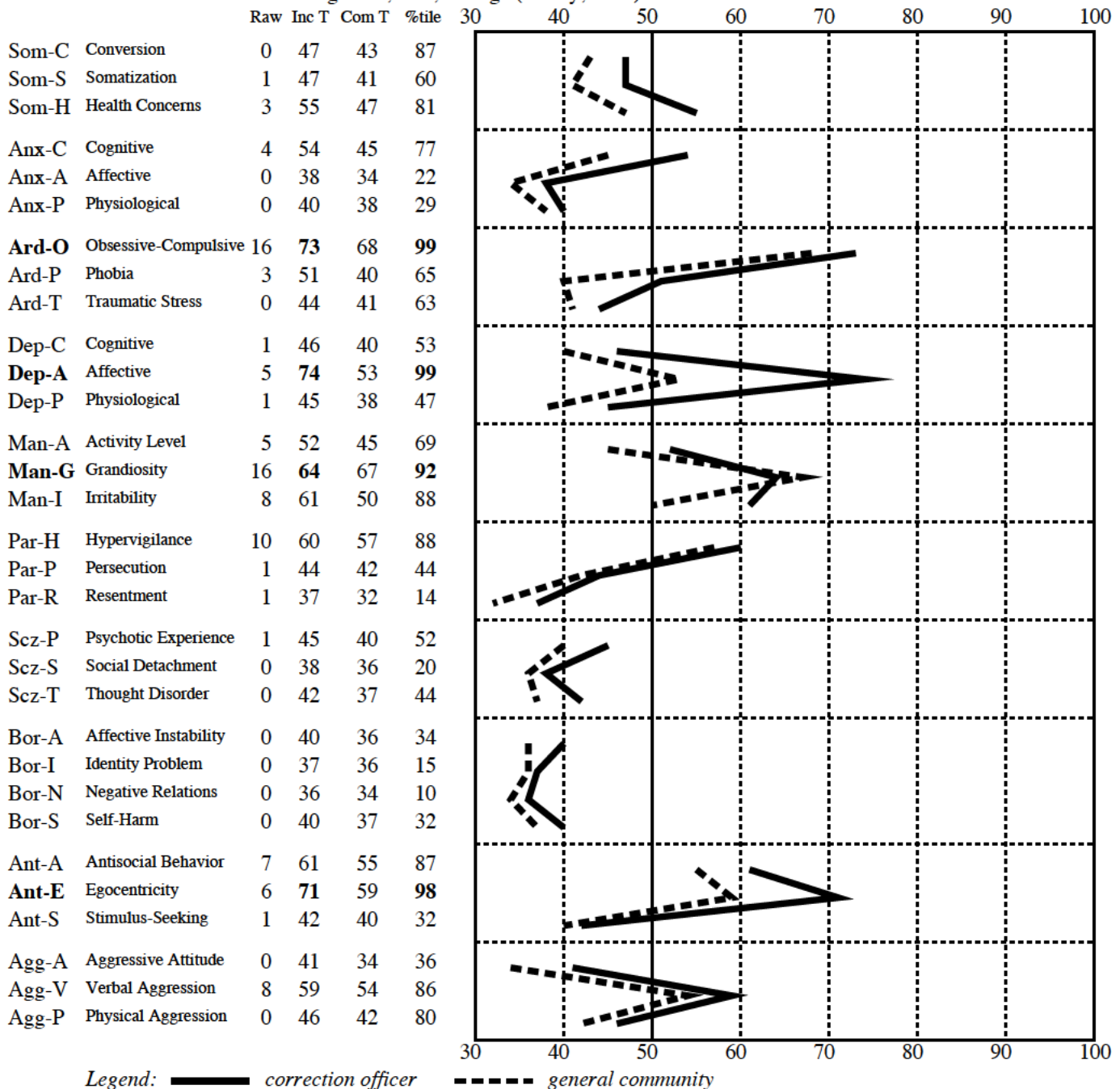
	Icn	Inf	Nim	Pim	Som	Anx	Ard	Dep	Man	Par	Scz	Bor	Ant	Alc	Drg	Agg	Sui	Str	Non	Rxr	Dom	Wrm
Raw scores	9	3	0	22	4	4	19	7	29	12	1	0	14	0	3	8	3	2	0	22	27	36
Community T	61	51	44	66	43	38	49	42	56	43	33	32	51	41	48	42	49	41	37	68	61	72
Incumbent T	74	50	47	52	51	43	64	54	63	47	38	34	60	42	54	51	70	44	42	62	57	69
Incumbent %tile	98	61	88	60	66	32	93	74	91	42	14	3	87	39	84	62	98	37	41	94	79	100

*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores higher than the test taker) are boldfaced.

Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #2 Incumbent Norms and Community Norms for the PAI Subscales

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **17,356 applicants to the position of correction officer**, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996).

