

## PAI Quick Reference Guide

\* Percentiles calculated based on the police officer applicant comparison group.

PAI Scale	90 <sup>th</sup> Percentile App. Police (Comm. T)	Adjectival Descriptions Suggested by High Scores (≥ 90 <sup>th</sup> Percentile) Comm. T
<b>PIM</b> Positive Impression Management	75	
<b>SOM</b> Somatic Complaints	47	>60T: Indicates some concern about health functioning and will not be uncommon in medical patients. >70T: Individuals scoring in this range are likely to feel that their health is not as good as that of age peers and to believe that their health problems are complex and difficult to treat successfully. Individuals scoring in this range may be seen as unhappy, complaining, and pessimistic.
<b>SOM-C</b> -Conversion	49	>70T: These individuals report functional impairment due to symptoms associated with sensory or motor dysfunctions.
<b>SOM-S</b> -Somatization	49	>70T: These individuals report the frequent occurrence of various physical symptoms and vague complaints of health and fatigue. <b>The physical symptoms are often accompanied by some depression and anxiety.</b>
<b>SOM-H</b> -Health Concerns	52	>70T: These individuals are typically preoccupied with their health status and physical problems. <b>Social interactions and conversations likely focus on their health problems</b> and their self-image may be largely influenced by beliefs that they are handicapped by their poor health.
<b>ANX</b> Anxiety	47	>60T: Indicative of a person who may be <b>experiencing some stress and is worried, sensitive, and emotional.</b> >70T: Indicative of significant anxiety and tension. The respondent is probably tense much of the time and ruminative about anticipated misfortune. Such individuals may be seen as <b>high-strung, nervous, timid, and dependent.</b>
<b>ANX-C</b> -Cognitive	52	>70T: These individuals report prominent worry and concern about current issues; these worries are present to the degree that the ability to concentrate and attend are significantly compromised.
<b>ANX-A</b> -Affective	49	>70T: These individuals report experiencing a great deal of tension, difficulty in relaxing, and the presence of fatigue as a result of high perceived stress.
<b>ANX-P</b> -Physiological	50	>70T: They are likely to manifest overt physical signs of tension and stress, such as sweaty palms, trembling hands, complaints of irregular heartbeats, and shortness of breath.

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<b>ARD Anxiety-Related Disorders</b>	49	>60T: Indicative of a person who may have some specific fears or worries and have little self-confidence. >70T: Suggest Impairment associated with fears surrounding some situation. These individuals may be seen as insecure and self-doubting, ruminative, and particularly uncomfortable in social situations.
<b>ARD-O -Obsessive-Compulsive</b>	62	>70T: These individuals tend to be fairly rigid and follow their own personal guidelines for conduct in an inflexible manner. Their excessive attention to detail often inhibits decision-making and renders them unable to perceive the larger significance of decisions that are made. Changes in routine, unexpected events, and contradictory information are likely to generate untoward stress. Such individuals may be afraid of their own impulses and doubt their control.
<b>ARD-P -Phobias</b>	48	>70T: It is likely that phobic behaviors are interfering in some significant way in their life. Such individuals tend to monitor their environment in an unrealistically vigilant fashion to avoid contact with the feared object, and this vigilance is likely to be constricting life activities. Fears may involve social situations, public transportation, heights, enclosed spaces, or other specific objects.
<b>ARD-T -Traumatic Stress</b>	50	>70T: Traumatic events continue to distress them and produce recurrent episodes of anxiety.
<b>DEP Depression</b>	45	>60T: Indicative of a person who may be unhappy and is sensitive, pessimistic, and self-doubting.
<b>DEP-C -Cognitive</b>	49	>70T: These individuals report thoughts of worthlessness, hopelessness, and personal failure. Indecisiveness and difficulties in concentration are also likely.
<b>DEP-A -Affective</b>	50	>70T: These individuals report sadness, a loss of interest in normal activities, and a loss of pleasure in things that were previously enjoyed.
<b>DEP-P -Physiological</b>	50	>70T: These individuals tend to experience and express depression in somatic form.

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<b>MAN Mania</b>	59	>60T: These individuals may be rather impatient and hostile, with a quick temper. >75T: Scores in this range are associated with disorders such as mania, hypomania, or cyclothymia. Individuals scoring in this range are likely to take on more than they can handle and to react in a hostile manner to suggestions that they reduce their activities. They are typically quite impulsive and have little ability to delay gratification; their lack of judgment in such situations is likely to lead to significant impairment in role functioning.
<b>MAN-A -Activity Level</b>	57	>70T: These individuals are likely to have an activity and energy level which is perceptibly high to most observers. They may be disorganized and experience accelerated thought processes.
<b>MAN-G -Grandiosity</b>	72	>70T: The thought content of these individuals is likely to be marked by elements of inflated self-esteem, expansiveness, or grandiosity.
<b>MAN-I -Irritability</b>	55	>70T: These individual report that their relationships with others are strained due to their frustration with the inability or unwillingness of those around them to keep up with their plans, demands, and possibly unrealistic ideas.
<b>PAR Paranoia</b>	53	>60T: Indicative of individuals who may be seen as sensitive, tough-minded, and skeptical. They may also be wary and cautious in their interpersonal relationships. >70T: The person is likely to be overtly suspicious and hostile. They tend to be distrustful of close interpersonal relationships and probably have few close friends.
<b>PAR-H -Hypervigilance</b>	60	>70T: These individuals are likely to question and mistrust the motives of those around them, despite the nature or history of the relationship in question.
<b>PAR-P -Persecution</b>	54	>70T: These individuals are quick to feel that they are being treated inequitably and easily believe that there is a concerted effort by others to undermine their interests.
<b>PAR-R -Resentment</b>	55	>70T: These individuals are likely to be easily insulted or slighted; they typically respond by holding grudges toward others.

