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Psychological Assessment of Police and Public Safety Personnel Using the PAI

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Agenda



BRIEF HISTORY
of personality assessment in police psychology



OVERVIEW
of pre-employment and fitness for duty



FACTORS
impacting the validity and usefulness of psychological test results, including discussion of clinical vs. actuarial prediction models



ETHICAL CONSIDERATIONS



COMPONENTS
of the interview and evaluation



USE OF THE
PAI Law Enforcement, Corrections, and Public Safety Selection Report



CASE EXAMPLES

Goals For This Presentation About JRA PAI Police and Public Safety Selection Report (2)

- **Present features of the PAI report that add unique information to the selection process**
 - Prediction equations indicating applicants who are outliers on specific selection dimensions
 - Special group norms for each job class gathered from thousands of previously screened applicants
 - Critical item responses, indexed by scale membership, with percentile endorsement
 - Demonstrate how the special features of the PAI Report increase the validity of the interpretations and their linkage to non-test behavioral history data

Goals For This Presentation About JRA PAI Police and Public Safety Selection Report (1)

Suggested approach to interpretive dilemmas

- Indeterminable/invalid/defensive/evasive testing
- Double-negative endorsements
- Reckless, careless approach to the testing
- Over scrupulous responding

Brief history of personality assessment in police psychology

- Psychologists only became involved in law enforcement in the 1960s and few took on a preemployment screening role until the 1970s.
 - San Jose PD hired Mike Roberts as their full-time psychologist in 1971. By 1984, California Commission on Peace Officer Standards and Training (CA POST) published the first psychological screening manual and mandated preemployment screening in California.
- The role of personality assessment in law enforcement grew organically and expanded to many departments across the U.S.

Brief history continued

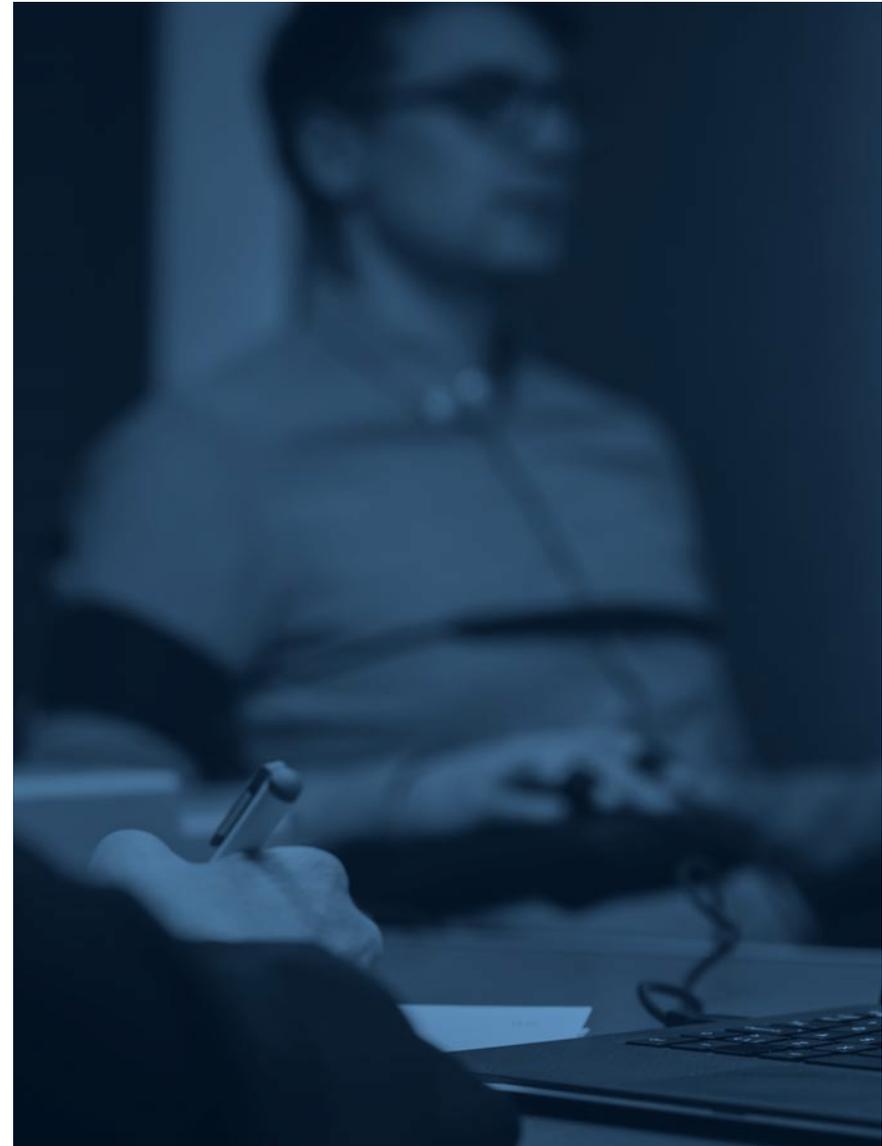
- Over the years, successive laws, regulations, and guidelines were created that have structured the practice of pre-employment psychological evaluations for public safety as we see it today.
 - The most comprehensive of these set of rules is governed by CA POST.
 - They publish a POST Psychological Screening Manual (2019) that is an excellent resource for psychologists looking to work in this field

Overview of pre-employment of police and public safety personnel

- Pre-employment v. FFDE
 - Distinct types of evaluations
 - Different referral questions and different legal criteria
- The PAI Law Report is only suitable for pre-employment evaluations because the norms and prediction equations are based on job applicants in the “high stakes” employment selection process.

Overview of the Selection Process

- Police applicants are typically screened before the psychological test using a cognitive test (civil service written), physical agility and character review (e.g., arrest/convictions; recent illegal drug use; domestic violence, job terminations, etc.)
- If they pass the initial screen, successful applicants must submit to a thorough background investigation, polygraph, psychological evaluation and a medical exam.



Recommended Pre-Offer Selection Procedures

Non-Medical Pre-Job Offer Procedures

- Written civil service exam
- Physical agility test
- Oral board
- **Eligibility list**
- Background pre-screen (JRA PHQ; CA POST PHS)
- Illegal drug test (Hair analysis: SFPD; Chicago PD, NYPD)
- Pre-offer polygraph (not as useful as post-COE poly because ADA-type questions cannot be asked)
- **Conditional job offer (COE)**

Overview continued

- Most state laws require police applicants be psychologically assessed to rule out psychopathology (“stability”) and insure job “suitability.”
- The law usually requires the psychologist to assess the applicant using an in-person interview and at least one psychological instrument that measures normal personality functioning (e.g., CPI/“suitability”) and one that measures psychopathology (e.g., PAI/“stability”).



Psychological Screening Criteria

California POST Psychological Screening Dimensions

1. Social competence
2. Teamwork
3. Adaptability/flexibility
4. Conscientiousness/dependability
5. Impulse control/attention to safety
6. Integrity/ethics
7. Emotional regulation/stress tolerance
8. Decision-making/judgment
9. Assertiveness/persuasiveness
10. Avoiding substance abuse and other risk-taking behavior

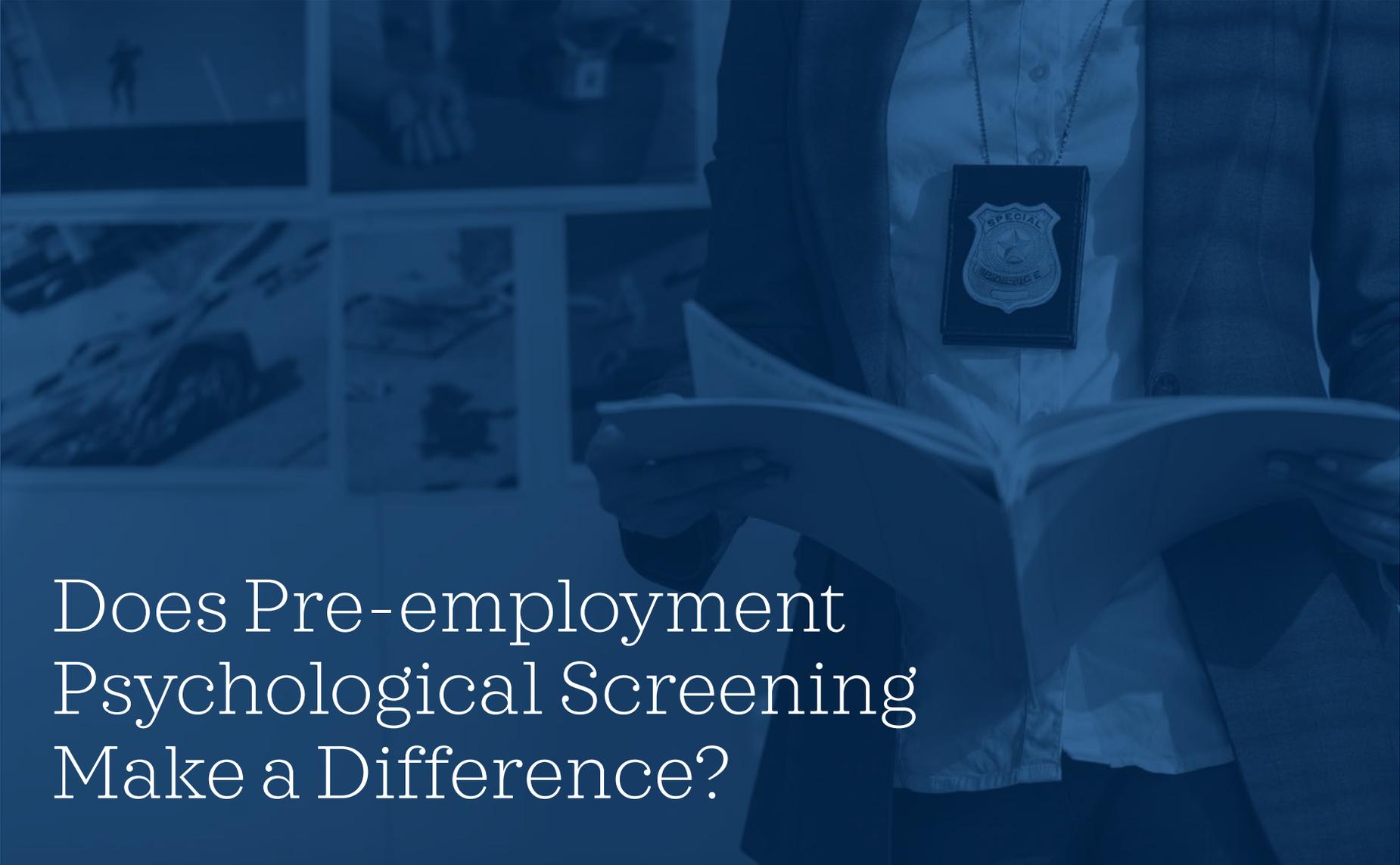
Psychological Screening Criteria

- Applicants are assessed for their suitability for the job using the POST Dimensions, not with the goal of diagnosing a *DSM* disorder.
- Although psychopathology in this population is rare, test scales from tests measuring suitability and stability measure constructs that are highly relevant to public safety jobs.
 - Scales include: Anxiety, Antisocial Features, Alcohol Problems, Drug Problems, Suicidal Ideation, Stress, Nonsupport, Dominance, Warmth, etc.

An Example Psychological Assessment Protocol

Law Enforcement Psychological Services, Inc./Mike Roberts, Ryan Roberts

- California Psychological Inventory (CPI), JRA Selection Report
- Personality Assessment Inventory (PAI), JRA Selection Report
- State-Trait Anger Expression Inventory (STAXI), JRA Selection Report
- Wonderlic Personnel Test
- Psychological History Questionnaire (JR&A Psychological History Questionnaire Report-Required Explanations (PsyQ-RE))
- Supplemental Psychological History Questionnaire (Handwritten [or endorsed online] answers by the applicant)
- Psychologist's review of polygraph and/or background report
- Therapy Release Form (when applicable; ~15% of applicants have consulted or been referred to psychological treatment)
- Structured Psychological Interview. In our case, this is created based on the applicant's endorsements of the application to the automated PsyQ-RE

A person in a police uniform is shown from the chest down, reading a newspaper. The uniform is light-colored with a dark jacket over it. A badge is visible on the chest, which reads "SPECIAL POLICE". The background is a wall with several framed photographs or documents. The entire image has a blue tint.

Does Pre-employment
Psychological Screening
Make a Difference?

Police Officers Terminated From Western US Urban Police Department Ordered By Entry Level Psychological Rating, Rating Base Rate, Wonderlic And Reason For Termination

Hired officers who are rated poorly suited (D or F) are 4.7 times more likely to be terminated.

Sex	Ethnic	Psych Grade	Grade BR	Wonderlic	Termination Reason
M	A	F	1%		Concealed prior sexual misconduct as police officer; discovered after hired
M	W	F	1%		
M	W	F	1%		Convicted of sexual misconduct under color of authority
M	A	F	1%		Threats of bodily injury; stalking of fellow female officer
M	O	D	19%		Killed drug suspect during arrest; had falsified his prior LE work history
M	W	D	19%		Homosexual activity in City park in public view, off duty
M	A	D	19%		Had concealed Hx of psych hospitalization illegal drug use at entry
M	W	D	19%	20	DMV revoked license one month prior to hire; not disclosed to Dept.
F	B	D	19%		Cocaine use in academy
M	W	D	19%	20	Drunk, abusive, threatened to kill witness
M	A	D	19%		Molested child after being hired
M	H	D	19%		Insurance fraud
M	A	D	19%		Conduct unbecoming; no specifics in file
M	H	D	19%	17	Unnecessary force; prosecuted, guilty of misdemeanor
M	W	D	19%		Three felonies against wife; sexual misconduct; alcoholic; imprisoned
M	I	C-	18%	14	Drug problem; relation with prostitute; stole car from police lot
F	W	C-	18%		Permanent knee injury in academy; refused to resign; terminated
M	W	C-	18%	13	
F	W	C-	18%		Very negative relations w/ citizens and officers; disability; publish conf letter
F	W	C-	18%		Disability "artist"; hooked on pain medications
M	H	C	31%	18	Made derogatory statements about females at restaurant w/ other officers
M	B	C	31%		Battery of wife who is an officer; later arrested for fraud
M	B	C	31%	24	Off duty drinking and assault
M	W	C	31%	19	Narcotics use after hire
M	B	B	19%	11	Lied regarding assault
M	H	A	8%		Beat handcuffed prisoner; later made threats
M	B	A	8%		Used heroin and methadone after hired

Hired officers

that received a poorly suited, D rating are 8.5 times more likely to be terminated than those rated C- or higher.