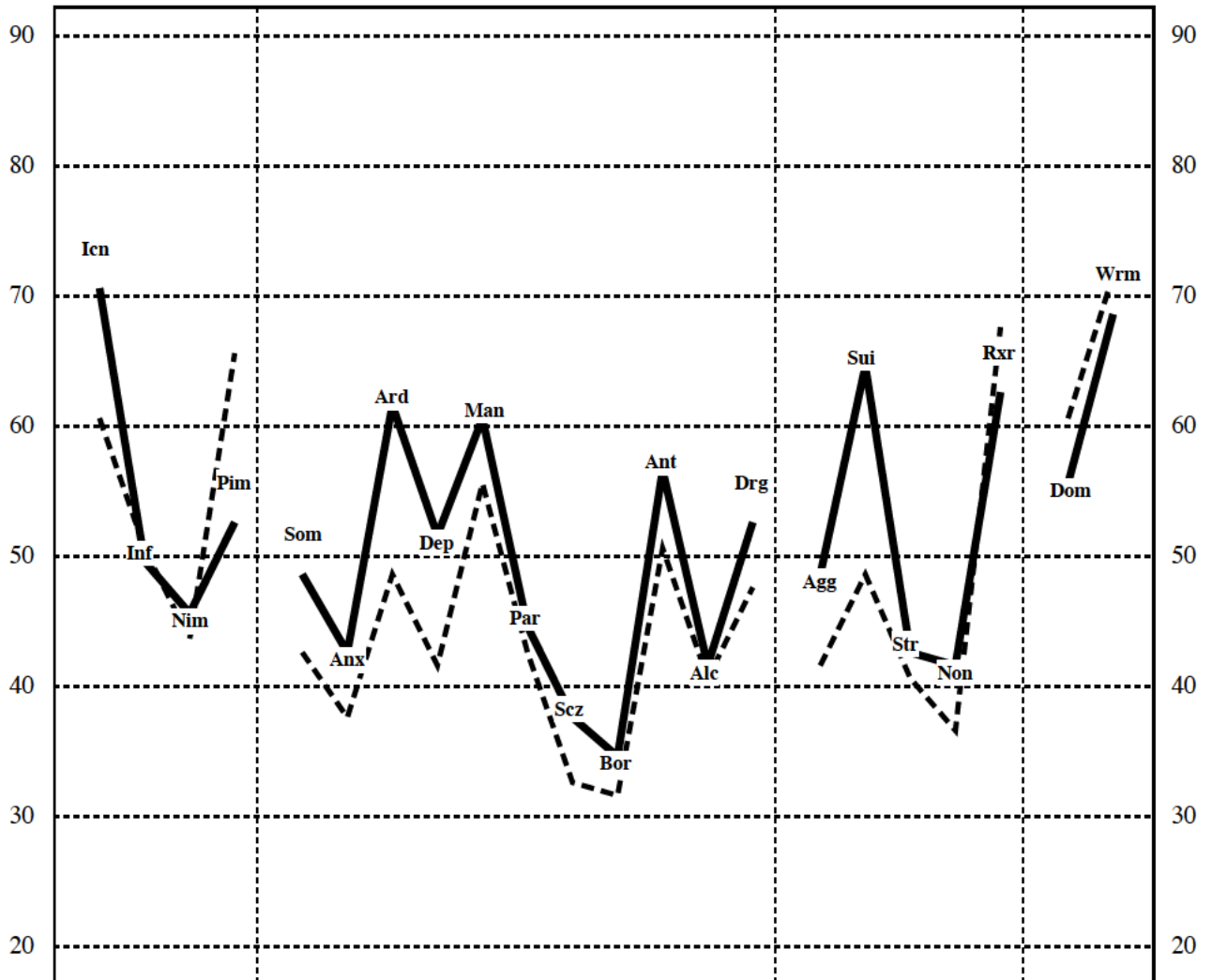


*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores higher than the test taker) are boldfaced.

Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #3 Applicant Norms and Community Norms

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **50,289 applicants to the position of correction officer**. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996).