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<b>SCZ Schizophrenia</b>	47	>60T: Indicative of a person who may be seen as being withdrawn, aloof, and unconventional. They may be quite cautious and hostile in their few interpersonal relationships. >70T: Likely to be isolated and feel misunderstood and alienated from others. Some difficulties in thinking, concentration, and decision-making are probable.
<b>SCZ-P -Psychotic Experiences</b>	53	>70T: These individuals report experiencing unusual perceptions and sensations, magical thinking, and/or other unusual ideas that may involve delusional beliefs.
<b>SCZ-S -Social Detachment</b>	54	>70T: These individuals are likely to be socially isolated and to have few interpersonal relationships that could be described as close and warm. They may have difficulty in interpreting the normal nuances of interpersonal behavior that provide the meaning to personal relationships.
<b>SCZ-T -Thought Disorder</b>	49	>70T: The thought processes of these individuals are likely to be marked by confusion and difficulties in concentration. Without a clinical elevation on the full scale, it may be indicative of severe depression, brain injury, effects of medication, or the consequences of drug or alcohol abuse.
<b>BOR Borderline</b>	47	>60T: Indicative of a person who may be seen as moody, sensitive, and as having some uncertainty about life goals. >70T: Likely to be impulsive and emotionally labile, to feel misunderstood by others (who often perceive the respondent to be egocentric), and to find it difficult to sustain close relationships. Such respondents tend to be angry and suspicious while at the same time being anxious and needy, making them quite ambivalent about interactions with others.
<b>BOR-A -Affective Instability</b>	51	>70T: These individuals are highly responsive emotionally, typically manifesting rapid and extreme mood swings. They tend to experience episodes of poorly controlled anger.
<b>BOR-I -Identity Problems</b>	50	>70T: These individuals tend to be uncertain about major life issues and have little sense of purpose.
<b>BOR-N -Negative Relationships</b>	56	>70T: These individuals report a history of involvement in ambivalent, intense and unstable relationships. They often feel resentful and betrayed by people who were once close to them.
<b>BOR-S -Self-Harm</b>	53	>70T: These individuals are impulsive in areas that have high potential for negative consequences, such as spending, sex, and/or substance abuse.

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<b>ANT</b> <b>Antisocial Features</b>	55	>60T: Indicative of a person who may be seen as being somewhat impulsive and a risk-taker. >70T: Likely to be impulsive and hostile, and there may be a history of antisocial acts.
<b>ANT-A</b> <b>-Antisocial Behaviors</b>	64	>70T: These individuals tend to have a history of antisocial acts and often manifested a conduct disorder during adolescence. They may have been involved in illegal occupations and/or engaged in criminal acts involving theft, destruction of property, and physical aggression toward others.
<b>ANT-E</b> <b>-Egocentricity</b>	55	>70T: These individuals tend to be seen as egocentric, with little regard for others or the opinions of the society around them.
<b>ANT-S</b> <b>-Stimulus-Seeking</b>	59	>70T: These individuals are likely to manifest behavior that is reckless and potentially dangerous to themselves and/or those around them. They crave excitement and stimulation, and are easily bored by routine and convention.
<b>ALC</b> <b>Alcohol Problems</b>	54	>60T: Indicative of a person who drinks regularly and may have experienced some adverse consequences as a result. >70T: Respondent likely meets the criteria for alcohol abuse. Alcohol is likely to have caused difficulties in interpersonal relationships or in work performance, and the respondent's current functioning is probably compromised.
<b>DRG</b> <b>Drug Problems</b>	56	>60T: Indicative of a person who used drugs regularly and may have experienced some adverse consequences as a result. >70T: Respondent likely meets the criteria for drug abuse. Drugs are likely to have caused difficulties in interpersonal relationships or in work performance, and the respondent's current functioning is probably compromised.
<b>AGG</b> <b>Aggression</b>	49	>60T: Indicative of a person who may be seen as impatient, irritable, and quick-tempered. >70T: Likely to be chronically angry and will freely express their anger and hostility.
<b>AGG-A</b> <b>-Aggressive Attitude</b>	48	>70T: These individuals are easily angered, report having difficulty controlling the expression of their anger, and are likely to be perceived by others as being hostile and readily provoked.
<b>AGG-V</b> <b>-Verbal Aggression</b>	59	>70T: These individuals are not intimidated by confrontation and tend to be verbally aggressive with little provocation. They display their anger readily when it is experienced.
<b>AGG-P</b> <b>-Physical Aggression</b>	52	>70T: These individuals are prone to physical displays of anger, including damage to property, physical fights, and threats of violence.