**Terminated West Coast Police Department Officers
Listed By Entry Level Psychological Rating, Rating Base Rate,
and Primary Problem, 1972-1999 (N=55)**

<i>Grade BR</i>	<i>Psychologist's Grade</i>	<i>Termination Reason</i>
5%	<i>D</i>	<i>Sexual Impropriety</i>
5%	<i>D</i>	<i>Integrity/ Theft</i>
5%	<i>D</i>	<i>Drugs</i>
5%	<i>D</i>	<i>Drugs</i>
5%	<i>D</i>	<i>Drugs</i>
5%	<i>D</i>	<i>No Single Reason</i>
5%	<i>D</i>	<i>No Single Reason</i>
5%	<i>D</i>	<i>No Single Reason</i>
5%	<i>D</i>	<i>No Single Reason</i>
5%	<i>D</i>	<i>No Single Reason</i>
22%	<i>C-</i>	<i>Sexual Impropriety</i>
22%	<i>C-</i>	<i>Integrity/ Theft</i>
22%	<i>C-</i>	<i>Brutality</i>
22%	<i>C-</i>	<i>Brutality</i>
22%	<i>C-</i>	<i>Brutality</i>
22%	<i>C-</i>	<i>No Single Reason</i>

Hired officers

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**Terminated West Coast Police Department Officers
Listed By Entry Level Psychological Rating, Rating Base Rate,
and Primary Problem, 1972-1999 (N=55)**

<i>Grade BR</i>	<i>Psychologist's Grade</i>	<i>Termination Reason</i>
22%	C-	No Single Reason
22%	C-	No Single Reason
34%	C	Sexual Impropriety
34%	C	Sexual Impropriety
34%	C	Sexual Impropriety
34%	C	Integrity/ Theft
34%	C	Integrity/ Theft
34%	C	Drugs
34%	C	Drugs
34%	C	Brutality
34%	C	Brutality
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
34%	C	No Single Reason
24%	B	Sexual Impropriety
24%	B	No Single Reason
24%	B	No Single Reason

Hired officers

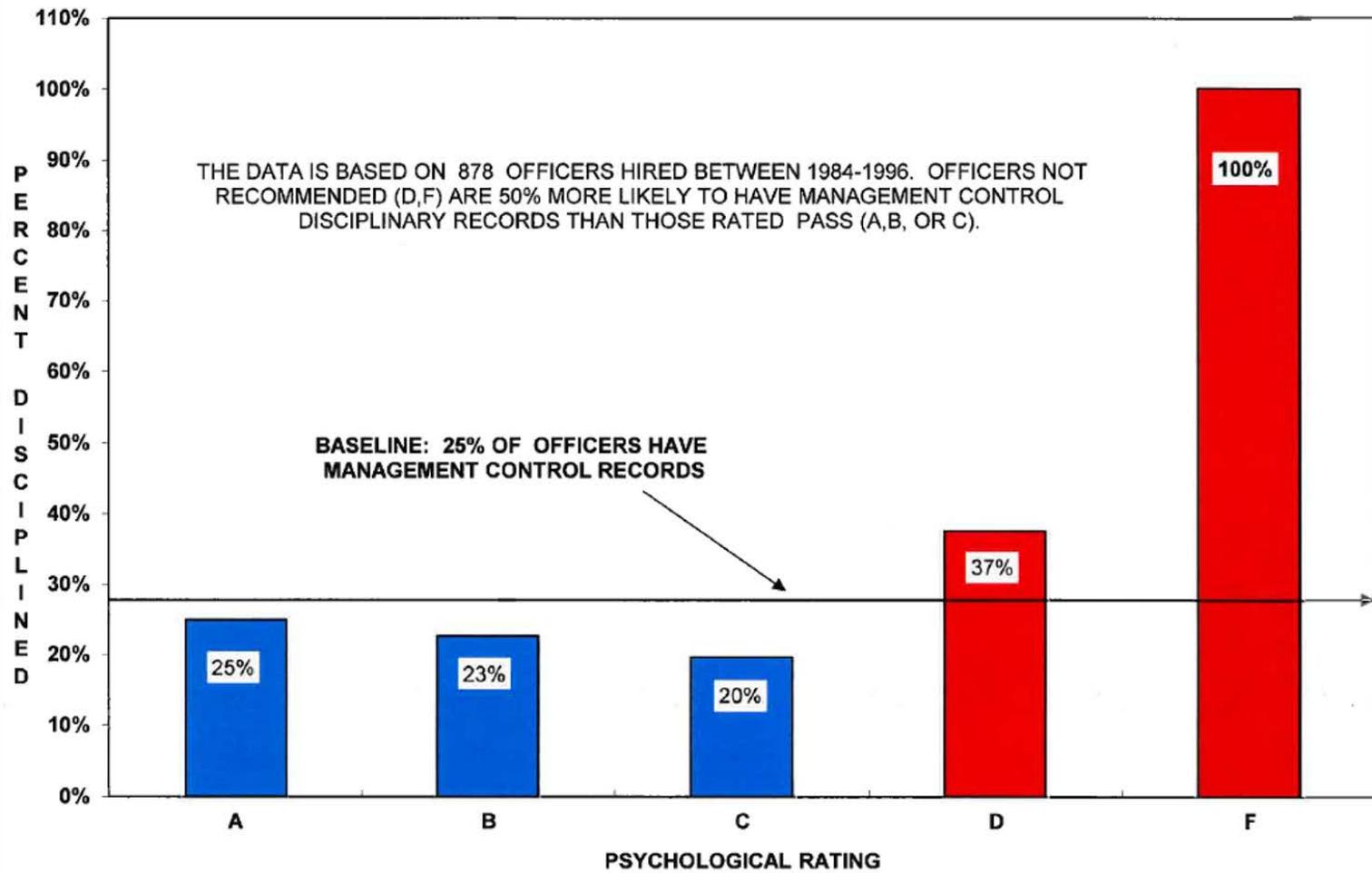
that received a marginally suited, C- rating are 60% more likely to be terminated than those rated C or above.

**Police Officers Terminated From a Major Urban Department
Listed by Entry Level Psychological Rating, Rating Base
Rate, and Reason for Termination**

Grade BR	Psychologist's Grade	Termination Reason
23%	C-	Tested positive for illegal drugs during random test (mj)
23%	C-	Excessive force/verbal abuse of store owner
23%	C-	During probation, failed state mandated exam
23%	C-	Domestic violence
23%	C-	Criminal sexual assault
23%	C-	Didn't file required report info re homicide witness
23%	C-	Conduct unbecoming: while on probation
23%	C-	Arrested for armed robbery
32%	C	Caught by FBI investigation: narcotics trafficking
32%	C	Caught by FBI investigation of false insurance claims
32%	C	Tested positive for illegal drugs: mj+ other drugs
32%	C	Conduct unbecoming: while on probation
32%	C	Convicted of sexual harrassment while on duty
32%	C	Reckless discharge of weapon:off duty, intoxicated
32%	C	Lied during application regarding a cocaine conviction
32%	C	Excessive force, verbal abuse
23%	B	Drunk off duty, shot car window, pointed gun at an officer
23%	B	Off duty veh acc, then shot at other driver's vehicle
23%	B	During probation; violated medical roll procedures
23%	B	Attendance problems; late 5x

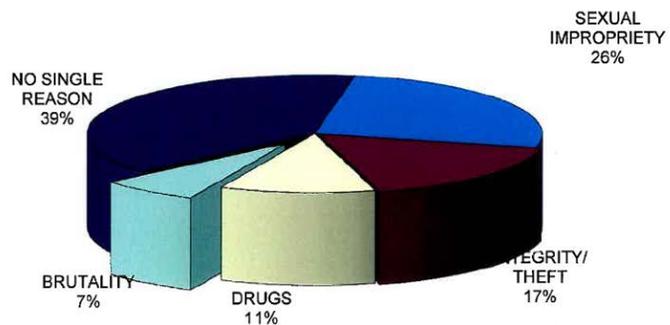
This agency does not require the polygraph, does not share background concerns with the psychologist, and does not hire D rated applicants. These constraints make suitability predictions difficult. Copyright 2002 Michael Roberts, Ph.D. (408) 356-9696

**PERCENT OF OFFICERS DISCIPLINED
BY PSYCHOLOGICAL RATING**



**Primary Reasons For Termination/ Forced Resignation
From The San Jose Police Department 1972-1989**

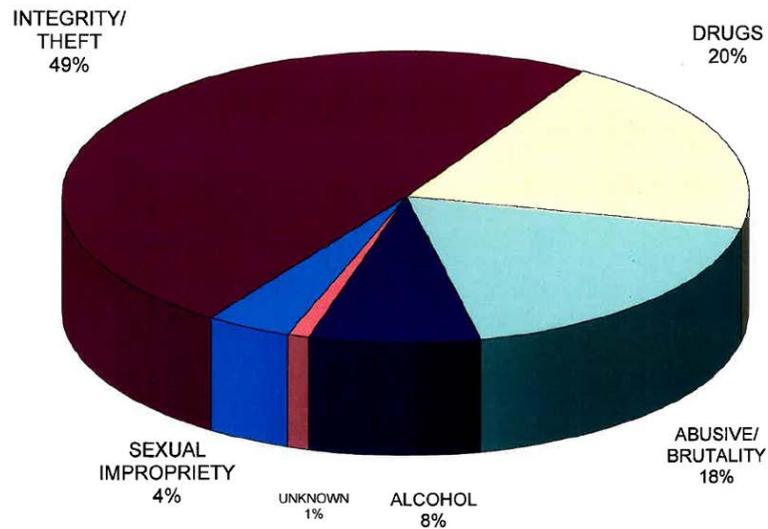
REASON	NUMBER	%
SEXUAL IMPROPRIETY	12	26%
INTEGRITY/ THEFT	8	17%
DRUGS	5	11%
BRUTALITY	3	7%
NO SINGLE REASON	18	39%
TOTAL	46	100%



A REVIEW OF OFFICER CAREER OUTCOMES AND THEIR RELATIONSHIP TO PRE-EMPLOYMENT BACKGROUND AND PSYCHOLOGICAL DATA IN THE SAN JOSE POLICE DEPARTMENT (1972- 1989). Prepared For Police Chief Joseph McNamara by The San Jose Police Department Psychological Services Unit, Zwemke, Roberts, and Johnson.

**PRIMARY REASONS
FOR TERMINATION/ FORCED RESIGNATION FROM THREE MAJOR
SOUTHEAST USA POLICE DEPARTMENTS
(1980- 1989)**

REASON	NUMBER	%
SEXUAL IMPROPRIETY	6	4%
INTEGRITY/ THEFT	72	49%
DRUGS	30	20%
ABUSIVE/ BRUTALITY	27	18%
ALCOHOL	12	8%
UNKNOWN	2	1%
TOTAL	149	100%



Factors that impact the validity
and usefulness of psychological
test results

Clinical vs. Actuarial Judgment

Clinical

- Clinical judgment is reaching a decision by processing information based on one's own thoughts

Actuarial

- Actuarial judgment is reaching a decision without human judgment, using empirically established relations between data and the event of interest

Paul Meehl (1954) first addressed the question:

Which is better?

Actuarial v. Clinical Prediction

- Meehl (1954)—Clinical Versus Statistical Prediction “found clear-cut and consistent superiority of statistical prediction over clinical judgment.”
- Actuarial method alone is more accurate than clinical judgment and equal to combination of actuarial and clinical methods (Grove & Meehl, 1996).
- Despite intervening decades, research continues to show, actuarial data is a better predictor than is clinical assessment. This is police selection data (Cuttler, 2011).

Actuarial Judgment

- Statistical prediction is about 10% more accurate than clinical prediction (Grove et al., 2000).
- Empirical Data has repeatedly shown the value of test results in public safety preemployment assessment.
 - This is true across instruments (e.g., CPI, PAI, and MMPI instruments)
- Nevertheless, there is value to the psychologist's input...

Clinical Judgment

- Dawes et al. (1989) hypothesized that clinical judgment might improve on the actuarial method in certain circumstances:
 - Judgments mediated by theories and hence difficult or impossible to duplicate by statistical frequencies alone.
 - Select reversal of actuarial conclusions based on the consideration of rare events or utility functions that are not incorporated into statistical methods.
 - Complex configural relations between difficult to measure predictive variables (e.g., facial expressions or mannerisms) and outcome.

EBP and Actuarial vs. Clinical Prediction

- Both ethical codes and empirical results favor giving strong weight to test results as compared to interviews or other data
- APA Ethics Code Section 9.02—Requires that assessments be conducted via means that are supported by research and evidence.

Field Training Officer (FTO) Outcomes Pilot Study

- We analyzed preemployment screening psychological rating data (A, B, C, C-, D, F), Wonderlic (problem solving) scores, CPI, and PAI data to see whether they were predictive of probationary training FTO success in a large, West Coast police department.

Academy and FTO Outcomes

(Roberts & Roberts, 2019)

Correlation between **academy through FTO success** and psych grade: **$r = .30$ (.36 corrected to applicant pop.)** ($p < .001$, $n = 348$)

Wonderlic was not predictive at FTO, however **several predictors on the CPI and PAI proved to be statistically significant and meaningful predictors of FTO success.**



Academy and FTO Outcomes (Roberts & Roberts, 2019)

Academy Through FTO Training Outcomes by Psychological Ratings (D-rated applicants not hired)

Psych grade	<i>n</i>	Rate of success
A	12	100%
B	51	68.60%
C	195	45.10%
C-	90	31.10%
Total	348	53.20%

C- ratings are 44% more likely to fail between hire and completion of FTO than A, B, or C-rated applicants

PAI Results

Scale	r	r corrected	p
Somatic Complaints (Som)	.19	.70	.001
Nonsupport (Non)	.19	.38	.006
Treatment Rejection (Rxr)	-.19	-.32	.005
Somatization (Som_S)	.22	.50	.001
Depression – Cognitive (Dep_C)	.17	.43	.011

- PAI scales were strong predictors of FTO outcomes.
- Constructs measured by these scales appear to indicate the importance of admissions of psychological distress at the preemployment phase as being predictive of FTO success.

CPI Results

Scale/Risk Statement	<i>r</i>	<i>r</i> corrected	<i>p</i>
Involuntary Departure	.23	.59	.001
Poorly Suited	.19	.41	.005
Socialization (So)	-.17	-.35	.011
v2 (Orientation Toward Society)	-.19	-.29	.005
Law Enforcement Orientation (Leo)	-.17	-.25	.013
Integrity (Itg)	-.18	-.28	.007

- CPI scales/risk statements that routinely demonstrate predictive ability for police job outcomes, also exhibited strong correlations with FTO outcomes.
 - **CPI scales and risk statements all measure different facets of “socialization.”**

Utilization of Appropriate Norm Groups

- The situational demands of the preemployment psychological screening situation create a “high stakes” testing environment.
- Many applicants respond by being defensive and/or evasive. About 20% of applicants are notably defensive, and 5-10% of applicants produce results that render the testing “indeterminable,” and cannot be used to rule out the presence or absence of serious psychological problems.
- CA Post regulations (adopted by many other states) require the use of public safety norms (2019, p. 95; see also Groth-Marnat, 2009).
- Not only are public safety applicants in general significantly different from the publisher’s general population norms due to both selection effects and demand characteristics, but there are differences among job classes.

Public Safety Job Categories

Different job requirements dictate different screening criteria

- Police (see POST job analysis)
- Corrections
- Dispatcher/communications
- Fire
- Probation
- Other categories



Public Safety Job Categories Continued

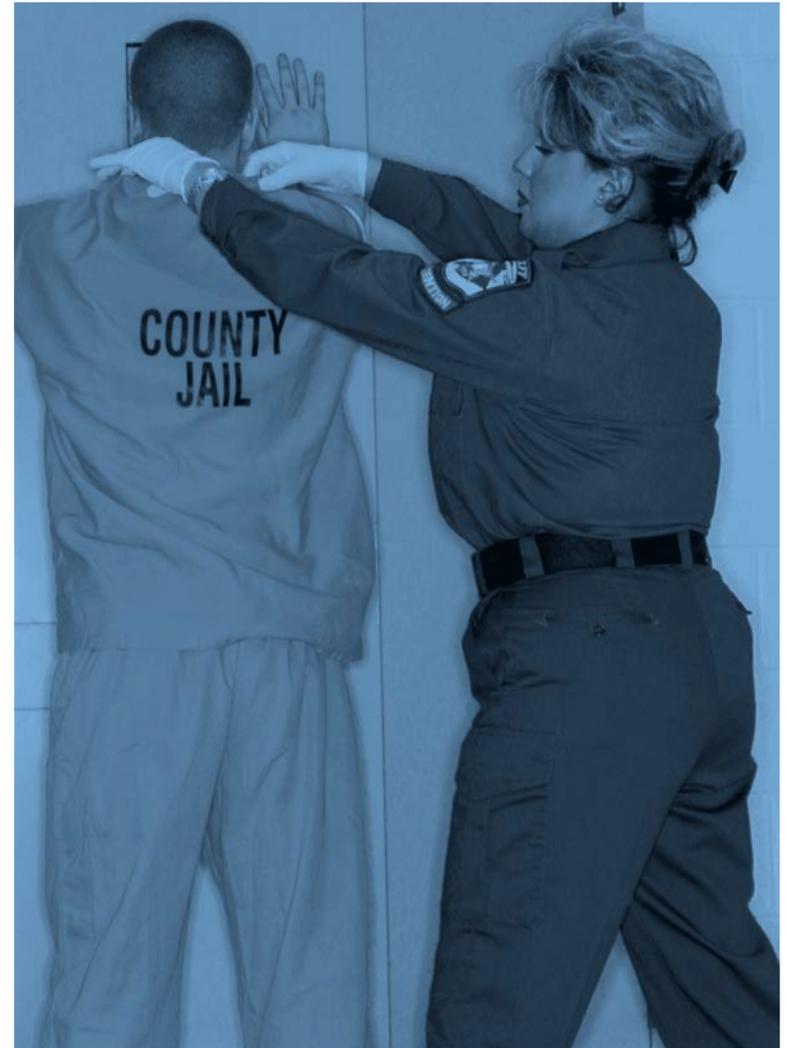
Corrections

Population attributes

- Less educated than police or fire, more problematic backgrounds in general

Job requirements

- Similar to those of a police officer, but they generally have a lower standard because
 - They do not carry a weapon
 - They do not have any police powers outside of jail
 - In many states they are not authorized to carry a weapon off duty.
 - They are under direct supervision while in jail



Public Safety Job Categories Continued

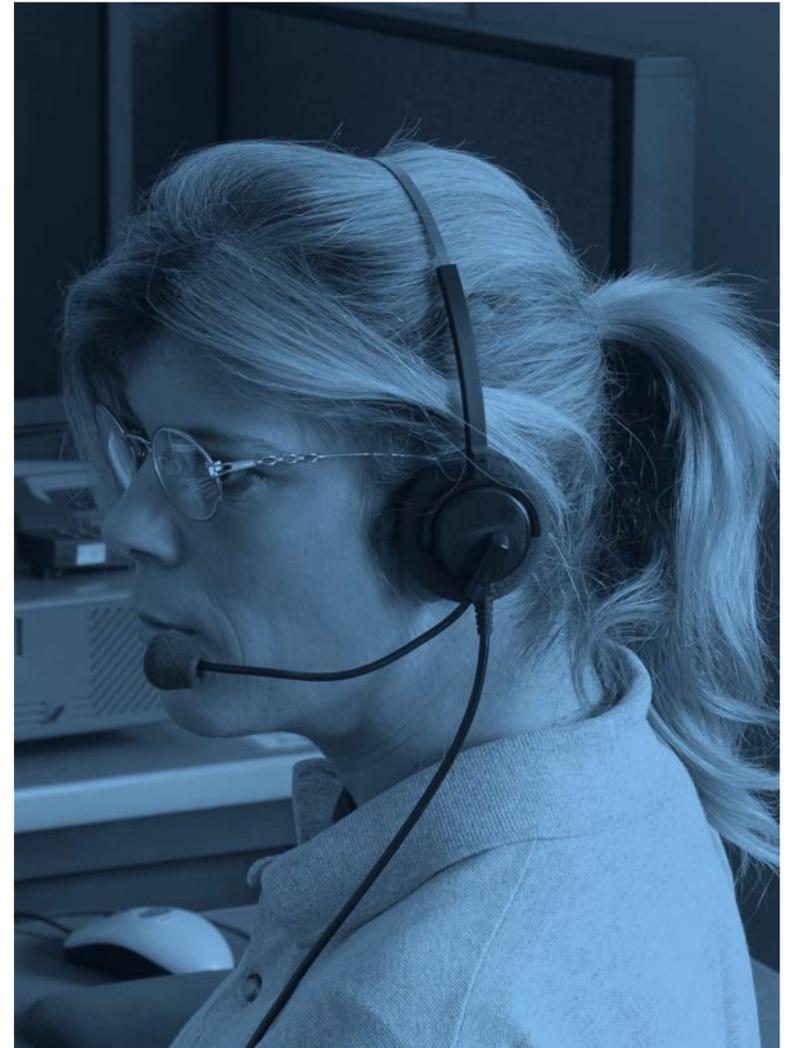
Dispatcher

Population attributes

- Very different than other public safety job categories. Mostly women, more intelligent on average, and they seem to have more therapy contacts.