Legend: — correction officer - - - - - general community

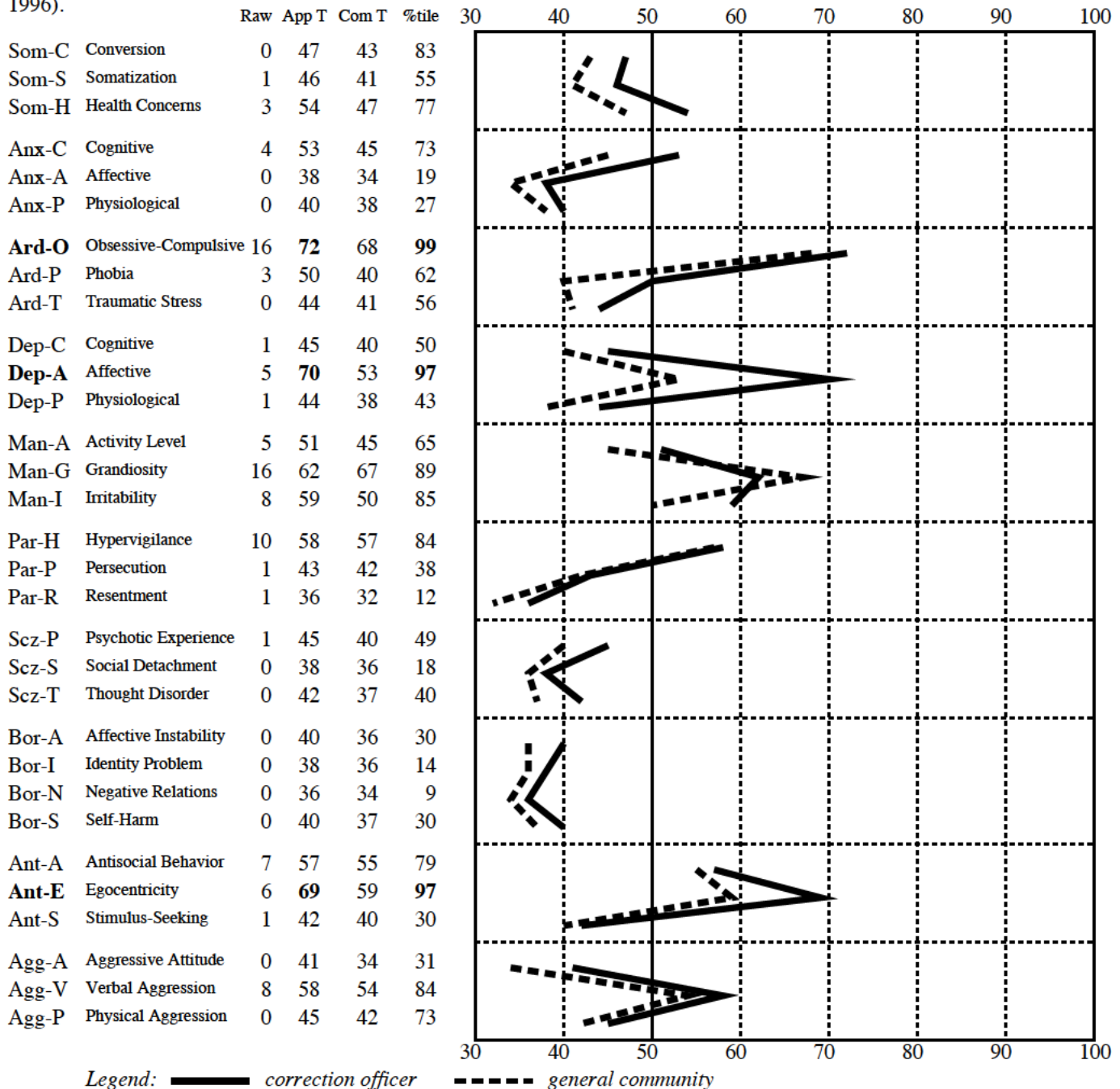
	Icn	Inf	Nim	Pim	Som	Anx	Ard	Dep	Man	Par	Scz	Bor	Ant	Alc	Drg	Agg	Sui	Str	Non	Rxr	Dom	Wrm
Raw scores	9	3	0	22	4	4	19	7	29	12	1	0	14	0	3	8	3	2	0	22	27	36
Community T	61	51	44	66	43	38	49	42	56	43	33	32	51	41	48	42	49	41	37	68	61	72
Applicant T	71	50	46	53	49	43	62	52	61	45	38	35	57	42	53	49	65	43	42	63	56	69
Applicant %tile	97	61	83	64	60	28	90	68	88	37	12	3	80	36	80	56	96	33	36	95	77	100

*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores higher than the test taker) are boldfaced.

Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #4 Applicant Norms and Community Norms for the PAI Subscales

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **50,289 applicants to the position of correction officer**. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996).