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<b>SUI Suicide</b>	51	<p>&gt;60T: Indicative of a person who entertains periodic and transient thoughts about suicide and is pessimistic and unhappy about prospects for the future.</p> <p>&gt;70T: Respondent is reporting significant suicidal ideation; such individuals are typically anxious and depressed and see the people around them as unsupportive.</p>
<b>STR Stress</b>	53	<p>&gt;60T: Indicative of a person who may be experiencing a moderate degree of stress as a result of difficulties in some major life area.</p> <p>&gt;70T: These difficulties are likely to be having a significant impact upon the respondent.</p>
<b>NON Nonsupport</b>	50	<p>&gt;60T: Indicative of a person who may have few close interpersonal relationships or may be dissatisfied with the nature of these relationships.</p> <p>&gt;70T: Respondents are reporting that their social relationships offer them little support.</p>
<b>RXR Treatment Rejection</b>	70	<p>&gt;60T: Reflects a person who admits to few difficulties and has no desire to change the status quo.</p>
<b>DOM Dominance</b>	69	<p>&lt;30T: Indicates a person who has little confidence in social interactions. Such a person is likely to have difficulty getting needs met in personal relationships and will instead subordinate his or her own interests to those of others.</p> <p>&gt;70T: Suggests an individual whose need for control is quite pronounced and probably taxes the endurance of those who are close to the respondent. Such individuals are generally domineering and tend to have little tolerance for those who disagree with their plans and desires. Others probably view them as being self-important, overbearing, and dictatorial.</p>
<b>WRM Warmth</b>	69	<p>&lt;30T: Indicates a person who has little interest or investment in social interactions. These people often seem cold and unfeeling, and they have little patience with the faults of others. Others are likely to see them as unable to display affection or uninterested in making commitments to personal relationships.</p>

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<b>Prob. Neg. Psy.</b>	48	Probability of being rated as a D or F based on their answers to the PAI.
Prob. Alc. Abuse	48	Criterion PsyQ items: Has been arrested for DUI Once drank 3 or more drinks each day Drinks heavily several times a month or more Has been in fights after drinking alcohol Sometimes drives while drinking Any of above responses
Prob. Ang.	64	Criterion PsyQ items: Had 2 or more emotional arguments at work Committed or arrested for assault Has been in fights after drinking alcohol Has been in fights since age 18 Has hit romantic partner Any of above responses

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Prob. Sub. Use	63	<p>Criterion PsyQ items:            Arrested for DUI            Once drank 3 or more drinks each day            Drinks heavily several times a month or more            Has been in fights after drinking alcohol            Sometimes drives while drinking            Used marijuana 21 or more times            Used marijuana during the last 12 months            Used cocaine 3 or more times            Used cocaine during the last 12 months            Has used hallucinogens            Has driven after using drugs            Has sold drugs            Smokes half a pack of cigarettes, or more, a day            Any of above responses</p>
Prob. Drugs	27	<p>Used marijuana 21 or more times            Used marijuana during the last 12 months            Used cocaine 3 or more times            Used cocaine during the last 12 months            Has used hallucinogens            Has driven after using drugs            Has sold drugs            Any of above responses</p>



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Prob. Job Probs.	56	<p>Criterion PsyQ items:</p> <ul style="list-style-type: none"> <li>Is late to work once a month or more</li> <li>Fired 2 or more times</li> <li>Resigned a job to avoid being fired</li> <li>Received 2 or more job reprimands</li> <li>Has had 2 or more emotional arguments at work</li> <li>Military discharge was general or less than honorable</li> <li>Had 2 or more disciplinary actions in military</li> <li>As an officer, had 3 or more citizens complaints</li> <li>As an officer, had a citizens' complaint sustained</li> <li>Received three or more reprimands as an officer</li> <li>Suspended from law enforcement duty</li> <li>Fired from a law enforcement job after probation</li> <li>Been the subject of an internal affairs investigation</li> <li>Any of above responses</li> </ul>
Prob. Integ	74	<p>Criterion PsyQ items:</p> <ul style="list-style-type: none"> <li>Has been arrested 2 or more times</li> <li>Convicted of a misdemeanor</li> <li>Convicted of a felony</li> <li>Stole items worth \$25 or more</li> <li>Committed or arrested for embezzlement</li> <li>Stole goods worth \$25 or more from work</li> <li>Stole money from work</li> <li>Rejected from job because of a background investigation</li> <li>Rejected from job because of a polygraph examination</li> <li>Any of above responses</li> </ul>