Job requirements

- Interpersonal skills, emotional stability, integrity...
 - Look for prior on-the-job and off-the-job personal relationship problems and trauma history. Note that public safety representatives often have difficulty with counter productive cliques forming among dispatchers.
 - Integrity is a major concern because of the access to confidential data.



Public Safety Job Categories Continued

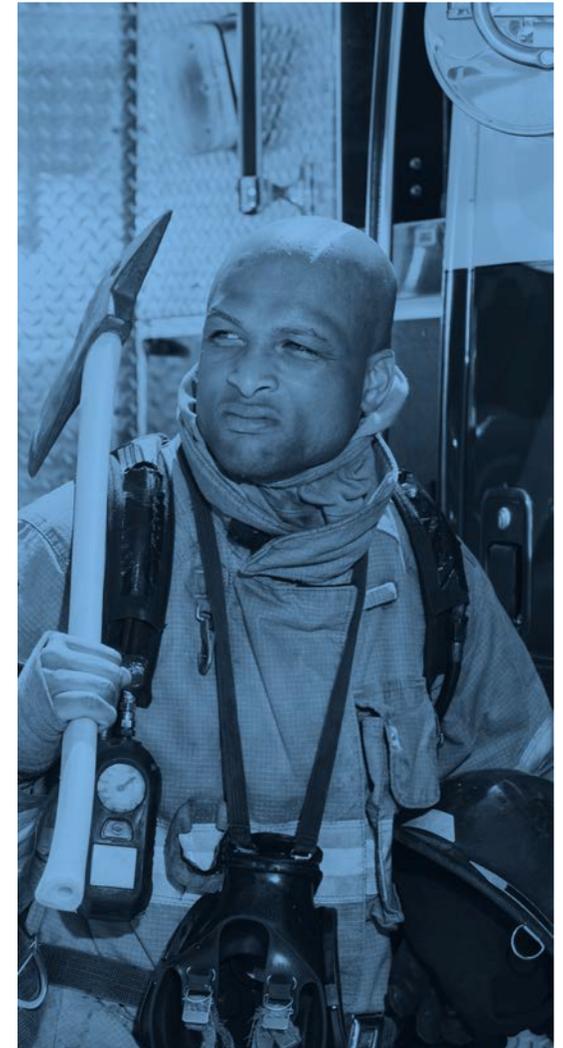
Fire

Population attributes

- Higher percentage of males compared to other public safety job categories.

Job requirements

- Different from police; assertion skills are not nearly as important, but integrity and interpersonal skills are still very important
 - Firefighters are often in people's homes performing inspections.
 - They are required to interact with the public and work in close quarters. They often live together for extended periods. Those prone to interpersonal conflict are very counterproductive.
 - Other attributes rated as important by fire department representatives (Tracy, 2002) were learning ability, tolerance, having a positive attitude, high stress tolerance, and being dependable.



Public Safety Job Categories Continued

Probation Officers

Population attributes

- College educated or more.
- Large proportion are ethnic minorities.

Job characteristics

- They have a caseload of adults or adolescents. They don't have enforcement powers and are not armed in the base position. If armed, there is usually a separate psych evaluation done for this purpose focused on stability.

Job requirements

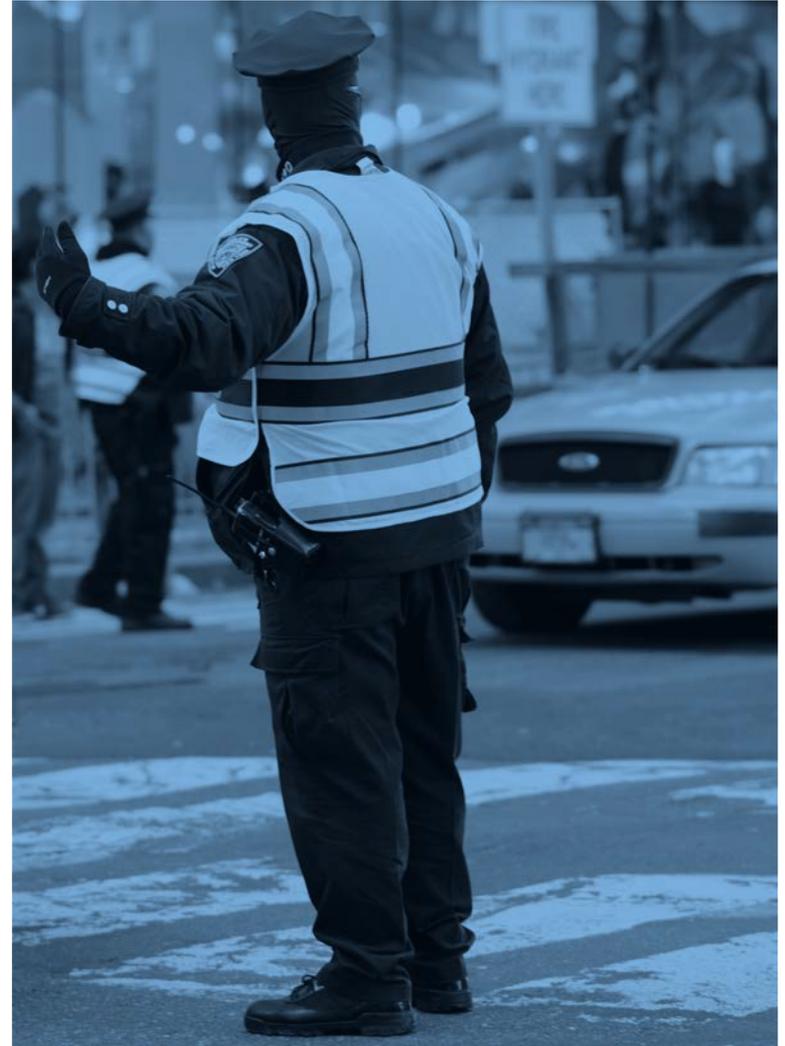
- Write reports, interpersonal skills, and deal with complex situations



Public Safety Job Categories Continued

Other (records techs, CSO, PSA)

- Integrity is the biggest concern
- Additional interpersonal considerations when screening for community service officer/public safety officer positions.



Ethical considerations

- Competence – APA Ethics Code Section 2
 - 2.01 Boundaries of Competence
 - Public Safety Psychology is an APA recognized specialty area
 - 2.03 Maintaining Competence
 - 2.04 Bases for Scientific and Professional Judgments

Integrating Psychological Test Results with Interview Impressions and Behavioral History

Data: Using the POST Dimensions as a Suitability Report and Recommendation Template

- Psychological tests should be used by the psychologist to generate hypotheses.
- A semi-structured interview (e.g., based on the JRA PsyQ) addressing background features important to public safety work should be conducted and used to corroborate potential risks identified by the testing.
 - Preemployment screening is a “screen-out” function and focused on identifying potential risks.
 - The threshold for screening out is relatively low because of the great potential harm that can arise from allowing an unsuitable officer to be hired.

POST Dimensions

- Essential job functions of the position the applicant is applying for anchor the suitability determination.
- POST dimensions are mandated by California for law enforcement. In our opinion, they are broadly useful across public safety positions in and outside of California.
 - Individual dimensions may be weighted more or less heavily depending on the position applied to and the setting the applicant is to work in (e.g., dispatcher v. police; Chicago v. quiet suburb).

Cluster 1: Emotional Control

Risk ratings indicate level of concern the applicant may display problem performance in each job dimension: Hi = High, Mod = Moderate, Low = Low Risk, Ind* = Indeterminable

Hi	Mod	Low	Ind*	
				<p>1. EMOTIONAL REGULATION AND STRESS TOLERANCE: Involves the ability to maintain composure and stay in control, particularly during life-threatening, time-critical events and other stressful situations. It includes taking the negative aspects of the job in stride and maintaining an even temperament, as well as accepting criticism rather than becoming overly defensive or allowing it to hamper job performance. Refrains from overreacting when subjected to physical or verbal abuse; exercises restraint and uses the minimum amount of force necessary to handle a given situation.</p> <p>Evidence: Not Applicable</p>
				<p>2. AVOIDING SUBSTANCE ABUSE AND OTHER RISK-TAKING BEHAVIOR: Involves avoiding participation in behavior that is inappropriate, self-damaging, and can adversely impact organizational functioning, such as alcohol and drug abuse, domestic violence, sale of drugs and gambling.</p> <p>Evidence: Not Applicable</p>
				<p>3. IMPULSE CONTROL/ATTENTION TO SAFETY: Involves taking proper precautions and avoiding impulsive and/or unnecessarily risky behavior to ensure both public and personal safety. Refrains from overreacting when subjected to physical or verbal abuse. Can maintain composure and performs effectively in stressful situations.</p> <p>Evidence: Not Applicable</p>

Cluster 2: Interpersonal Behavior

Risk ratings indicate level of concern the applicant may display problem performance in each job dimension: Hi = High, Mod = Moderate, Low = Low Risk, Ind* = Indeterminable

Hi	Mod	Low	Ind*	
				<p>4. ASSERTIVENESS/PERSUASIVENESS: Involves unhesitatingly taking control of situations in a calm and appropriately assertive manner, even under dangerous or adverse conditions.</p> <p>Evidence: Not Applicable</p>
				<p>5. SOCIAL COMPETENCE: Involves communicating with others in a tactful and respectful manner, and showing sensitivity and concern in one's daily interactions. Can interact and deal effectively with people from varying social and cultural backgrounds. Attempts to resolve conflicts through persuasion rather than force.</p> <p>Evidence: Not Applicable</p>
				<p>6. TEAMWORK: Involves working effectively with others to accomplish goals, as well as subordinating personal interests for the good of the working group and agency. It involves establishing and maintaining effective, cooperative working relationships with fellow officers, supervisors, community partners, representatives of other agencies, and others tasked with serving and protecting the community.</p> <p>Evidence: Not Applicable</p>

Cluster 3: Judgment and Adaptability

Risk ratings indicate level of concern the applicant may display problem performance in each job dimension: Hi = High, Mod = Moderate, Low = Low Risk, Ind* = Indeterminable

Hi	Mod	Low	Ind*	
				<p>7. DECISION-MAKING AND JUDGMENT: Involves common sense, "street smarts," and the ability to make sound decisions, demonstrated by the ability to size up situations quickly and take the appropriate action. It also involves the ability to sift through information to glean that which is important, and, once identified, to use that information effectively.</p> <p>Evidence: Not Applicable</p>
				<p>8. ADAPTABILITY/FLEXIBILITY: Involves the ability to change gears and easily adjust to the many different, sudden, and sometimes competing demands inherent in law enforcement work. Can apply knowledge and reasoning to make prompt and effective decisions quickly in both routine and non-routine situations; can make sound decisions in a timely manner; can size up a situation quickly and take appropriate actions.</p> <p>Evidence: Not Applicable</p>

Cluster 4: Work Attitudes

Risk ratings indicate level of concern the applicant may display problem performance in each job dimension: Hi = High, Mod = Moderate, Low = Low Risk, Ind = Indeterminable*

Hi	Mod	Low	Ind*			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>9. CONSCIENTIOUSNESS/DEPENDABILITY: Involves diligent, reliable, conscientious work patterns; performing in a timely, logical manner in accordance with rules and regulations and agency policies. Follows orders; is reliable, thorough, punctual, accurate; can assume responsibility for share of the workload; works with minimal supervision. Can proceed on assignments without waiting to be told what to do; is consistently productive.</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Evidence:</td> <td>Not Applicable</td> </tr> </table>	Evidence:	Not Applicable
Evidence:	Not Applicable					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>10. INTEGRITY/ETHICS: Involves maintaining high standards of personal conduct. It consists of attributes such as honesty, impartiality, trustworthiness, and abiding laws, regulations and procedures.</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Evidence:</td> <td>Not Applicable</td> </tr> </table>	Evidence:	Not Applicable
Evidence:	Not Applicable					

Cluster 5: Communication/Learning Skills

Risk ratings indicate level of concern the applicant may display problem performance in each job dimension: Hi = High, Mod = Moderate, Low = Low Risk, Ind = Indeterminable*

Hi	Mod	Low	Ind*	
				<p>11. COMMUNICATION SKILLS: Speaks and writes clearly and concisely; uses acceptable grammar, punctuation and spelling; writing is well organized, complete and accurate.</p> <p>Evidence: Not Applicable</p>
				<p>12. PROBLEM SOLVING/LEARNING: Comprehends new information and applies what has been learned to on-the-job situations.</p> <p>Evidence: Not Applicable</p>

Using the PAI Law Enforcement, Corrections, and Public Safety Selection Report

The two primary features of the PAI Law Report are:

- Best-in-industry special norm groups for Police, Fire, Communications, Corrections, and Probation
- Risk Statements developed in validation studies that provide a predicted risk of the applicant:
 - Being rated as Poorly Suited by expert screening psychologists
 - Having a pre-hire problematic history in six job-relevant behavioral categories (i.e., Job Performance, Integrity, Anger Management, Alcohol Use, Illegal Drug Use, and Substance Abuse)

PAI Law Enforcement, Corrections, and Public Safety Selection Report Special Norm Groups

There are 5 different public safety job categories for the PAI Law Enforcement Report. Each of these categories has a norm group profile comparing the applicant to all job applicants and a second profile comparing the applicant to all job applicants and a second profile comparing the applicant to incumbent norms (applicants that went on to be employed in the same job for at least a year (completion of training)).

- Applicant and incumbent comparison profiles for:
 - Police
 - Communications
 - Fire
 - Corrections
 - Probation

PAI Law Report Norms

- The normative samples were compiled from a national psychological screening practice (Law Enforcement Psychological Services, Inc./Roberts) and represent the largest sample of police and public safety job applicants and incumbents available in the field.
- Because the PAI Law Report normative groups were collected in a nationwide screening practice they reflect the actual diversity of public safety applicants by ethnic group and gender at the present time.
- The geographical reach of the data collection ensures larger numbers of women and ethnic minority populations are included on the PAI-PPSR than on any other measure used for public safety job selection.

Table 4
Demographic Composition of the Public Safety Job Applicant Normative Sample

Variable	<u><i>n</i></u>	% of sample
Gender^a		
Male	14,286	80.5
Female	3,468	19.5
Ethnicity^b		
Caucasian	10,733	60.4
African American	2,986	16.8
Hispanic	2,169	12.2
Asian	1,251	7.0
Native American	270	1.5

Note. *N* = 17,757.

^aThree applicants did not indicate their gender. ^bA small portion of the applicant normative sample reported their ethnicity as “other” (*n* = 310), and even fewer (*n* = 38) did not indicate their ethnicity.