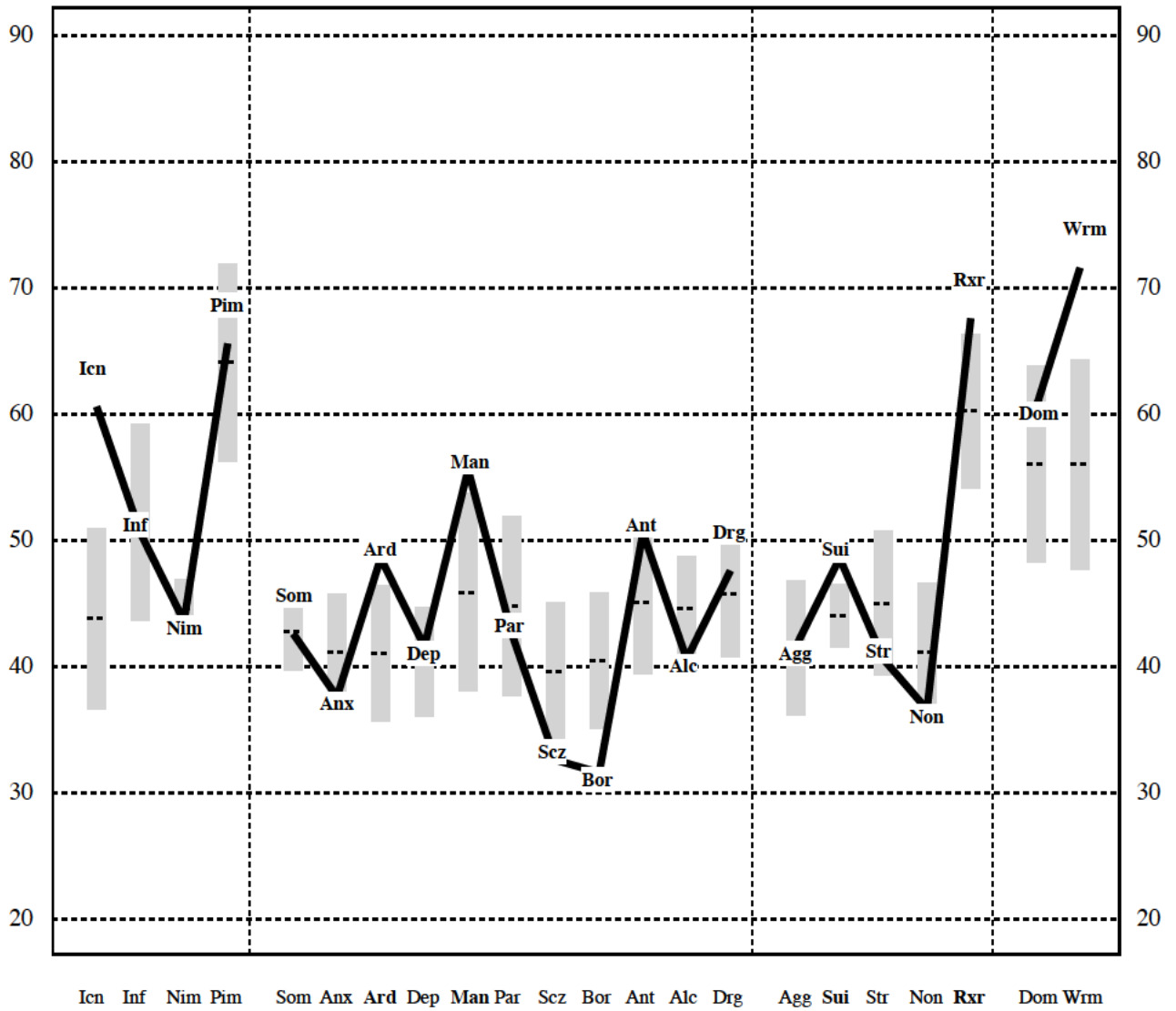


*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores higher than the test taker) are boldfaced.

Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #5 Community Norms & Incumbent Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996). The profile below compares the test-taker's Community T scores with the Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 17,356 applicants to the position of correction officer). The shaded vertical bars on the profile show the mean Community T scores for the Incumbent Comparison sample, plus and minus one standard deviation.



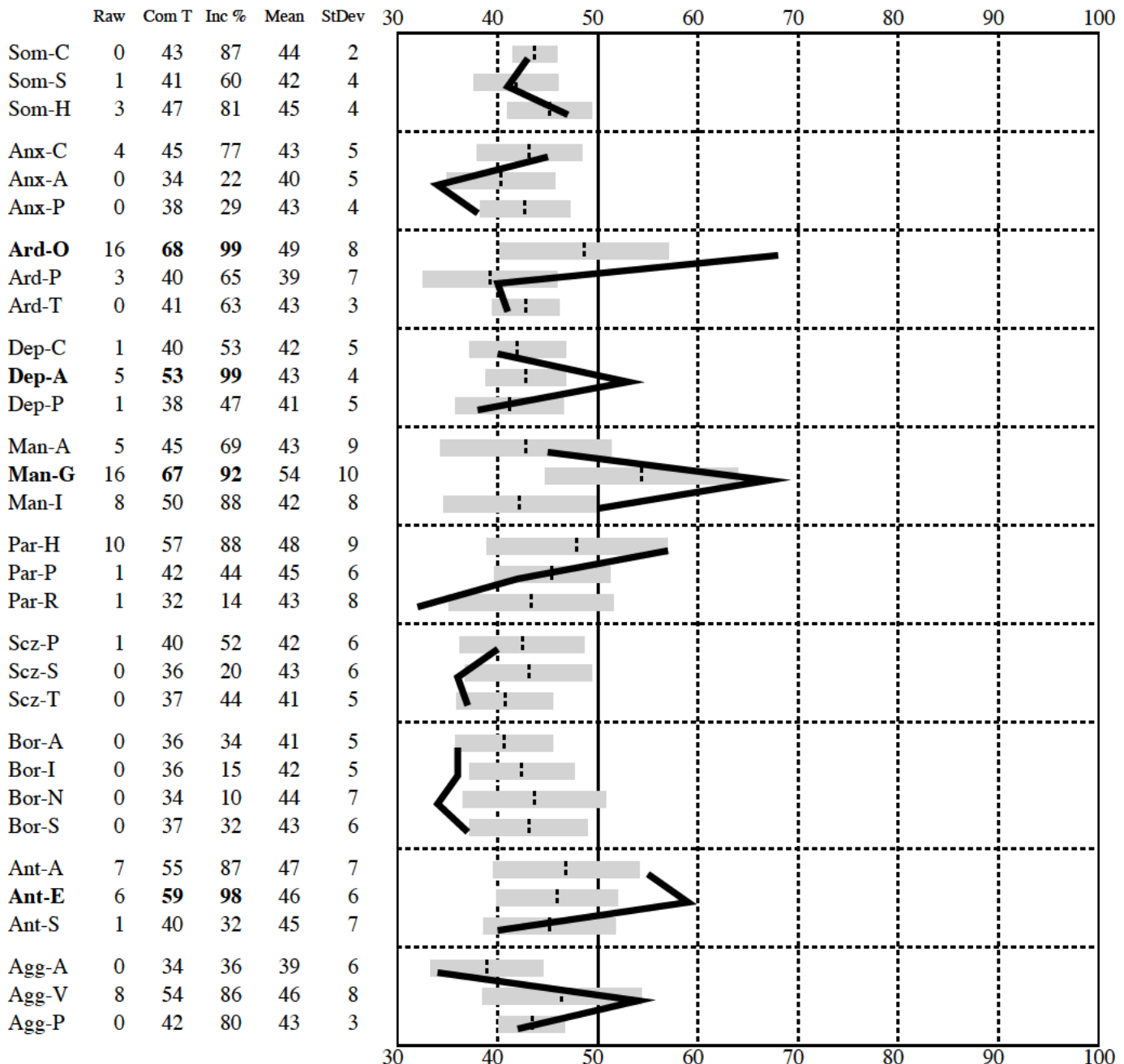
	Icn	Inf	Nim	Pim	Som	Anx	Ard	Dep	Man	Par	Scz	Bor	Ant	Alc	Drg	Agg	Sui	Str	Non	Rxr	Dom	Wrm	
Test Taker Data																							
Raw Score	9	3	0	22	4	4	19	7	29	12	1	0	14	0	3	8	3	2	0	22	27	36	
T Score	61	51	44	66	43	38	49	42	56	43	33	32	51	41	48	42	49	41	37	68	61	72	
Inc Percentile	98	61	88	60	66	32	93	74	91	42	14	3	87	39	84	62	98	37	41	94	79	100	
Comparison Sample Data																							
Mean T Score	44	51	45	64	43	41	41	40	46	45	40	41	45	45	46	42	44	45	41	60	56	56	
Standard Dev	7	8	2	8	3	5	5	4	8	7	5	5	6	4	5	5	3	6	5	6	8	8	