Using the PAI Law Report in Public Safety Screening

- The PAI Law Report incorporates different sources of evidence that can be used to evaluate a candidate. These data points must be weighed differently based on their development:
 - Community *T* scores
 - Risk statements
 - Comparison group statistics

Levels of Test-Based Support

- Depending on the data source, test results should be afforded different levels of confidence.
- Examples of different data sources:
 - Community (Morey PAI norms) referenced findings
 - Results supported by job outcome data (or other data in this population)
 - Risk statements
 - Comparison Group Findings (Special Group *T*s)
 - **Caveat: when interpreting special group T scores, standard descriptions of the scale constructs must be corroborated by external data such as behavioral history or interview data. Special group Ts are not the same as community Ts**

Using Validity Scale Data In Pre-employment Screening

- **Invalid** and uninterpretable test results:
 - Random responding (e.g., very high ICN scale)
 - Incomplete Protocols (many omitted responses)
- **Invalid profiles are very rare** in the screening context. Even if the profile is invalid:
 - Individual item endorsements may be useful, but scale scores should not be interpreted
- ***Fake Good Profiles are “Indeterminable”***
 - Profile cannot be used to support a finding of a lack of negative traits or characteristics, or to support a positive finding.
 - However, individual item endorsements and scales indicating negative traits may be interpreted and used in assessment.

Recommended Language to Describe Indeterminable Profiles

- Cutoff recommendation: $\geq 73T$ community
- “The applicant has responded to the PAI in such a defensive and minimizing fashion that his/her test profile cannot be used to rule out the presence of psychopathology or emotional instability.”
 - Note: Applicants responding in this fashion to psychological tests also minimize their self-reported negative behavioral history to the background investigator and psychologist.

Indeterminable Profiles Continued

- Recommendation for “Indeterminable” profiles:
 - Use the suggested narrative above and consider negative recommendation if other sources of data corroborate this potential integrity concern.
 - If test-based concerns are not corroborated the applicant may be psychologically passed but the report should recommend the agency rule out falsification by the applicant.

Dealing with Low Levels of Impression Management

(Relatively Low PIM)

- “Overscrupulous” responding
 - In general, when fake good scales are much lower (less defensive) than the typical applicant, test profiles will look worse, because more items with negative content will be endorsed.
 - Note, even if you assume overscrupulous responding, the endorsement of negative behavior in the item content is still a selection concern.

PAI Law Report

Personality Assessment Inventory™ Law Enforcement, Corrections, and Public Safety Selection Report
Name: Smith, John
ID: PAILAW1
Ethnic group: -Not Specified-

Page 3
Age: 20
Gender: Male
Test Date: 05/07/2021

Summary of Psychological Test Results

1. Psychological rating risk factor statement

This Risk Factor statement indicates the likelihood (probability) that the current applicant would be rated as "Poorly Suited" for the job by psychologists with expertise in law enforcement, corrections, and public safety screening.

	Probability	Risk level
Psychological rating risk factor	69 %	High risk of receiving "poorly suited" rating

2. Critical Items with job-relevant content endorsed by this applicant

Job applicants for public safety positions rarely endorse PAI items at critical levels. It is important to consider the extent and nature of Critical Item endorsement(s) by an applicant when interpreting the PAI Law Enforcement, Corrections, and Public Safety Selection Report. The following table presents the total number of Critical Items endorsed at a level that may indicate job-relevant concerns, the associated percentile value (when compared to the total applicant normative sample), and the interpretive range.

	No. of items endorsed	Percentile	Interpretive range
Critical Items endorsed	39	97th	Above the average of 10 items.

3. Likelihood of a negative behavioral history in job-relevant domains

The values in the following table indicate the likelihood (probability) that a personal history review with the applicant will elicit admissions of past problem behavior that police and public safety hiring authorities regard as possible negative indicators for the screening decision. These probability statements must be compared with other data sources such as the interview, background information, or polygraph results when formulating a selection recommendation. Refer to the Professional Issues chapter of the manual for additional information about the behaviors and cutoff scores used to define each job-relevant domain.

Job-relevant behavioral domain	Likelihood of problem behavior	
	Probability	Risk Level
Job-related problems	48 %	Moderate
Integrity problems	44 %	Moderate
Anger management problems	81 %	High
Alcohol use concerns	51 %	High
Illegal drug use concerns	16 %	Low
Substance abuse proclivity	50 %	High

Risk of a “Poorly Suited” Psychological Evaluation

- Formula derived from psychological screening ratings of 4,663 public safety applicants
- Ratings decision criteria
 - Psychological Pass = A, B, C, C-
 - Poorly suited = D or F (generally viewed as “fail”)
 - This probability value is correlated with:
 - DWI/DUI post-hire (McIntyre & Roberts, R., 2017)
 - Negative Job Outcomes (Misconduct, Substance Abuse, Pervasive Employment Problems (Guller, 2018)
 - Admission to use of racial slurs under polygraph conditions

Prediction Equations: Predicting “Background History”

- Snapshot of six clusters of negative behavioral history admitted by job applicants during the screening process:
 - Job performance problems
 - Integrity problems
 - Illegal drug use/abuse problems
 - Alcohol use/abuse problems
 - Anger management problems
 - Substance abuse problems

Risk of a Pre-Hire History of Background Problems

- Risk estimated for 6 problem areas (job performance, integrity, anger management, alcohol use, illegal drug use, substance abuse)
- Formulas were derived from life history data of 3,206 public safety applicants, collected during pre-employment screening
- Each problem category was measured by specific negative responses to PAI questions related to the category

PHQ Problem Responses Used to Create Composite PHQ Problem Variables

Composite variable	Item	Problem response	%
Job Performance	204	Is late to work once a month or more	7
	209	Fired 2 or more times	3
	210	Resigned a job to avoid being fired	11
	214	Received 2 or more job reprimands	15
	217	Has had 2 or more emotional arguments at work	10
	308	Military discharge was general or less than honorable	11 ^a
	309	Had 2 or more disciplinary actions in military	5 ^a
	411	As an officer, had 3 or more citizens complaints	9 ^b
	412	As an officer, had a citizens' complaint sustained	5 ^b
	413	Received three or more reprimands as an officer	6 ^b
	414	Suspended from law enforcement duty	10 ^b
	423	Fired from a law enforcement job after probation	3 ^b
	425	Been the subject of an internal affairs investigation	10 ^b
		Any of above responses	38
Illegal drug use	815	Used marijuana 21 or more times	4
	816	Used marijuana during the last 12 months	1
	820	Used cocaine 3 or more times	3
	823	Used cocaine during the last 12 months	*
	826	Has used hallucinogens	3
	850	Has driven after using drugs	9
	852	Has sold drugs	2
		Any of above responses	13
Integrity	703	Has been arrested 2 or more times	8
	704	Convicted of a misdemeanor	15
	705	Convicted of a felony	1
	711	Stole items worth \$25 or more	4
	717	Committed or arrested for embezzlement	3
	221	Stole goods worth \$25 or more from work	4
	222	Stole money from work	3
	926	Rejected from job because of a background investigation	4
	928	Rejected from job because of a polygraph examination	2
		Any of above responses	27

PHQ Problem Responses Used to Create Composite PHQ Problem Variables

Composite variable	Item	Problem response	%
Alcohol abuse	724	Has been arrested for DUI	5
	802	Once drank 3 or more drinks each day	7
	804	Drinks heavily several times a month or more	2
	808	Has been in fights after drinking alcohol	5
	812	Sometimes drives while drinking	6
		Any of above responses	16
Anger management	217	Had 2 or more emotional arguments at work	10
	720	Committed or arrested for assault	8
	808	Has been in fights after drinking alcohol	5
	915	Has been in fights since age 18	27
	917	Has hit romantic partner	7
		Any of above responses	38
Substance abuse	724	Arrested for DUI	5
	802	Once drank 3 or more drinks each day	7
	804	Drinks heavily several times a month or more	2
	808	Has been in fights after drinking alcohol	5
	812	Sometimes drives while drinking	6
	815	Used marijuana 21 or more times	4
	816	Used marijuana during the last 12 months	1
	820	Used cocaine 3 or more times	3
	823	Used cocaine during the last 12 months	*
	826	Has used hallucinogens	3
	850	Has driven after using drugs	9
	852	Has sold drugs	2
	856	Smokes half a pack of cigarettes, or more, a day	13
		Any of above responses	33

Risk Statement Correlates

- DWI/DUI post-hire (McIntyre & Roberts, 2017)
 - **Predictors:** Poorly suited, substance abuse, alcohol problems, anger management
- Negative job outcome criteria (Misconduct, substance abuse, pervasive employment problems [Guller, 2018])
 - **Predictors:** Poorly suited, integrity, alcohol problems
- Counterproductive workplace behavior (Guller, 2020)
 - **Predictors:** Poorly suited, integrity, substance abuse, alcohol problems
- Admission to use of racial slurs under polygraph conditions (Roberts & Roberts, 2020)
 - **Predictors:** Poorly suited, anger management, integrity, job performance

Why Estimate Background Problems? (Rather Than Just Ask About Them)

- The applicant may not answer background questions honestly (especially if the selection process does not include a polygraph).
- The psychologist may not have a comprehensive and efficiently summarized background report available.
- Multiple information sources decrease the likelihood of overlooking a problem.
- In the interview, the psychologist can focus on “high risk” areas identified by the CPI and either corroborate or rule out these concerns.

Problems Admitted By Applicants to Agencies With & Without Polygraph

	<i>No poly</i>	<i>Poly</i>
Referred to Collection Agency	34%	36%
Failed to File Income Tax	5%	5%
Ever Arrested	12%	28%
Convicted of a Misdemeanor	9%	17%
Stole goods worth \$25 or more	2%	6%
Has hit spouse or romantic partner	5%	9%
Missed work due to alcohol	2%	3%
Drives under the influence (2+/Yr)	6%	5%
Has driven after using drugs	4%	11%
Has sold drugs	1%	2%
Ever used marijuana	34%	58%
Ever used drugs besides marijuana	9%	22%
Sample size	10500	17314

Problems Admitted By Applicants to Agencies With & Without Polygraph (cont.)

	<i>No poly</i>	<i>Poly</i>
Suspended from high school	14%	17%
Fired from job	14%	22%
Failed job probation	4%	22%
Quit job without notice	9%	15%
Reprimanded at work	31%	47%
Received Workers Compensation	13%	20%
Stole money from work	1%	5%
Had driver's license suspended	19%	17%
2+ Traffic accidents in last 3 years	11%	10%
Assigned risk auto insurance	7%	10%
Declared bankruptcy	6%	6%
Sample size	10500	17314

Selection Relevant PAI Items

- Critical items with job-relevant content are...
 - Judged highly relevant to the selection decision by a panel of expert psychologists
 - Answered in the “negative” direction by #% or fewer public safety job applicants

Scale Profiles

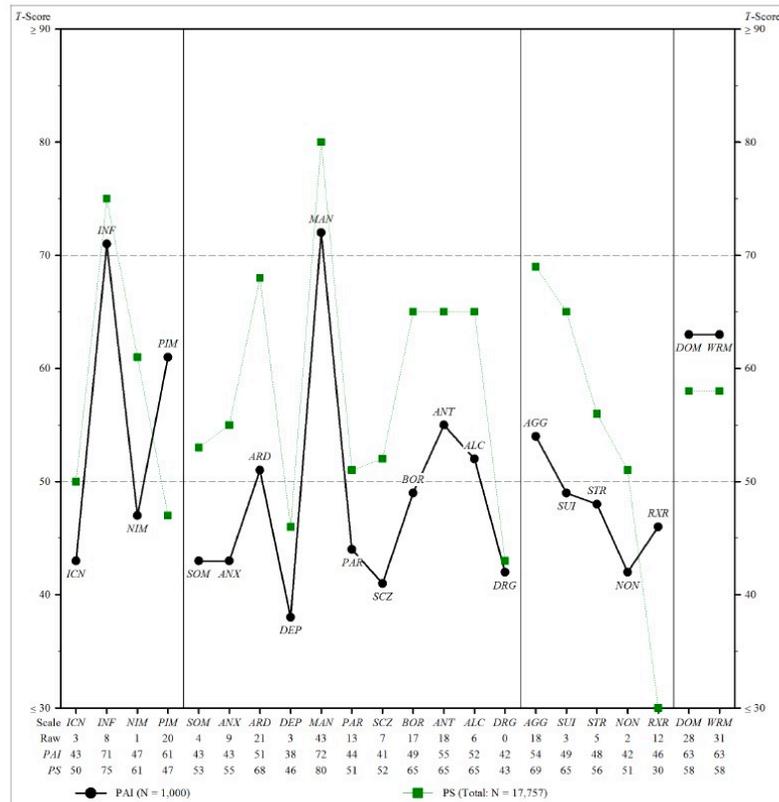
- Profiles are based on norms for...
 - PAI community sample ($N = 1,000$)
 - Public safety applicants ($N = 17,757$)
 - Public safety Incumbents ($N = 2,487$)
- Raw scores, community T scores and PS T scores are listed beneath the profiles

Full Scale Profile

Personality Assessment Inventory™ Law Enforcement, Corrections, and Public Safety Selection Report
 Name: Smith, John
 ID: PA1LAW1
 Ethnic group: -Not Specified-

Page 4
 Age: 20
 Gender: Male
 Test Date: 05/07/2021

5. PAI Full Scale profile based on public safety applicant and community sample norms 0 Items Omitted

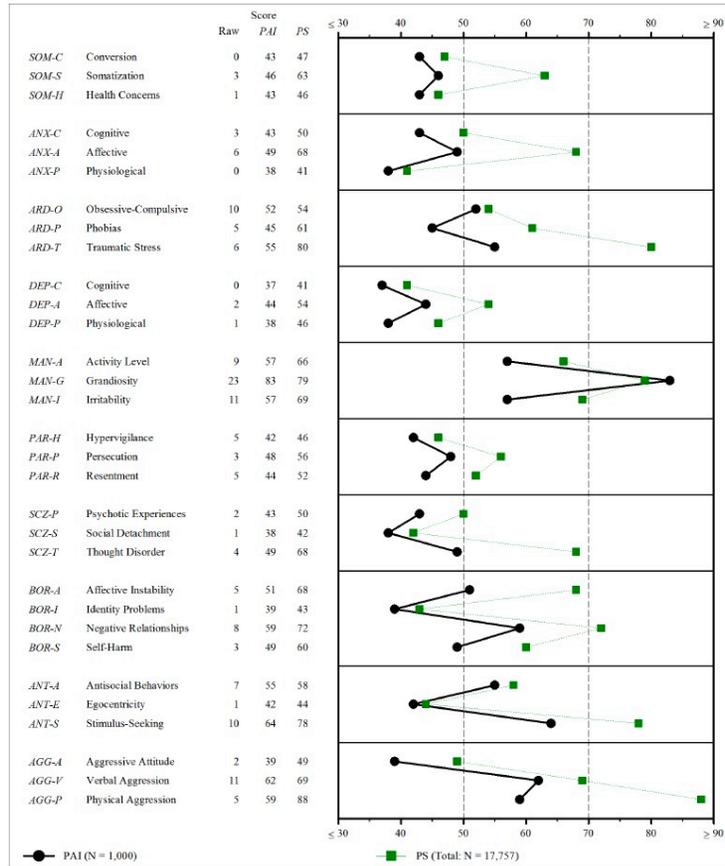


Full Subscale Profile

Personality Assessment Inventory™ Law Enforcement, Corrections, and Public Safety Selection Report
 Name: Smith, John
 ID: PAILAW1
 Ethnic group: -Not Specified-