*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores higher than the test taker) are boldfaced.

Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #6 Community Norms & Incumbent Comparison Sample for the PAI Subscales

The test taker's Community T scores (shown below as a solid line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996). The profile below compares the test-taker's Community T scores with the Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 17,356 applicants to the position of correction officer). The shaded horizontal bars on the profile show the mean Community T scores for the Incumbent Comparison sample, plus and minus one standard deviation.

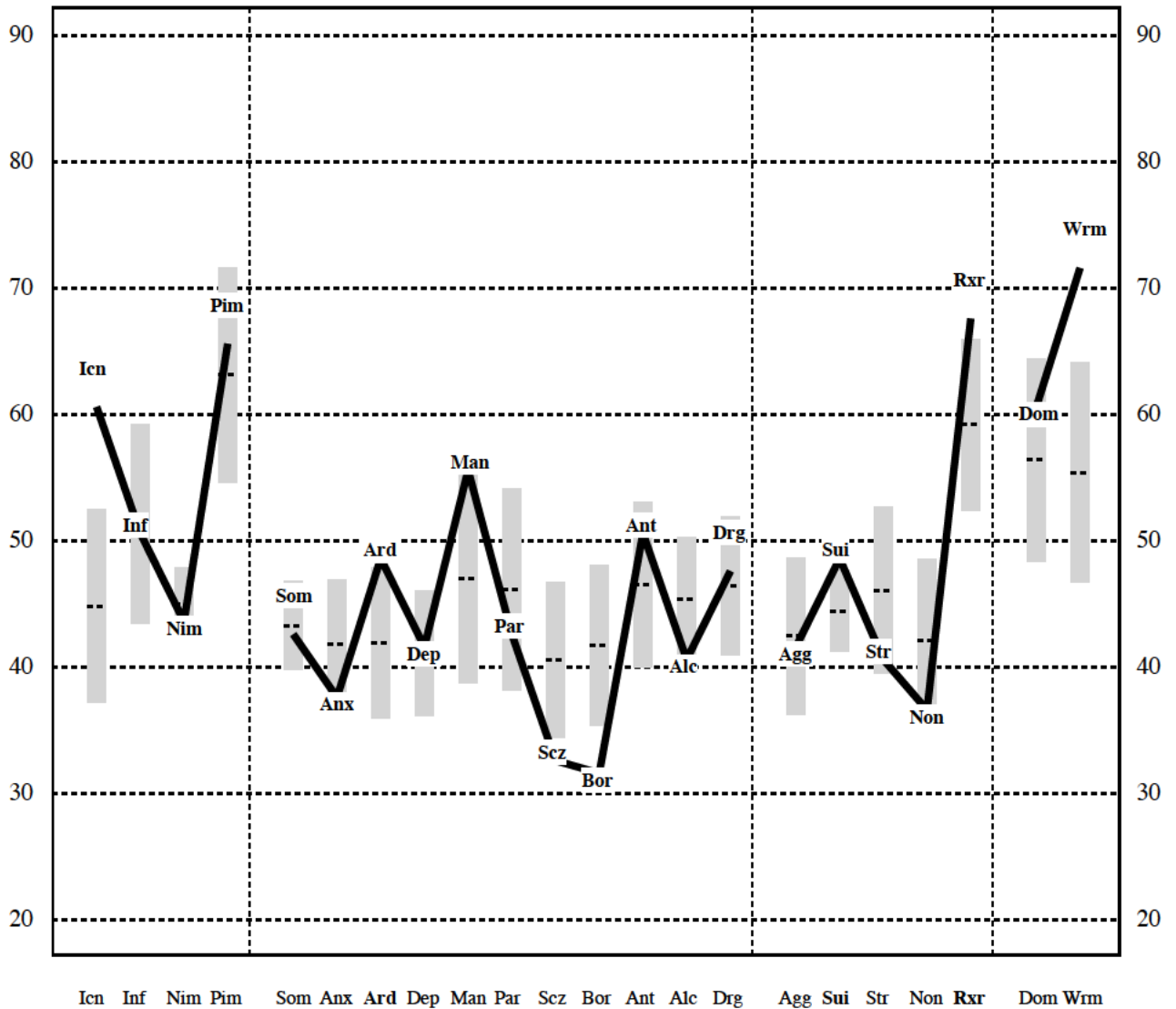


*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores higher than the test taker) are boldfaced.

Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #7 Community Norms & Applicant Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996). The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 50,289 applicants to the position of correction officer). The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



Test Taker Data

Raw Score	9	3	0	22	4	4	19	7	29	12	1	0	14	0	3	8	3	2	0	22	27	36
T Score	61	51	44	66	43	38	49	42	56	43	33	32	51	41	48	42	49	41	37	68	61	72
App Percentile	97	61	83	64	60	28	90	68	88	37	12	3	80	36	80	56	96	33	36	95	77	100

Comparison Sample Data

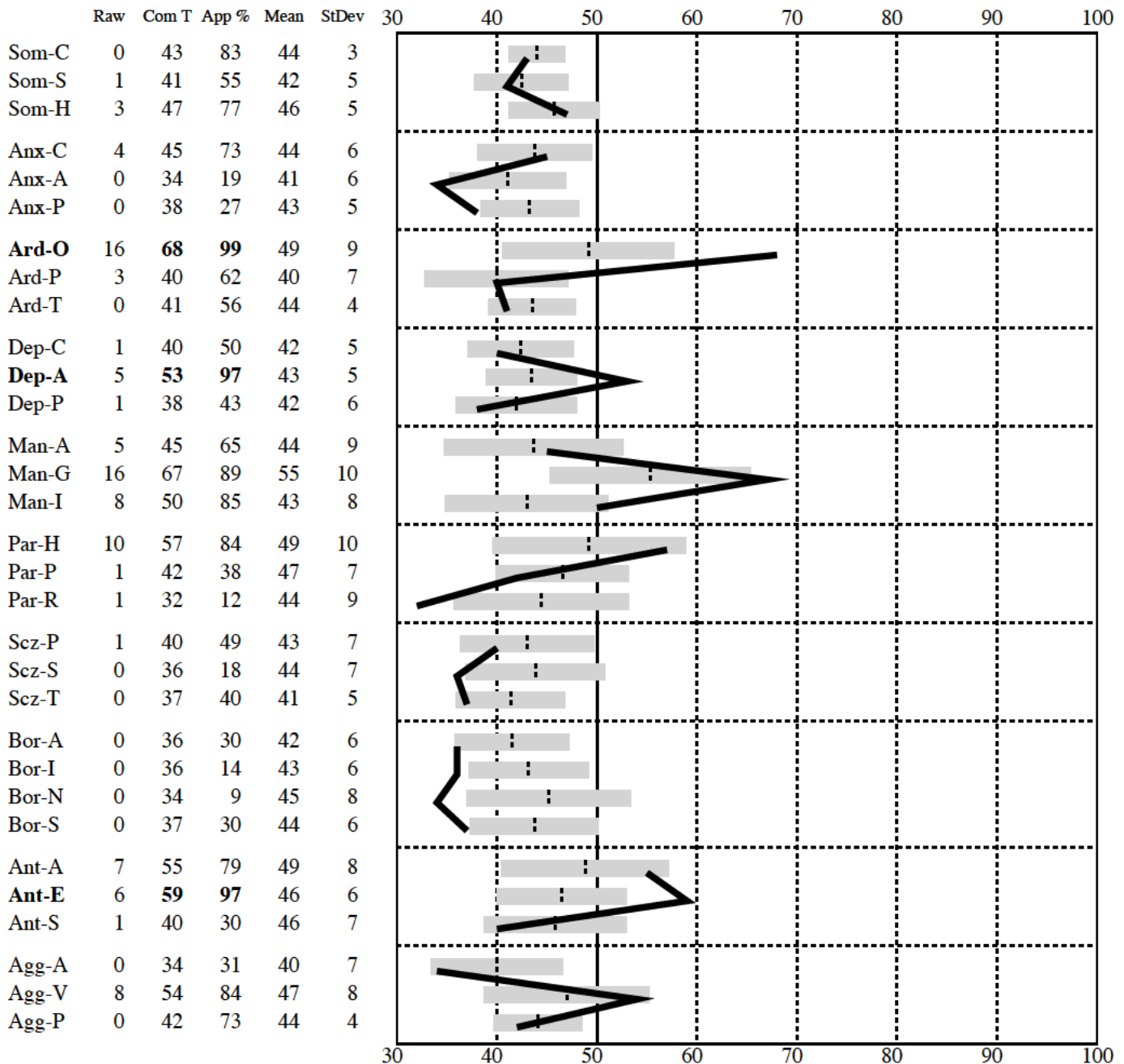
Mean T Score	45	51	45	63	43	42	42	41	47	46	41	42	47	45	46	42	44	46	42	59	56	55
Standard Dev	8	8	3	9	4	5	6	5	8	8	6	6	7	5	5	6	3	7	6	7	8	9

*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores higher than the test taker) are boldfaced.

Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #8 Community Norms & Applicant Comparison Sample for the PAI Subscales

The test taker's Community T scores (shown below as a solid line) were computed using non-gendered norms based on a sample of 1,000 individuals from the general community matched to the 1995 U.S. census for gender, race, and age (Morey, 1996). The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 50,289 applicants to the position of correction officer). The shaded horizontal bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



*NOTE - For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores higher than the test taker) are boldfaced.

Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

PAI Scales

A legend of scale acronyms/abbreviations and full-scale names is presented below. Detailed descriptions of these scales are provided in the PAI Manual (Morey, 1996).

ICN - Inconsistency	Scz - Schizophrenia
Inf - Infrequency	Scz-P - Psychotic Experience
Nim - Negative Impression	Scz-S - Social Detachment
Pim - Positive Impression	Scz-T - Thought Disorder
Som - Somatic Complaint	Bor - Borderline Features
Som-C - Conversion	Bor-A - Affective Instability
Som-S - Somatization	Bor-I - Identity Problem
Som-H - Health Concerns	Bor-N - Negative Relations
Anx - Anxiety	Bor-S - Self-Harm
Anx-C - Cognitive	Ant - Antisocial Features
Anx-A - Affective	Ant-A - Antisocial Behavior
Anx-P - Physiological	Ant-E - Egocentricity
Ard - Anxiety-Related Disorders	Ant-S - Stimulus-Seeking
Ard-O - Obsessive-Compulsive	Alc - Alcohol Problems
Ard-P - Phobia	Drg - Drug Problems
Ard-T - Traumatic Stress	Agg - Aggression
Dep - Depression	Agg-A - Aggressive Attitude
Dep-C - Cognitive	Agg-V - Verbal Aggression
Dep-A - Affective	Agg-P - Physical Aggression
Dep-P - Physiological	Sui - Suicidal Ideation
Man - Mania	Str - Stress
Man-A - Activity Level	Non - Nonsupport
Man-G - Grandiosity	Rxr - Treatment Rejection
Man-I - Irritability	Dom - Dominance
Par - Paranoia	Wrm - Warmth
Par-H - Hypervigilance	
Par-P - Persecution	
Par-R - Resentment	

Selection-Relevant PAI Items

Items endorsed by applicant, categorized by scale/subscale membership

(Roberts, Wihera, Lenhart, Tracy, Reidy, Johnson, Benner, McIntyre, Ostrov)

The items printed below were endorsed by this applicant in the manner indicated by the response abbreviation after the item (F = False, ST = Somewhat True, etc). The value following the endorsement is the percent of **applicants to the position of correction officer** who endorse the item with the same response. The psychologists listed above, who are experts in personnel selection and agree that the content of these items, which are rarely endorsed by job applicants, could indicate the presence of psychological problems which could affect job performance. Item endorsements considered by this team of experts to be selection-relevant are bold-faced. All items on a scale are printed for reference when an applicant produces an Applicant Percentile \geq to 90% or in the case of Dominance or Warmth an Applicant Percentile \leq to 10%. Responses to items that are not identified as "selection-relevant" but are included only because of a scale elevation are indented and not bold-faced.

It is useful to discuss selected item endorsements with the applicant during the interview. This practice may help individualize the suitability assessment, and will also serve to rule out mismarks or misunderstandings by the applicant. **Designation of an item endorsement as selection-relevant should not, by itself, be taken as evidence of an applicant's unsuitability for the position applied to.**

16 selection-relevant item endorsements found (Applicant %tile = 66)

Drg - Drug Problems / 12 items ($T_{App} = 53, 80\%$ tile)

103. [REDACTED] . (F, 12%)

Sui - Suicidal Ideation / 12 items ($T_{App} = 65, 96\%$ tile)

20. [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]

341. [REDACTED] . (F, 13%)

Rxr - Treatment Rejection / 8 items ($T_{App} = 63, 95\%$ tile)

2. [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]

Dom - Dominance / 12 items ($T_{App} = 56, 77\%$ tile)

257. [REDACTED] (VT, 6%)

Som-H - Health Concerns / 8 items (T_{App} = 54, 77%tile)

172. [REDACTED] . (F, 18%)

Anx-C - Cognitive / 8 items (T_{App} = 53, 73%tile)

185. [REDACTED] . (F, 7%)

Ard-O - Obsessive-Compulsive / 8 items (T_{App} = 72, 99%tile)

5. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] VT, 28%)

Ard-P - Phobia / 8 items (T_{App} = 50, 62%tile)

146. [REDACTED] (ST, 9%)

Dep-A - Affective / 8 items (T_{App} = 70, 97%tile)

6. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] . (VT, 57%)

Man-I - Irritability / 8 items (T_{App} = 59, 85%tile)

36. [REDACTED] . (VT, 9%)

Par-H - Hypervigilance / 8 items (T_{App} = 58, 84%tile)

48. [REDACTED] . (VT, 9%)

Ant-A - Antisocial Behavior / 8 items (T_{App} = 57, 79%tile)

251. [REDACTED] . (F, 35%)

Ant-E - Egocentricity / 8 items (T_{App} = 69, 97%tile)

31. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] F, 98%)

Agg-V - Verbal Aggression / 6 items (T_{App} = 58, 84%tile)

138. [REDACTED] . (VT, 11%)

Unanswered items (No unanswered items)

PAI Scale Descriptions

Scale descriptions are reproduced from the PAI Manual (Morey, 1996).