Page 5
 Age: 20
 Gender: Male
 Test Date: 05/07/2021

6. PAI Subscale profile based on public safety applicant and community sample norms

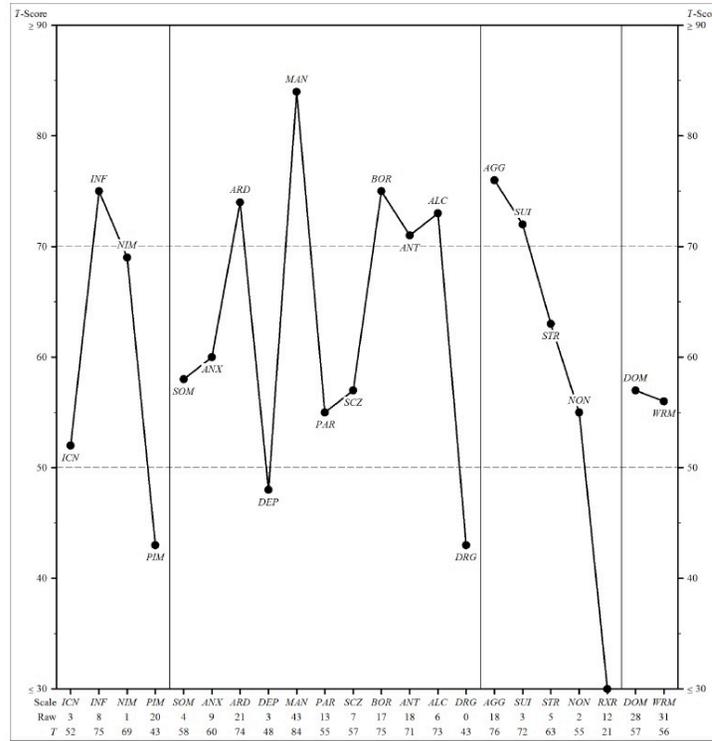


PAI Full Scale Profile— Job Class Incumbents

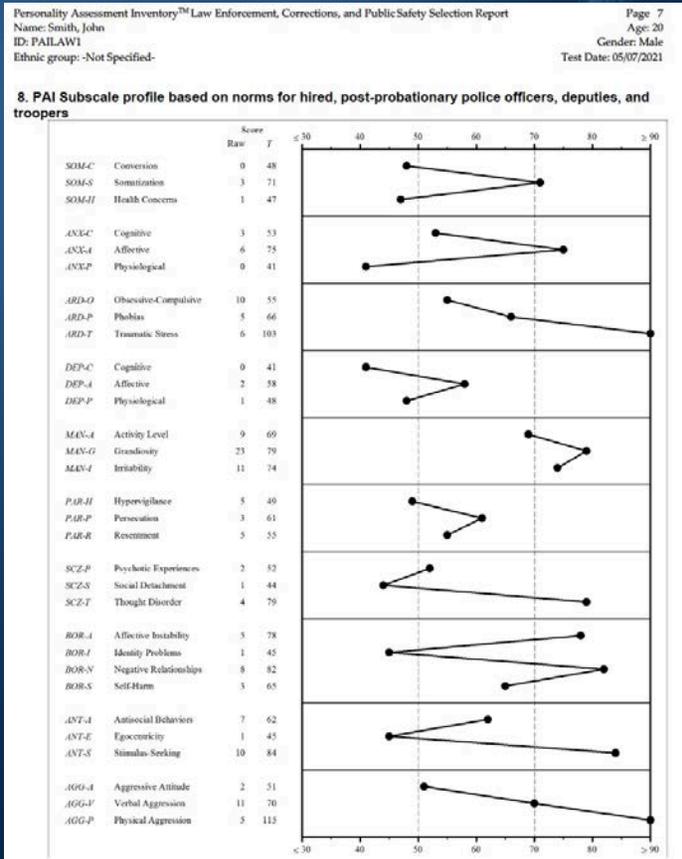
Personality Assessment Inventory™ Law Enforcement, Corrections, and Public Safety Selection Report
 Name: Smith, John
 ID: PA1LAW1
 Ethnic group: -Not Specified-

Page: 6
 Age: 20
 Gender: Male
 Test Date: 05/07/2021

7. PAI Full Scale profile based on norms for hired, post-probationary police officers, deputies, and troopers



PAI Subscale Profile— Job Class Incumbents



Interpreting Scores in the Moderate Range

- Due to the effects of agency selection procedures, self-selection, and situational demand in a high-stakes testing situation, the average public safety applicant substantive/clinical scale scores are depressed and have a restricted range.

Example: Lowmaster & Morey (2012)

TABLE 1.—Descriptive statistics of Personality Assessment Inventory full scales.

Scale	<i>M</i>	<i>SD</i>
ICN	42.0	6.1
INF	50.2	7.9
NIM	44.5	1.6
PIM	61.3	7.3
SOM	42.0	2.4
ANX	40.2	4.2
ARD	40.1	5.2
DEP	40.0	4.2
MAN	45.2	7.3
PAR	41.6	5.9
SCZ	38.4	4.9
BOR	40.0	4.6
ANT	46.6	5.7
ALC	45.3	5.1
DRG	44.9	4.4
AGG	41.1	4.4
SUI	43.8	2.1
STR	44.6	5.5
NON	40.6	4.9
RXR	59.9	6.3
DOM	55.9	6.5
WRM	57.8	7.7

PAI Scales are Still Predictive of Negative Job outcomes

TABLE 3.—Bivariate correlations between Personality Assessment Inventory full scales and Job Performance factor scores.

	Uncorrected (and Corrected) Whole Sample ^a					
	Factor 1		Factor 2		Factor 3	
ICN	-0.01	(-0.02)	-0.06	(-0.10)	0.06	(0.09)
INF	0.10	(-0.13 ^{**})	0.14	(0.17 ^{**})	-0.19	(-0.24 ^{**})
NIM	0.02	(-0.13)	-0.10	(-0.52)	0.13	(0.64 [*])
PIM	-0.02	(-0.03)	0.11	(0.15 ^{**})	-0.18	(0.25 ^{**})
SOM	-0.21	(-0.66 ^{**})	-0.25 [*]	(-0.73 ^{**})	0.18	(0.61 ^{**})
ANX	-0.06	(-0.14)	-0.22 [*]	(-0.48 ^{**})	0.09	(0.20)
ARD	-0.08	(-0.16 [*])	-0.11	(-0.21 [*])	0.19	(0.35 ^{**})
DEP	-0.02	(-0.04)	-0.21 [*]	(-0.47 ^{**})	-0.01	(-0.02)
MAN	-0.11	(-0.15 ^{**})	0.07	(0.10 [*])	0.16	(0.22 ^{**})
PAR	-0.06	(-0.10)	-0.01	(-0.02)	-0.09	(-0.14 [*])
SCZ	-0.06	(-0.12)	-0.26 [*]	(-0.49 ^{**})	0.01	(0.01)
BOR	-0.04	(-0.08)	-0.09	(-0.19)	0.09	(0.18)
ANT	0.18	(0.30 ^{**})	-0.20	(-0.34 ^{**})	0.02	(0.03)
ALC	0.21	(0.38 ^{**})	-0.11	(-0.21 [*])	-0.04	(-0.07)
DRG	0.04	(0.08)	0.06	(0.14)	-0.11	(-0.25 [*])
AGG	0.17	(0.36 ^{**})	-0.04	(-0.09)	-0.05	(-0.12)
SUI	-0.15	(-0.59 ^{**})	-0.17	(-0.65 ^{**})	-0.06	(-0.27)
STR	-0.07	(-0.13)	-0.15	(-0.27 ^{**})	0.23 [*]	(0.39 ^{**})
NON	0.05	(0.10)	-0.07	(-0.14)	-0.04	(-0.07)
RXR	0.01	(0.01)	0.07	(0.11)	-0.19	(-0.29 ^{**})
DOM	0.17	(0.25 ^{**})	0.12	(0.18 ^{**})	0.02	(0.03)
WRM	0.03	(0.04)	0.21	(0.27 ^{**})	0.00	(0.00)

Note. Correlations in parentheses are corrected for range restriction. Factor 1 = Job Performance; Factor 2 = Integrity Problems; Factor 3 = Disability Status Abuse. High

TABLE 4.—Bivariate correlations between Personality Assessment Inventory subscale scores and job performance factor scores.

Subscale	Uncorrected and (Corrected) Whole Sample ^a					
	Factor 1		Factor 2		Factor 3	
SOM-C	-0.02	(-0.11)	-0.17	(-0.71**)	0.31**	(0.88**)
SOM-H	-0.18	(-0.46**)	-0.15	(-0.38*)	0.11	(0.29*)
SOM-S	-0.18	(-0.50**)	-0.25*	(-0.62**)	0.07	(0.21)
ANX-A	0.03	(0.05)	-0.17	(-0.34**)	0.08	(0.16)
ANX-C	-0.09	(-0.19*)	-0.21	(-0.42**)	0.08	(0.18)
ANX-P	-0.08	(-0.19)	-0.15	(-0.34**)	0.03	(0.06)
ARD-O	0.03	(0.03)	0.04	(0.05)	0.06	(0.07)
ARD-P	-0.07	(-0.12)	-0.30**	(-0.47**)	0.12	(0.20*)
ARD-T	-0.20	(-0.52**)	-0.04	(-0.11)	0.29**	(0.68**)
DEP-A	0.05	(0.16)	-0.15	(-0.44*)	-0.04	(-0.14)
DEP-C	0.01	(0.01)	-0.23*	(-0.45**)	0.06	(0.13)
DEP-P	-0.07	(-0.13)	-0.14	(-0.26**)	-0.02	(-0.04)
MAN-A	0.09	(0.13*)	0.02	(0.03)	0.16	(0.22**)
MAN-G	-0.19	(-0.21**)	0.16	(0.17**)	0.12	(0.13**)
MAN-I	-0.05	(-0.07)	-0.08	(-0.10*)	0.08	(0.11*)
PAR-H	0.02	(0.02)	-0.04	(-0.05)	-0.05	(-0.06)
PAR-P	-0.05	(-0.10)	0.08	(0.16)	-0.08	(-0.15)
PAR-R	-0.12	(-0.17**)	-0.07	(-0.10*)	-0.08	(-0.12*)
SCZ-P	-0.15	(-0.31**)	-0.22*	(-0.43**)	-0.08	(-0.16)
SCZ-S	0.01	(0.02)	-0.19	(-0.32**)	0.01	(0.02)
SCZ-T	-0.02	(-0.04)	-0.19	(-0.38**)	0.05	(0.11)
BOR-A	0.09	(0.19)	-0.05	(-0.11)	0.09	(0.20)
BOR-I	0.03	(0.07)	-0.19	(-0.39**)	0.01	(0.02)
BOR-N	-0.23*	(-0.32**)	0.05	(0.08)	0.06	(0.09)
BOR-S	0.09	(0.17*)	-0.08	(-0.15*)	0.08	(0.14)
ANT-A	0.17	(0.21**)	-0.14	(-0.17**)	0.14	(0.16**)
ANT-E	-0.05	(-0.10)	-0.07	(-0.13)	-0.02	(-0.03)
ANT-S	0.13	(0.19*)	-0.19	(-0.27**)	-0.15	(-0.22**)
AGG-A	0.12	(0.25*)	0.04	(0.09)	0.02	(0.04)
AGG-P	0.10	(0.30)	-0.01	(-0.02)	0.12	(0.34*)
AGG-V	0.14	(0.21**)	-0.10	(-0.16*)	-0.13	(-0.20**)

Note. Correlations in parentheses are corrected for range restriction. Factor 1 = Job Performance; Factor 2 = Integrity Problems; Factor 3 = Disability Status Abuse. SOM-C

Job-Relevant Critical Item Endorsements

9. Job-relevant Critical Item endorsements

This applicant endorsed the following items at a level that may indicate job-relevant concerns. Note that these items are clustered under the scale or subscale heading to which they belong. The total number of items included in the scale or subscale is printed after the scale name, followed by the public safety *T* score based on the total applicant sample. Below the scale heading is a list of these items beginning with the item number, the item statement, the level of endorsement (i.e., F, ST, MT, and VT), and the percentage of the applicant normative sample who endorsed that item at the same level as the applicant.

Psychologists who are experts in public safety screening agree that the content of these items, which are rarely endorsed in the reported manner by public safety job applicants, may indicate the presence of psychological traits or characteristics that could affect job performance. One should use caution when interpreting these item responses because single items are not as reliable as the scales to which they belong. During the interview, it is useful to discuss selected item endorsements with the applicant to rule out any mismarks or misunderstandings.

Number of Critical Items endorsed = 5

ALC - Alcohol Problems/12 items (PS *T* = 54)

15. [Item text was removed from this report for sample purposes.] (VT, 1%)

RXR - Treatment Rejection/8 items (PS *T* = 52)

282. [Item text was removed from this report for sample purposes.] (F, 6%)

SOM-H - Health Concerns/8 items (PS *T* = 63)

172. [Item text was removed from this report for sample purposes.] (F, 12%)

ARD-P - Phobias/8 items (PS *T* = 56)

266. [Item text was removed from this report for sample purposes.] (MT, 1%)

ANT-A - Antisocial Behaviors/8 items (PS *T* = 47)

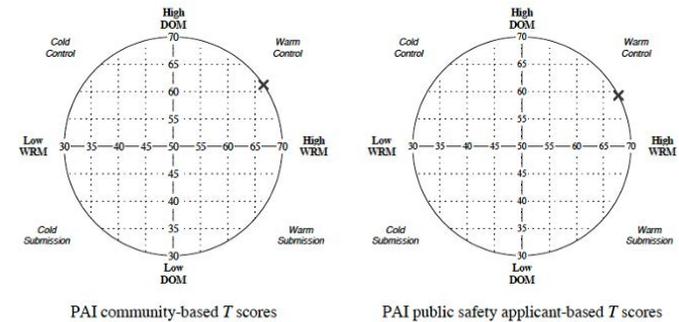
251. [Item text was removed from this report for sample purposes.] (F, 15%)

Item Considerations

- Marijuana, “I never use illegal drugs,” Item 142
 - Likely dependent on background process. This is rare in our screening practice.
- Double negatives, “never” items
 - “My drinking has never gotten me into trouble” (F, 12%)
 - “My drug use has never caused problems with my family or friends” (F, 16%)
- Time frame considered in answering items
 - Overscrupulous responding?
 - Consider tense of item, especially for Sui. Present tense?

PAI Interpersonal Style Circumplex

11. PAI Interpersonal Style Circumplex



Assessment of interpersonal style using the PAI is based upon Leary's (1957) interpersonal circumplex model. This model requires identification of two dimensions of personality that are central to human interaction, but not correlated with one another. By considering these two orthogonal scales in combination, the circumplex model characterizes one's preferred manner of interacting with others into one of four quadrants. Morey (1996) suggests using the PAI Dominance and Warmth scales in this manner to generate the quadrant types displayed above. An associated aspect of the theory is the principle of *complementarity*, which suggests that every interpersonal behavior has a complement; this complement is the natural reaction of others to the initial behavior demonstrated by the individual in question. *This notion appears to have value in the assessment of public safety applicants' suitability for essential job functions such as teamwork, interpersonal sensitivity, acceptance of criticism, and self control. Because this type of information was not included in the calculation of the risk factors presented on page 2 of this report, it may offer an additional perspective to consider during the interview.*

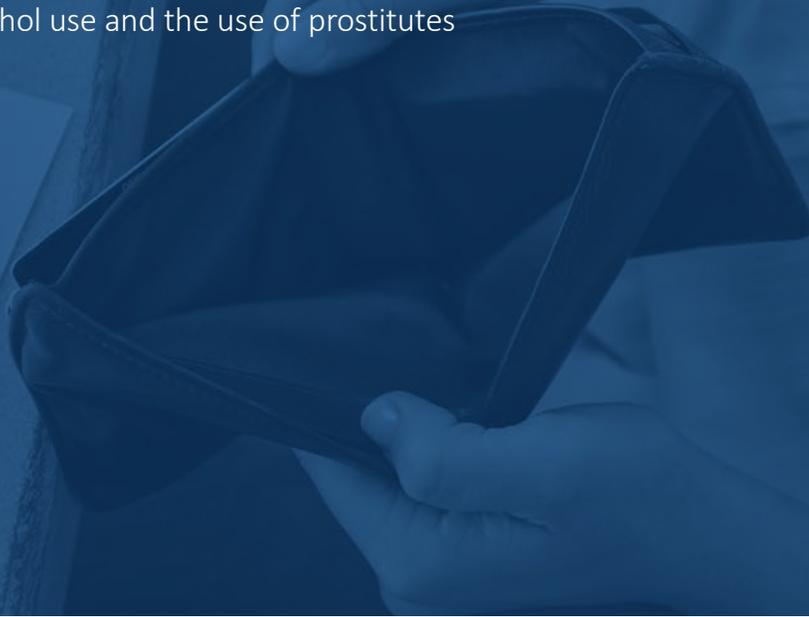
Warm Control: 70% of public safety applicants are placed in this category using the PAI community norms.

Morey (1996) indicates that individuals whose *T* scores fall into this quadrant, and who are at average levels ($T = 45-55$) on both the Dominance and Warmth scales, are likely to be autonomous and well balanced in their expression of assertiveness, friendliness, and concern for others. Those with *T* scores of 56 to 65 on both scales are generally friendly, extraverted, and quick to help others who need help. However, very high *T* scores ($T > 65$) on both scales suggest that the individual's need for affiliation and attention may result in attempts to control and interfere in social interactions with others. Public safety applicants, particularly those high on both scales, should be interviewed carefully to rule out a history of behavior that is viewed as abrasive, intrusive, challenging, demeaning, or confrontational. Applicants classified in this quadrant are the least likely to be rated as "poorly suited" by psychologists experienced in public safety screening. These applicants are also less likely to report negative background data.

Case Examples

Suicide After

- Law Enforcement applicant
- Failed initial psychological exam
- Subsequently hired by another agency
- Ultimately committed suicide following an unexpected leave of absence in which he engaged in drug and alcohol use and the use of prostitutes



PROBLEM PROFILE

Critical Admissions

Serious Admissions

Has had 4 or more full time jobs in the last five years. (B3,e,9%0,100%)(2)
Longest full time job lasted less than 1 year. (B7,b,9%,14%)(1)
Has resigned from a job under pressure or unfavorable circumstances. (B10,b,9%,9%)(2)
Has had a personality conflict with a peer or supervisor at work, once. (B23,b,23%,31%)(1)
Has been involved, as a driver, in 4 traffic accidents since started driving. (E8,e,6%,9%)(2)
Since age 18, has stolen items with a total retail value less than \$25. (G11,b,6%,9%)(1)
Has stolen items with a total retail value less than \$25 in the last 3 years. (312,b,2%,3%)(3)
Theft of property (such as burglary, stealing, or breaking and entering):
 Has committed it. (G21,a,12%,16%)(2)
Vandalism or malicious mischief:
 Has committed it. (G22,a,8%,10%)(2)
Drives after having 4 or more drinks about once a year, or less. (H13,b,8%,14%0)(1)
parental caretakers physically disciplined to the extent that it raised marks on body, more than 10 times. (J12,d,3%,3%)(2)
parental caretakers treated in a way that made feel bad about self. (J13,b,11%,11%)(1)
As a teenager,
 Got in trouble with the law. (J23,b,8%,8%)(2)
Has voluntarily consulted with one therapist/counselor. (M1,b,16%,23%)(1)
Last met with a therapist/counselor between 2 and 5 years ago. (M2,c,9%,15%)(2)
Has had professional contact with a mental health provider 1-2 times. (M7,b,10%,19%)(1)
Has seriously considered committing suicide. (M11,b,2%,2%)(3)
Last considered committing suicide more than 5 years ago. (M12,d,1%,2%)(2)
Has used the services of a prostitute, once. (N1,b,2%,4%)(3)
Has had sexual contact with someone 14 years old or younger when was 16 years old or younger. (N3,b,3%0,3%)(1)

Unanswered Questions

Have you ever had chapter 13 bill consolidation? (F3)
Have you ever been referred to a collection agency? (F4)
Have you ever had property repossessed? (F5)
Have you ever had your wages garnisheed (attached)? (F6)
Have you experienced marital or family difficulties after consuming alcohol? (H8)
Have you missed work after consuming alcohol? (H9)

Summary of Psychological Test Results

1. Psychological rating risk factor statement

This Risk Factor statement indicates the likelihood (probability) that the current applicant would be rated as “Poorly Suited” for the job by psychologists with expertise in law enforcement, corrections, and public safety screening.

	Probability	Risk level
Psychological rating risk factor	66 %	High risk of receiving “poorly suited” rating

2. Critical Items with job-relevant content endorsed by this applicant

Job applicants for public safety positions rarely endorse PAI items at critical levels. It is important to consider the extent and nature of Critical Item endorsement(s) by an applicant when interpreting the PAI Law Enforcement, Corrections, and Public Safety Selection Report. The following table presents the total number of Critical Items endorsed at a level that may indicate job-relevant concerns, the associated percentile value (when compared to the total applicant normative sample), and the interpretive range.

	No. of items endorsed	Percentile	Interpretive range
Critical Items endorsed	33	95th	Above the average of 10 items.

3. Likelihood of a negative behavioral history in job-relevant domains

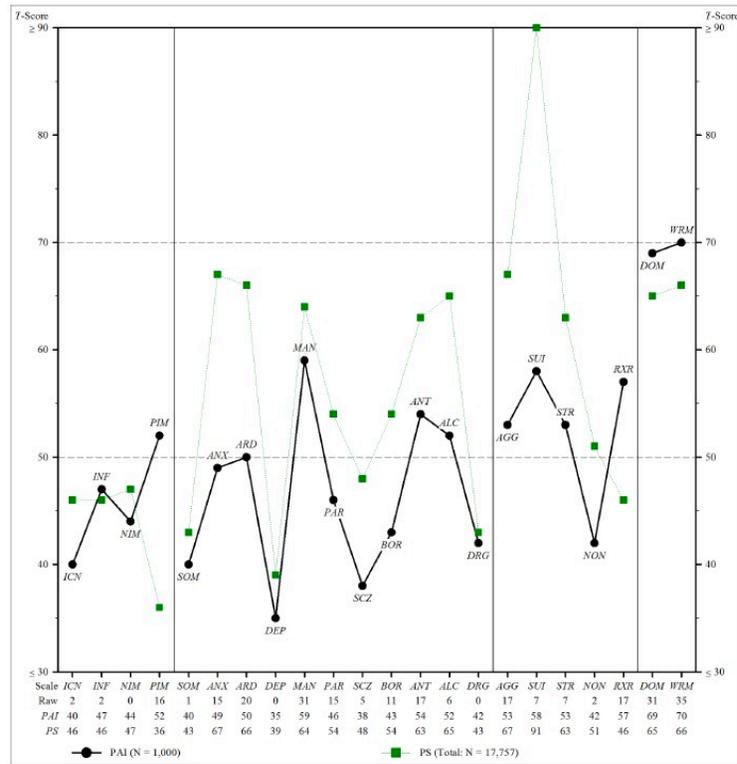
The values in the following table indicate the likelihood (probability) that a personal history review with the applicant will elicit admissions of past problem behavior that police and public safety hiring authorities regard as possible negative indicators for the screening decision. These probability statements must be compared with other data sources such as the interview, background information, or polygraph results when formulating a selection recommendation. Refer to the Professional Issues chapter of the manual for additional information about the behaviors and cutoff scores used to define each job-relevant domain.

Job-relevant behavioral domain	Likelihood of problem behavior	
	Probability	Risk Level
Job-related problems	62 %	High
Integrity problems	82 %	High
Anger management problems	87 %	High
Alcohol use concerns	68 %	High
Illegal drug use concerns	23 %	Low
Substance abuse proclivity	68 %	High

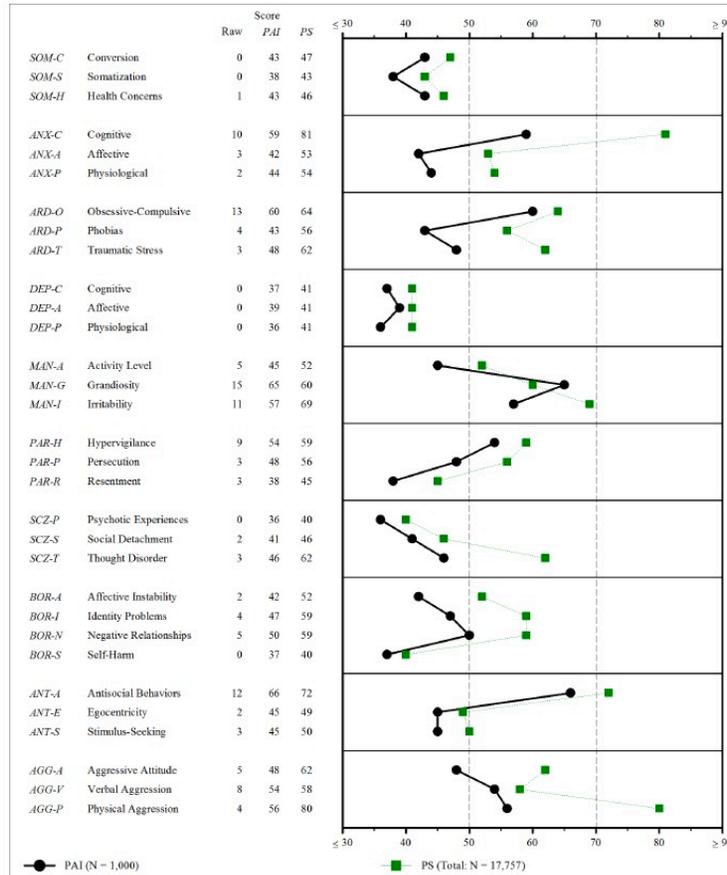
4. T Scores for PAI Full Scales based on the community sample and public safety applicant norms

Norm group	SOM	ANX	ARD	DEP	MAN	PAR	SCZ	BOR	ANT	ALC	DRG	AGG	SUI	STR	NON
Community	40	49	50	35	59	46	38	43	54	52	42	53	58	53	42
Public safety	43	67	66	39	64	54	48	54	63	65	43	67	91	63	51

5. PAI Full Scale profile based on public safety applicant and community sample norms
 0 Items Omitted



6. PAI Subscale profile based on public safety applicant and community sample norms



9. Job-relevant Critical Item endorsements

This applicant endorsed the following items at a level that may indicate job-relevant concerns. Note that these items are clustered under the scale or subscale heading to which they belong. The total number of items included in the scale or subscale is printed after the scale name, followed by the public safety *T* score based on the total applicant sample. Below the scale heading is a list of these items beginning with the item number, the item statement, the level of endorsement (i.e., F, ST, MT, and VT), and the percentage of the applicant normative sample who endorsed that item at the same level as the applicant.

Psychologists who are experts in public safety screening agree that the content of these items, which are rarely endorsed in the reported manner by public safety job applicants, may indicate the presence of psychological traits or characteristics that could affect job performance. One should use caution when interpreting these item responses because single items are not as reliable as the scales to which they belong. During the interview, it is useful to discuss selected item endorsements with the applicant to rule out any mismarks or misunderstandings.

Number of Critical Items endorsed = 33

ALC - Alcohol Problems/12 items (PS *T* = 65)

- 55. I have trouble controlling my use of alcohol. (VT, 0%)
- 294. I never drive when I've been drinking. (F, 4%)

SUI - Suicidal Ideation/12 items (PS *T* = 91)

- 20. At times I wish I were dead. (ST, 1%)
- 60. I've thought about ways to kill myself. (ST, 2%)
- 300. I've thought about how others would react if I killed myself. (MT, 0%)
- 341. Things have never been so bad that I thought about suicide. (F, 10%)

STR - Stress/8 items (PS *T* = 63)

- 325. Things are not going well in my family. (ST, 4%)
- 328. My relationship with my spouse or partner is not going well. (ST, 4%)

NON - Nonsupport/8 items (PS *T* = 51)

- 281. I spend little time with my family. (MT, 4%)

RXR - Treatment Rejection/8 items (PS *T* = 46)

- 2. I have some inner struggles that cause problems for me. (MT, 1%)

ANX-C - Cognitive/8 items (PS *T* = 81)

- 145. My friends say I worry too much. (MT, 1%)
- 265. I usually worry about things more than I should. (VT, 0%)

ANX-P - Physiological/8 items (PS *T* = 54)

- 193. It's easy for me to relax. (ST, 4%)

ARD-O - Obsessive-Compulsive/8 items (PS T= 64)

- 85. It bothers me when things are out of place. (VT, 2%)
- 165. People say that I'm a perfectionist. (VT, 7%)

ARD-P - Phobias/8 items (PS T= 56)

- 26. I often fear I might slip up and say something wrong. (VT, 0%)

ARD-T - Traumatic Stress/8 items (PS T= 62)

- 34. I keep reliving something horrible that happened to me. (ST, 2%)
- 194. I have had some horrible experiences that make me feel guilty. (ST, 6%)

MAN-I - Irritability/8 items (PS T= 69)

- 36. I can be very demanding when I want things done quickly. (VT, 8%)
- 116. Sometimes I get upset because others don't understand my plans. (MT, 1%)

PAR-H - Hypervigilance/8 items (PS T= 59)

- 48. I have to be alert to the possibility that people will be unfaithful. (VT, 4%)

BOR-A - Affective Instability/6 items (PS T= 52)

- 54. My moods get quite intense. (MT, 1%)

BOR-I - Identity Problems/6 items (PS T= 59)

- 17. My attitude about myself changes a lot. (MT, 1%)

BOR-N - Negative Relationships/6 items (PS T= 59)

- 99. People once close to me have let me down. (VT, 3%)

ANT-A - Antisocial Behaviors/8 items (PS T= 72)

- 51. I've deliberately damaged someone's property. (MT, 0%)
- 91. I've done some things that weren't exactly legal. (VT, 10%)
- 131. I used to lie a lot to get out of tight situations. (ST, 7%)
- 251. I've never been in trouble with the law. (F, 15%)
- 291. I've never taken money or property that wasn't mine. (F, 23%)

AGG-A - Aggressive Attitude/6 items (PS T= 62)

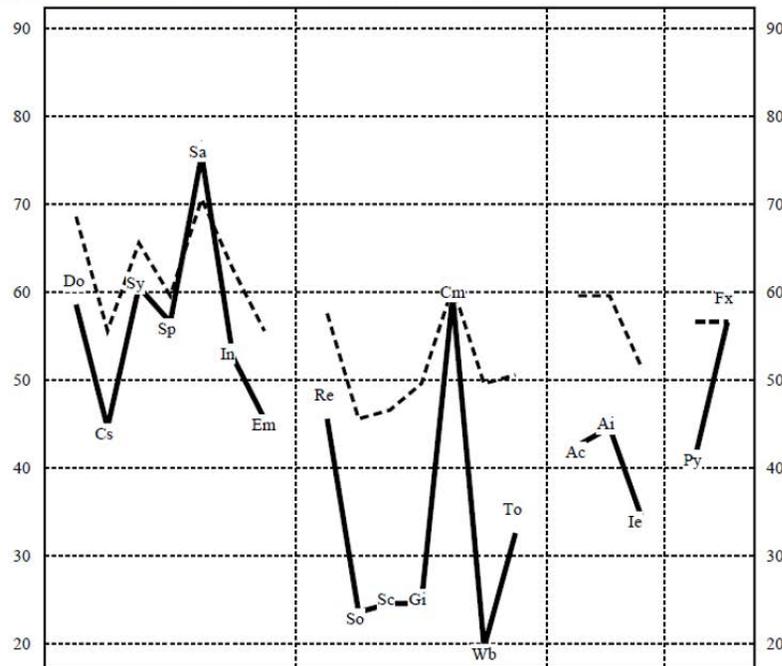
- 298. My temper never gets me into trouble. (ST, 3%)

AGG-P - Physical Aggression/6 items (PS T= 80)

- 21. People are afraid of my temper. (MT, 0%)
- 101. Sometimes I'm very violent. (ST, 2%)
- 181. I've threatened to hurt people. (ST, 8%)

Comparison Profile #1 Incumbent 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 10,680 police officers/deputies/troopers, 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 6,000 members of the general community.

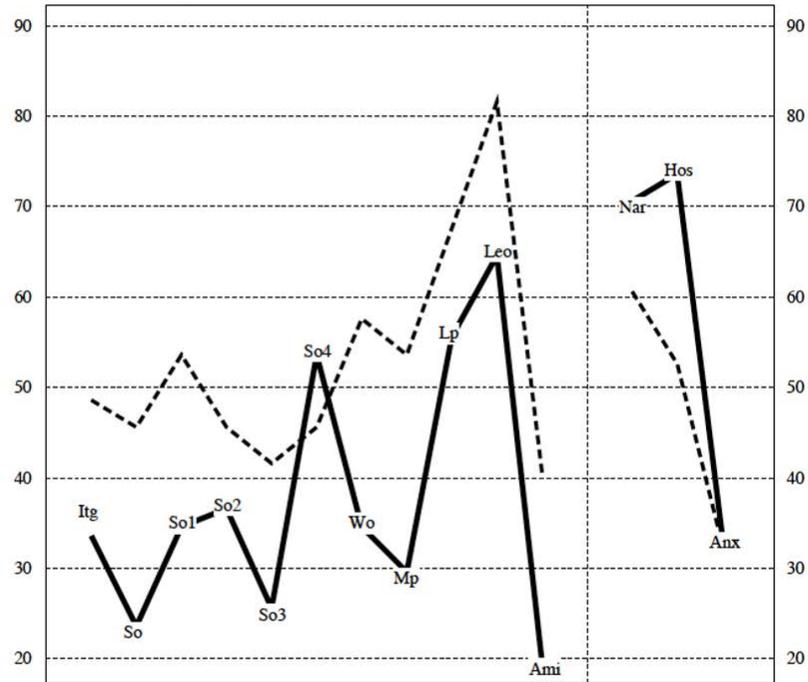


Legend: — police officer/deputy/trooper - - - - general community

	Do	Cs	Sy	Sp	Sa	In	Em	Re	So	Sc	Gi	Cm	Wb	To	Ac	Ai	Ie	Py	Fx
Raw scores	31	18	28	29	25	21	22	29	28	18	17	38	29	20	31	25	29	17	16
Community T	69	56	66	60	71	63	56	58	46	47	50	61	50	51	60	60	52	57	57
Incumbent T	59	45	61	57	76	53	46	46	24	25	25	60	15	33	43	45	35	42	57
*Incumbent %tile	86	36	92	80	100	70	41	38	2	2	1	100	1	8	27	34	10	28	79

Comparison Profile #5 Incumbent and Community Norms For the CPI Special Purpose Scales

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 10,680 police officers/deputies/troopers, 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 6,000 members of the general community.