When the T scores have met or exceeded guidelines established by Morey in the PAI manual based on Community T scores, they are printed below in the Community Referenced Findings section.

When the applicant's scores compared to the Incumbent or Applicant Comparison Group have met or exceeded the 90th percentile, or in the case of Dominance or Warmth are at or below the 10th percentile, scale descriptions are printed in the Comparison Group Findings section.

Community Referenced Findings

Scale	Com	Scale Description
Man	56T	May be seen as [REDACTED]
Rxr	68T	Reflects a person who [REDACTED].
Wrm	72T	[REDACTED]

Comparison Group Findings*

* Interpretative statements are generated for applicants based on special group norm thresholds (e.g., Applicant, Incumbent) and are not based on Community T scores. It is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms. Therefore, using these statements to characterize the applicant must take into consideration all available data as well as the psychologist's professional judgment.

Scale	Incumbent	Applicant	Com	Scale Description
Ard	64T 93%	62T 90%	49T	Indicative of a person who [REDACTED]
Ard-O	73T 99%	72T 99%	68T	These individuals tend to be [REDACTED].
Dep-A	74T 99%	70T 97%	53T	These individuals report [REDACTED].
Man-G	64T 92%	62T 89%	67T	The thought content of these individuals is [REDACTED].

[REDACTED]

Scale	Incumbent	Applicant	Com	Scale Description
Ant-E	71T 98%	69T 97%	59T	These individuals tend to be [REDACTED]
Sui	70T 98%	65T 96%	49T	Indicative of a person who [REDACTED]

Item Responses

1. VT	2. F	3. F	4. F	5. ST	6. F	7. ST	8. MT	9. F	10. F
11. MT	12. F	13. VT	14. F	15. F	16. MT	17. F	18. ST	19. F	20. F
21. F	22. F	23. F	24. ST	25. F	26. ST	27. F	28. VT	29. F	30. F
31. F	32. F	33. F	34. F	35. F	36. VT	37. VT	38. F	39. F	40. F
41. VT	42. F	43. F	44. F	45. F	46. F	47. F	48. VT	49. F	50. F
51. F	52. F	53. VT	54. F	55. F	56. VT	57. F	58. F	59. F	60. F
61. F	62. F	63. VT	64. VT	65. F	66. F	67. F	68. ST	69. ST	70. F
71. F	72. F	73. F	74. F	75. VT	76. VT	77. VT	78. F	79. F	80. ST
81. VT	82. F	83. F	84. F	85. VT	86. MT	87. F	88. VT	89. F	90. F
91. F	92. F	93. VT	94. VT	95. F	96. MT	97. F	98. F	99. F	100. F
101. F	102. F	103. F	104. F	105. F	106. F	107. F	108. F	109. VT	110. F
111. VT	112. VT	113. F	114. F	115. VT	116. F	117. F	118. F	119. F	120. F
121. F	122. F	123. F	124. VT	125. VT	126. F	127. ST	128. MT	129. F	130. F
131. F	132. F	133. VT	134. F	135. F	136. F	137. F	138. VT	139. VT	140. F
141. F	142. VT	143. F	144. F	145. F	146. ST	147. F	148. ST	149. F	150. F
151. ST	152. VT	153. F	154. F	155. F	156. F	157. F	158. F	159. F	160. VT
161. VT	162. F	163. F	164. VT	165. VT	166. F	167. F	168. ST	169. F	170. F
171. F	172. F	173. F	174. VT	175. F	176. MT	177. F	178. ST	179. F	180. F
181. F	182. F	183. F	184. F	185. F	186. VT	187. F	188. VT	189. F	190. VT
191. F	192. F	193. VT	194. F	195. F	196. F	197. VT	198. F	199. F	200. F
201. VT	202. VT	203. F	204. F	205. VT	206. F	207. VT	208. F	209. F	210. F
211. F	212. F	213. F	214. F	215. F	216. F	217. VT	218. MT	219. VT	220. F
221. VT	222. F	223. F	224. F	225. MT	226. VT	227. VT	228. MT	229. VT	230. VT
231. F	232. ST	233. F	234. F	235. MT	236. MT	237. MT	238. F	239. F	240. VT
241. F	242. ST	243. F	244. VT	245. VT	246. F	247. F	248. ST	249. F	250. F
251. F	252. VT	253. VT	254. F	255. F	256. VT	257. VT	258. F	259. VT	260. F
261. F	262. F	263. F	264. F	265. F	266. F	267. VT	268. VT	269. F	270. VT
271. MT	272. F	273. F	274. F	275. F	276. F	277. VT	278. F	279. F	280. ST
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321. F	322. F	323. F	324. F	325. F	326. VT	327. MT	328. F	329. F	330. VT
331. VT	332. F	333. VT	334. VT	335. F	336. F	337. VT	338. F	339. F	340. F
341. F	342. VT	343. VT	344. VT						

End of Report