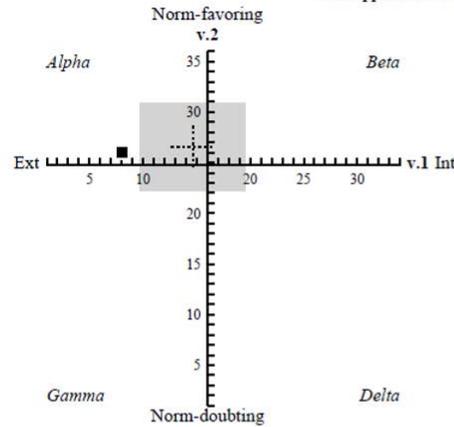


Legend: — police officer/deputy/trooper - - - - general community

	Itg	So	So1	So2	So3	So4	Wo	Mp	Lp	Leo	Ami	Nar	Hos	Anx
Raw scores	27	28	10	9	4	5	32	20	63	37	17	30	16	2
Community T	49	46	54	46	42	46	58	54	68	82	41	61	53	33
Incumbent T	34	24	35	37	26	54	35	30	56	65	10	71	74	34
*Incumbent %tile	8	2	14	15	5	80	9	5	73	97	0	97	97	1

Applicant Type and Level

Test Taker's Type = Alpha
 % of applicants in this type = 65%

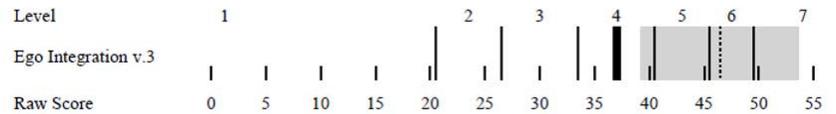


At their best Alphas can be charismatic leaders and instigators of constructive social action. However, some Alpha subjects are also described as: ambitious, boastful, conceited, ingenious, opportunistic, outgoing, show-off and shrewd. Also, the IPAR staff noted an undesirable quality of self-seeking in some Alpha subjects.

In the shaded area of the chart, the horizontal dimension indicates the mean applicant raw score for the v.1 scale (Externality/Internality) plus or minus one standard deviation. The vertical dimension indicates the mean applicant raw score for the v.2 scale (Norm-Favoring/Norm Doubting) plus or minus one standard deviation. The black square represents the test taker's scores. The data was based on a sample of 40,814 applicants for the position of police officer/deputy/trooper

Test Taker's Level = 4
 % of applicants at this level or lower = 16%

The shaded area of the chart indicates the mean applicant raw score for the v.3 scale (Ego Integration) plus or minus one standard deviation. The dark line represents the test taker's score.



VECTOR SCALE SCORES

Scale	Scale Label	Raw Score	Applicant Percentile*
v.1	Externality/Internality	8	7
v.2	Norm-Favoring/Norm Doubting	26	46
v.3	Ego Integration	37	12

Selection Relevant CPI Items

Items endorsed by test taker

The items printed below were endorsed by this test taker as indicated by the T(true) or F(false) in the parentheses after each item. The percent following the T or F endorsement is the percent of police and public safety applicants who endorsed the item in the same direction. Items printed in italics were correlated with substandard performance on three or more police officer job function categories as rated by sergeants who knew the post probation officers well. 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.

Self-initiative/motivation (1 items endorsed)

147. I certainly feel useless at times. (T-7%)

Following rules and regulations (1 items endorsed)

212. I have never been in trouble with the law. (F-34%)

Interpersonal skills/relationships with coworkers and the public (2 items endorsed)

81. I must admit I often try to get my own way regardless of what others may want. (T-18%)

194. I like to keep people guessing what I'm going to do next. (T-15%)

Self control (8 items endorsed)

44. Sometimes I feel like smashing things. (T-10%)

91. Sometimes I think of things too bad to talk about. (T-10%)

114. At times I feel like picking a fist fight with someone. (T-2%)

115. Sometimes I have the same dream over and over. (T-14%)

187. I am inclined to take things hard. (T-9%)

232. Sometimes I feel that I am about to go to pieces. (T-2%)

276. I have very few quarrels with members of my family. (F-7%)

309. I have been afraid of things or people that I knew could not hurt me. (T-7%)

Assertiveness (1 items endorsed)

309. I have been afraid of things or people that I knew could not hurt me. (T-7%)

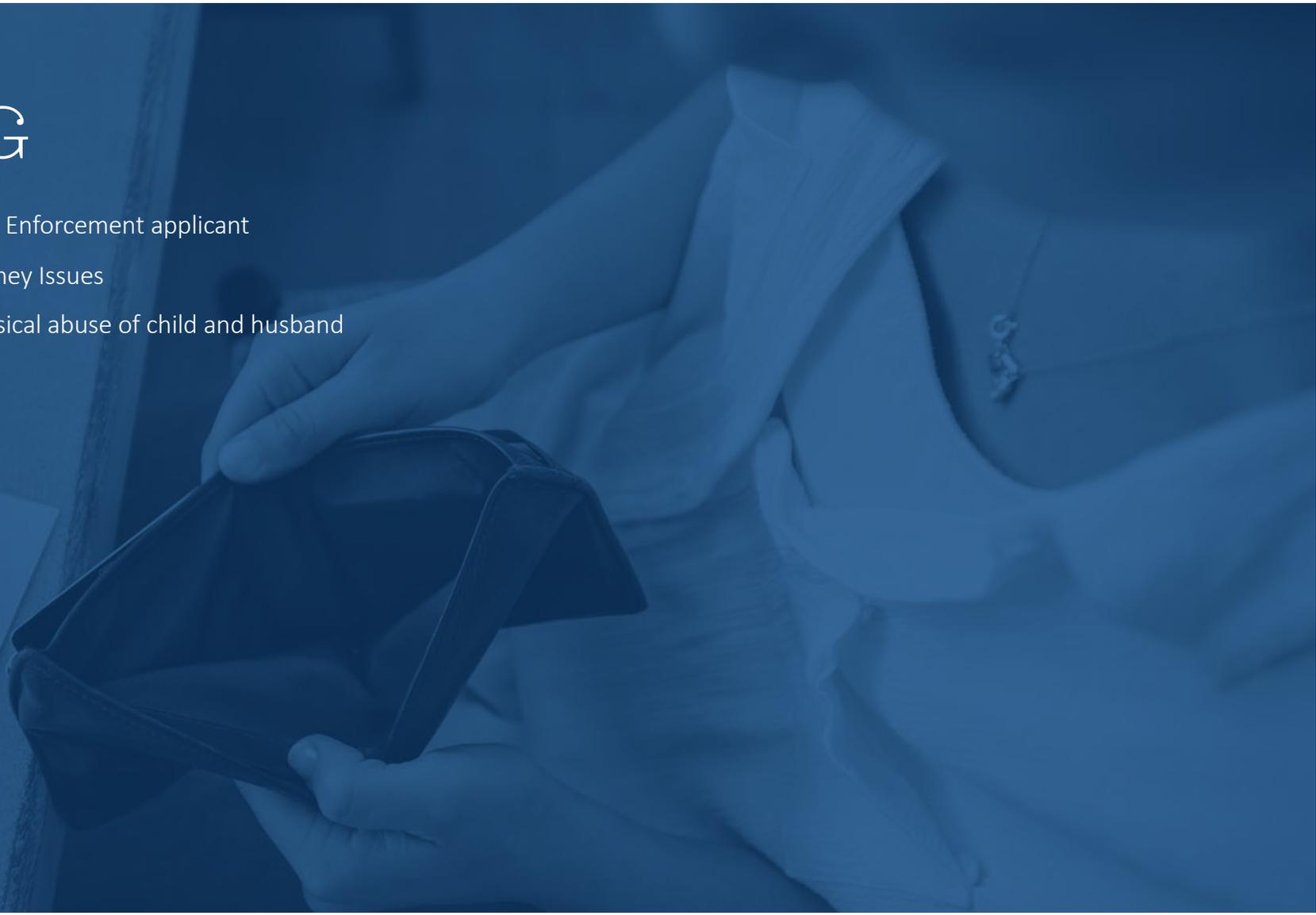
Decision making (No items endorsed)

Social concerns (No items endorsed)

Unanswered Items (No unanswered items)

AG

- Law Enforcement applicant
- Money Issues
- Physical abuse of child and husband



Summary of Psychological Test Results

1. Psychological rating risk factor statement

This Risk Factor statement indicates the likelihood (probability) that the current applicant would be rated as "Poorly Suited" for the job by psychologists with expertise in law enforcement, corrections, and public safety screening.

	Probability	Risk level
Psychological rating risk factor	69 %	High risk of receiving "poorly suited" rating

2. Critical Items with job-relevant content endorsed by this applicant

Job applicants for public safety positions rarely endorse PAI items at critical levels. It is important to consider the extent and nature of Critical Item endorsement(s) by an applicant when interpreting the PAI Law Enforcement, Corrections, and Public Safety Selection Report. The following table presents the total number of Critical Items endorsed at a level that may indicate job-relevant concerns, the associated percentile value (when compared to the total applicant normative sample), and the interpretive range.

	No. of items endorsed	Percentile	Interpretive range
Critical Items endorsed	39	97th	Above the average of 10 items.

3. Likelihood of a negative behavioral history in job-relevant domains

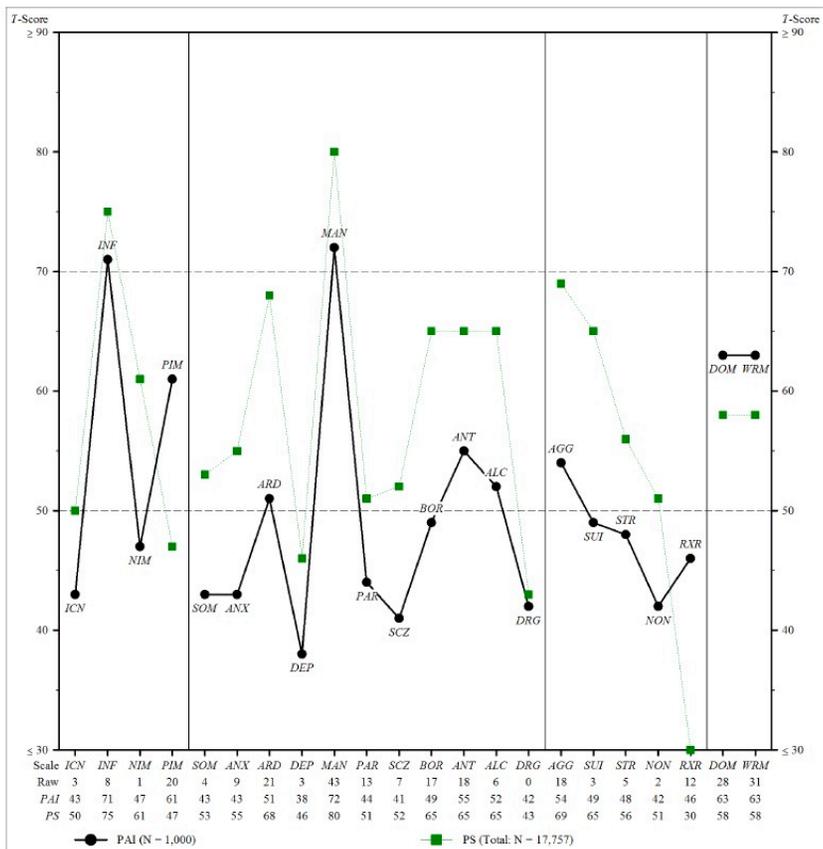
The values in the following table indicate the likelihood (probability) that a personal history review with the applicant will elicit admissions of past problem behavior that police and public safety hiring authorities regard as possible negative indicators for the screening decision. These probability statements must be compared with other data sources such as the interview, background information, or polygraph results when formulating a selection recommendation. Refer to the Professional Issues chapter of the manual for additional information about the behaviors and cutoff scores used to define each job-relevant domain.

Job-relevant behavioral domain	Likelihood of problem behavior	
	Probability	Risk Level
Job-related problems	48 %	Moderate
Integrity problems	44 %	Moderate
Anger management problems	81 %	High
Alcohol use concerns	51 %	High
Illegal drug use concerns	16 %	Low
Substance abuse proclivity	50 %	High

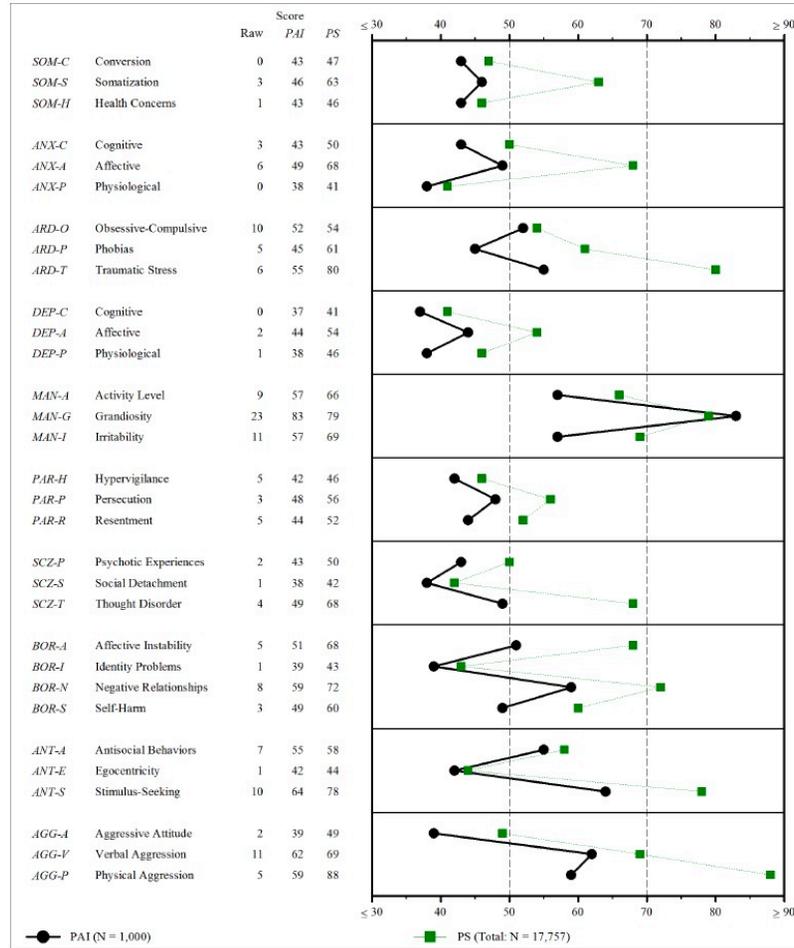
4. T Scores for PAI Full Scales based on the community sample and public safety applicant norms

Norm group	SOM	ANX	ARD	DEP	MAN	PAR	SCZ	BOR	ANT	ALC	DRG	AGG	SUI	STR	NON
Community	43	43	51	38	72	44	41	49	55	52	42	54	49	48	42
Public safety	53	55	68	46	80	51	52	65	65	65	43	69	65	56	51

5. PAI Full Scale profile based on public safety applicant and community sample norms
 0 Items Omitted



6. PAI Subscale profile based on public safety applicant and community sample norms



9. Job-relevant Critical Item endorsements

This applicant endorsed the following items at a level that may indicate job-relevant concerns. Note that these items are clustered under the scale or subscale heading to which they belong. The total number of items included in the scale or subscale is printed after the scale name, followed by the public safety *T* score based on the total applicant sample. Below the scale heading is a list of these items beginning with the item number, the item statement, the level of endorsement (i.e., F, ST, MT, and VT), and the percentage of the applicant normative sample who endorsed that item at the same level as the applicant.

Psychologists who are experts in public safety screening agree that the content of these items, which are rarely endorsed in the reported manner by public safety job applicants, may indicate the presence of psychological traits or characteristics that could affect job performance. One should use caution when interpreting these item responses because single items are not as reliable as the scales to which they belong. During the interview, it is useful to discuss selected item endorsements with the applicant to rule out any mismarks or misunderstandings.

Number of Critical Items endorsed = 39

NIM - Negative Impression/9 items (PS *T* = 61)

169. People don't understand how much I suffer. (ST, 4%)

ALC - Alcohol Problems/12 items (PS *T* = 65)

15. Sometimes I feel guilty about how much I drink. (MT, 0%)

95. There have been times when I've had to cut down on my drinking. (MT, 1%)

SUI - Suicidal Ideation/12 items (PS *T* = 65)

341. Things have never been so bad that I thought about suicide. (F, 10%)

STR - Stress/8 items (PS *T* = 56)

323. There have been many changes in my life recently. (VT, 6%)

NON - Nonsupport/8 items (PS *T* = 51)

1. My friends are available if I need them. (ST, 3%)

RXR - Treatment Rejection/8 items (PS *T* = 30)

42. I need to make some important changes in my life. (VT, 4%)

82. I need to change some things about myself, even if it hurts. (VT, 2%)

DOM - Dominance/12 items (PS *T* = 58)

96. I would be good at a job where I tell others what to do. (F, 6%)

ANX-A - Affective/8 items (PS *T* = 68)

4. I am so tense in certain situations that I have great difficulty getting by. (ST, 3%)

84. Sometimes I am afraid for no reason. (ST, 3%)

244. I seldom feel anxious or tense. (F, 8%)

ARD-O - Obsessive-Compulsive/8 items (PS T= 54)

- 5. I have to do some things a certain way or I get nervous. (MT, 1%)
- 45. I have impulses that I fight to keep under control. (ST, 5%)
- 85. It bothers me when things are out of place. (VT, 2%)

ARD-T - Traumatic Stress/8 items (PS T= 80)

- 74. Thoughts about my past often bother me while I'm thinking about something else. (ST, 4%)
- 114. I've been troubled by memories of a bad experience for a long time. (ST, 3%)
- 194. I have had some horrible experiences that make me feel guilty. (VT, 0%)

DEP-A - Affective/8 items (PS T= 54)

- 6. Much of the time I'm sad for no real reason. (ST, 1%)

MAN-I - Irritability/8 items (PS T= 69)

- 116. Sometimes I get upset because others don't understand my plans. (MT, 1%)

PAR-P - Persecution/8 items (PS T= 56)

- 229. People seldom treat me badly on purpose. (F, 11%)

SCZ-P - Psychotic Experiences/8 items (PS T= 50)

- 250. I have a sixth sense that tells me what is going to happen. (MT, 3%)

SCZ-T - Thought Disorder/8 items (PS T= 68)

- 38. My thinking has become confused. (ST, 1%)

BOR-A - Affective Instability/6 items (PS T= 68)

- 214. I've had times when I was so mad I couldn't do enough to express all my anger. (VT, 1%)

BOR-N - Negative Relationships/6 items (PS T= 72)

- 19. My relationships have been stormy. (VT, 0%)
- 99. People once close to me have let me down. (VT, 3%)
- 139. I rarely feel very lonely. (ST, 4%)

ANT-A - Antisocial Behaviors/8 items (PS T= 58)

- 51. I've deliberately damaged someone's property. (ST, 4%)
- 91. I've done some things that weren't exactly legal. (VT, 10%)
- 131. I used to lie a lot to get out of tight situations. (ST, 7%)

ANT-S - Stimulus-Seeking/8 items (PS T= 78)

- 39. I get a kick out of doing dangerous things. (MT, 2%)
- 79. I do a lot of wild things just for the thrill of it. (MT, 1%)
- 239. I like to drive fast. (VT, 2%)

AGG-A - Aggressive Attitude/6 items (PS T= 49)

- 258. I have a bad temper. (ST, 8%)

Name: Smith, John

Age: 20

ID: PAILAW1

Gender: Male

Ethnic group: -Not Specified-

Test Date: 05/07/2021

AGG-V - Verbal Aggression/6 items (PS T= 69)

58. I tell people off when they deserve it. (MT, 10%)

178. I always avoid arguments if I can. (F, 9%)

AGG-P - Physical Aggression/6 items (PS T= 88)

61. Sometimes my temper explodes and I completely lose control. (ST, 4%)

141. Sometimes I smash things when I'm upset. (ST, 3%)

221. I've never started a physical fight as an adult. (F, 4%)

Critical Admissions

Has slapped or punched a spouse or romantic partner on 4 or more occasions. (K7,d,0%,0%)(99)
Has slapped or punched a spouse or romantic partner, once, in the last 3 years. (K8,b,1%,2%)(98)
Has engaged in forced sexual contact (unwanted fondling, date rape, rape). (N8,b,0%,0%)(98)

Serious Admissions

Not currently employed. (B1,a,14%,14%)(1)
Not currently employed. (B2,a,12%,12%)(1*)
Has been fired once. (B8,b,16%,19%)(1)
Sometimes makes jokes or negative comments at work about women, minorities, or other protected groups. (B21,b,7%,7%)(2)
Has had a personality conflict with a peer or supervisor at work, once. (B23,b,23%,31%)(1)
Has had 8-10 traffic citations since he started driving. (E6,f,3%,4%)(2)
Has had 3 traffic citations in the last 3 years. (E7,d,5%,7%)(2)
Has left the scene of an accident in which she was involved. (E11,b,2%,2%)(3)
Is able to pay monthly bills on time, most of the time. (F1,b,14%,18%)(1)
Has had the following financial problems
chapter 13 bill consolidation (F3,b,5%,5%)(2)
being referred to a collection agency (F4,b,46%,46%)(1)
repossession of property (F5,b,7%,7%)(2)
Has an educational loan that is delinquent. (F7,b,3%,3%)(2)
Has carried, on person or in vehicle, a weapon for protection. (G10,b,13%,13%)(1)
Forgery (signing another person's name to a document, without permission or authorization):
Has committed it. (G16,a,3%,3%)(2)
Vandalism or malicious mischief:
Has committed it. (G22,a,8%,10%)(2)
Driving under the influence of alcohol:
Has committed it. (G24,a,25%,33%)(2)
Feels the effects of alcohol after 3-5 drinks. (H5,c,36%,39%)(1)
After consuming alcohol, has
had marital or family difficulties (H8,b,2%,2%)(2)
been involved in fighting (H10,b,5%,5%)(2)
Has been in some kind of trouble after drinking. (H16,b,10%,10%)(2)
Was last around people using illegal drugs 3 or more years ago. (H56,e,39%,65%)(1)
Her current spouse, romantic partner, or roommate has used illegal or controlled drugs during the time they have lived together. (H57,c,4%,4%)(2)
Her parental caretakers physically disciplined her to the extent that it raised marks on her body, 2-10 times. (J12,c,10%,14%)(1)
Her parental caretakers treated her in a way that made her feel bad about herself. (J13,b,11%,11%)(1)
Was held back a grade in grammar school or high school. (J15,b,16%,16%)(1)
Was told, when a child, that she had dyslexia. (J18,b,2%,2%)(1)
Was treated for dyslexia, as a child. (J19,b,1%,1%)(2)
Was treated for learning disabilities or Attention Deficit Disorder, as a child. (J20,b,3%,3%)(2)
Experienced traumatic events or injuries during childhood or adolescence. (J22,b,6%,6%)(2)

General CPI Results

Type	Alpha
% of applicants with this type	67%
Level	Level: 5
% of applicants at this level or lower (based on v.3)	16%
Selection Relevant CPI Items	
Number of Selection Relevant items endorsed atypically* ..	18
% of applicants endorsing this many items or fewer	98%
Number of unanswered items	None

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

Profile Validity Indicators

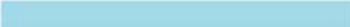
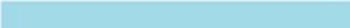
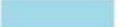
CPI Scales	Com T	Percentile
GI	54	7
CM	49	26

Validity Indices

Fake Good	<input type="checkbox"/>
Fake Bad	<input type="checkbox"/>
Random	<input type="checkbox"/>

Job Suitability Snapshot

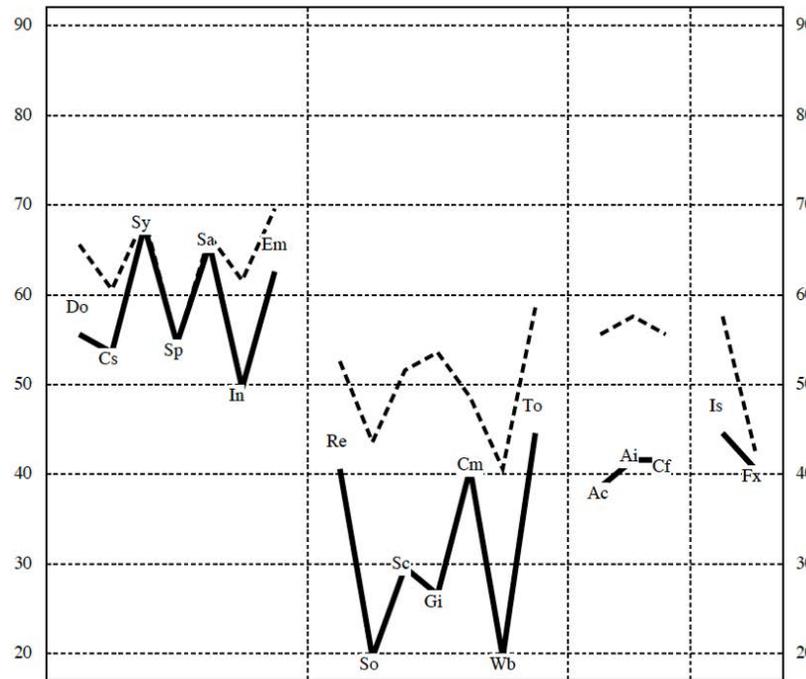
Revised for the CPI-260

		Percentile
Probability of being rated a 'poorly suited' applicant by psychologists with expertise in public safety screening*	 67%	97
Probability of involuntary departure ^b	 30%	99
Probability of having background problems related to ^c		
Job performance	 64%	97
Anger management	 68%	97
Alcohol use concerns	 18%	74
Illegal drug use	 21%	92
Substance abuse proclivity	 45%	89

Notes:

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 **21,918 police officers/deputies/troopers**, 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 6,000 members of the CPI Community Sample.



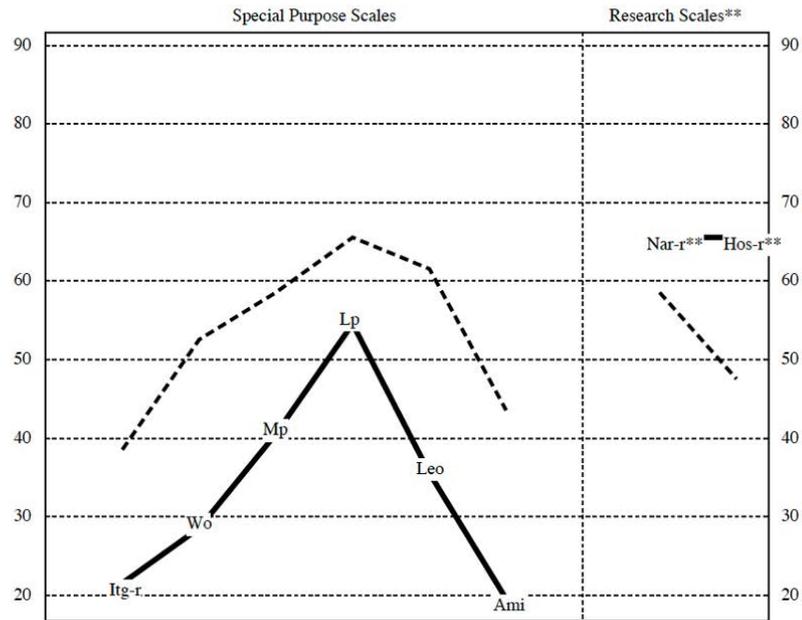
Legend: — police officer/deputy/trooper - - - - general community

	Do	Cs	Sy	Sp	Sa	In	Em	Re	So	Sc	Gi	Cm	Wb	To	Ac	Ai	Cf	Is	Fx
Raw scores	27	18	22	20	19	17	19	17	18	15	14	19	12	15	22	17	22	15	7
Community T	66	61	69	55	67	62	70	53	44	52	54	49	41	59	56	58	56	58	43
Incumbent T	56	54	68	55	66	50	63	41	17	30	27	41	-8	45	39	42	42	45	41
*Incumbent %tile	76	72	99	77	98	57	93	23	1	5	3	26	0	32	17	26	24	37	25

Notes:

Comparison Profile #2 Incumbent Norms and Community Norms For the CPI Special Purpose Scales

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 **21,918 police officers/deputies/troopers**, 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 6,000 members of the CPI Community Sample.



Legend: — police officer/deputy/trooper - - - - general community

	Itg-r	Wo	Mp	Lp	Leo	Ami	Nar-r**	Hos-r**
Raw scores	15	17	17	33	20	15	23	9
Community T	39	53	59	66	62	44	59	48
Incumbent T	22	29	41	55	36	18	66	66
*Incumbent %tile	1	5	21	69	13	1	95	93

Notes:

18 selection-relevant item endorsements found (Applicant %tile = 98)

Self-initiative/motivation / 18 items

- 149. I get tired more easily than other people seem to. (T, 2%)
- 231. With things going as they are, it's pretty hard to keep up hope of amounting to something. (T, 1%)
- 232. Any job is all right with me, so long as it pays well. (T, 7%)
- 249. Life usually hands me a pretty raw deal. (T, 6%)

Following rules and regulations / 11 items

- 109. People who behave themselves seldom, if ever, have trouble with the law. (F, 38%)

Interpersonal skills/relationships with coworkers and the public / 7 items

- 41. I like to keep people guessing what I'm going to do next. (T, 18%)
- 142. I must admit I often try to get my own way regardless of what others may want. (T, 12%)
- 212. I hate to be interrupted when I am working on something. (T, 26%)
- 247. No one seems to understand me. (T, 1%)

Self control / 17 items

- 27. I get all the sympathy I should. (F, 15%)
- 145. I dream frequently about things that are best kept to myself. (T, 6%)
- 164. I often act on the spur of the moment without stopping to think. (T, 7%)
- 218. I am inclined to take things hard. (T, 10%)
- 219. Sometimes I feel like smashing things. (T, 8%)

Assertiveness / 14 items

- 10. I get very tense and anxious when I think other people are disapproving of me. (T, 11%)
- 256. Sometimes I cross the street just to avoid meeting someone. (T, 8%)

Infrequently answered by job applicants: no specific job content / 3 items

- 149. I get tired more easily than other people seem to. (T, 2%)

Decision making / 4 items

- 170. I find it hard to keep my mind on a task or job. (T, 1%)

Narcissism - revised / 37 items

- 142. I must admit I often try to get my own way regardless of what others may want. (T, 12%)

Community Referenced Findings

Scale	Com	Scale Description
Itg-r	39T	Applicants with scores in this range may be seen as bitter, boastful, reckless, complaining, prejudice, rebellious, superstitious, and suspicious.

SECTION 2B: ALCOHOL USE (Count one drink for each 12 oz. can of beer, 4 oz. glass of wine, or 1 oz. shot of liquor.)

How many days during the average week do you consume any quantity of alcoholic beverage?

[Do not drink] **Less than one** [1] [2] [3] [4] [5] [6] [7-daily]

On the days you do consume alcohol, how many drinks do you typically have?

[N/A] [Less than one] [1] **2** [3] [4] [5] [6] [7] [8] [9] [10+]

The maximum number of drinks you have consumed in 24 hours during the past year?

[N/A] [Less than one] [1] [2] [3] [4] [5] [6] [7] **8** [9] [10+]

The number of times in the past year you have consumed the maximum amount of drinks reported above?

[N/A] [Less than one] [1] [2] [3] [4] **5** [6] [7] [8] [9] [10+]

The number of drinks you consume before you feel the first effects of alcohol (feel "high", "woozy", etc.)?
(Count one drink for each 12 oz. can of beer, 4 oz. glass of wine, or 1 oz. shot of liquor)

[N/A] [Less than one] [1] **2** ~~2~~ **3** [4] [5] [6] [7] [8] [9] [10+]

The number of drinks you consume before you believe you are intoxicated/drunk, defined as "being able to tell that your thinking and judgement are impaired"? (Count one drink for each 12 oz. can of beer, 4 oz. glass of wine, or 1 oz. shot of liquor)

[N/A] [Less than one] [1] [2] [3] [4] [5] **6** ~~6~~ **7** [8] [9] [10+]

The number of occasions you have been intoxicated/drunk (that is, you can tell your thinking and judgement are impaired) during the last 12 months?

- Never
- About once a year, or less
- A few times a year
- d** About every other month
- About once a month
- A few times a month
- About Once a week
- A few times a week
- Almost every day

[NO] **YES** Have you EVER engaged in sexual acts(including, but not limited to, intercourse, oral sex, masturbation, viewing pornography) while at work?
If YES: Year(s) 0 How many times: 1
Any complaints/Discipline regarding this behavior? no

Inappropriate work place behavior:

She noted that she sometimes makes inappropriate jokes at work and when asked to provide an example, she said "redneck jokes, Black jokes, White jokes and Chinese jokes, that kind of thing. With people I already know. It's never offensive."

Questions

References

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- Lowmaster, S., & Morey, L. (2012). Predicting law enforcement officer job performance with the Personality Assessment Inventory. *Journal of Personality Assessment, 94*(3), 254–261. DOI: 10.1080/00223891.2011.648295.
- McIntyre, W. & Roberts, R. (2017, October 20). *Pre-employment profiles of corrections officers arrested for DWI after being hired* [Conference session]. Annual JRA Conference, Philadelphia, PA.
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