

PRE-EMPLOYMENT PSYCHOLOGICAL EVALUATION

NOTE: This is a sample report. The content has been changed to remove any identifying information. Any resemblance to an actual person is purely coincidental.

TO: Chief Chief
Town Police Department
P.O. Box 111
111 2nd Avenue
Town, WI 54111

RE: John Candidate

POSITION APPLIED FOR: Full-Time Police Officer

DATE OF REPORT: April xx, 2016

RATING: NOT RECOMMENDED

REASON FOR REFERRAL: The above-named individual was referred by the Town Police Department for the purpose of a psychological evaluation for the position of full-time police officer. The candidate was administered tests on March xx, 2016, and interviewed on March xx, 2016.

The purpose of this examination was to determine the presence of personality, emotional, or cognitive characteristics that might affect the subject's performance in the role of full-time police officer. Such characteristics include intellectual level, judgment, communication skills, motivation for the position sought, team orientation, and the presence of psychological or substance abuse problems. Persistence, self-restraint, and acceptance of supervision and criticism are sampled. An effort is also made to determine work ethic, stress resistance and possible racial or gender bias.

In addition to the procedures listed below, the candidate was given an in-depth personal interview of approximately 90 minutes duration covering personal history related to education, employment, military service, family and social relationships, medical problems, mental health issues, alcohol and drug use, financial and credit issues, legal problems, and problematic sexual behaviors. Concerns arising from psychological test results and concerns related to the background investigation, if available, were also addressed. Some candidates may find the interview somewhat stressful. It is possible, therefore, to observe the candidate's reaction to moderate levels of stress.

EVALUATION PROCEDURES:

The Shipley-2

California Psychological Inventory (Police & Public Safety Selection Report) (CPI)

Survey of Ethics in Law Enforcement-2 (SELE-2)

Minnesota Multiphasic Personality Inventory – 2 – Restructured Form (MMPI-2-RF) [Police Candidate Interpretive Report (PCIR)]

Personal Experiences Inventory (PEI)

BACKGROUND INVESTIGATION SUMMARY: Reviewed.

OTHER RECORDS REVIEWED: None.

CANDIDATE DESCRIPTION: Mr. Candidate is a 24-year-old never-married man who lives with his parents. He reported that he has lived on his own and with his parents on and off through the years. He currently works full-time at a hotel as an assistant manager. He reported that he has been diagnosed with attention deficit disorder and took medications during grade school. During college, he was having some difficulty with distractibility and focus problems in large lecture hall classes, so he took Adderall for one year. The candidate was groomed and dressed neatly and casually. He was reasonably friendly, talkative, polite, and straightforward throughout the assessment.

RESULTS:

On the *Shipley-2*, Mr. Candidate earned a vocabulary score of 111, which is in the above-average range, an abstract problem-solving score of 97, which is in the average range, and a composite score of 106, indicative of average intellectual functioning compared to other American adults of the same age. There was a significant difference between his vocabulary and abstraction scores. On tasks that required knowledge of vocabulary words, he performed in the above-average range, indicating very good abilities. His abstract score was in the average range, indicating good abilities at solving novel abstract problems; however, it was significantly lower than his above-average vocabulary score.

Minnesota Multiphasic Personality Inventory – 2 – Restructured Form (MMPI-2-RF) [Police Candidate Interpretive Report (PCIR)]: Mr. Candidate approached the MMPI-2-RF in a straightforward and honest manner. As a result, the MMPI-2-RF profile can be considered an accurate measure of his current personality and/or emotional problems. Individuals with similar profiles report some history of engaging in aggressive behaviors. These individuals report episodes of heightened excitation and energy levels.

California Psychological Inventory (Police and Public Safety Selection Report) (CPI): The CPI appears to be valid. Individuals with similar profiles have a higher than average probability of being rated a poorly suited applicant by a psychologist with expertise in public safety screening. They also have a higher than average probability of having background problems related to anger management and job performance. When compared to police officer incumbents,

similar individuals are at risk of demonstrating impulsivity, rebelliousness, recklessness, and carelessness. They tend to be headstrong and over-controlled in their behavior. These issues sometimes lead to conflict. At the same time, they appear to be reasonably empathetic and dominant. They have self-confidence and are able to assert themselves.

The Survey of Ethics in Law Enforcement-2 (SELE-2): The SELE-2 survey asks the candidate to respond to hypothetical situations that might arise in performing law enforcement duties. The subject rates the seriousness of ethical violations, and provides a justification for the response. The candidate's responses to the hypothetical situations seem broadly indicative of understanding and responding appropriately to ethical dilemmas.

ANTICIPATED RISK OF PERFORMANCE PROBLEMS ON ESSENTIAL JOB ELEMENTS

Cluster 1: Interpersonal Behavior

Low Risk	Med Risk	High Risk	
X			1. 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.
X			2. 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 colleagues, supervisors, community partners, representatives of other agencies, and others tasked with serving and protecting the community.
X			3. ASSERTIVENESS/PERSUASIVENESS: Involves unhesitatingly taking control of situations in a calm and appropriately assertive manner, even under dangerous or adverse conditions.

COMMENTS: Mr. Candidate appears to be a reasonably friendly individual. He cares a great deal for others and sees himself as somewhat of a caretaker. He reported that he has a natural skill at helping people solve their problems so feels that law enforcement is a good fit for him.

Cluster 2: Judgment and Adaptability

		X	4. 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.
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X			<p>5. ADAPTABILITY/FLEXIBILITY: Involves the ability to change gears and easily adjust to the many different, sudden, and sometimes competing demands inherent in public safety 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>
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COMMENTS: Mr. Candidate has made a number of poor decisions in his history. For example, he reportedly resigned from a hotel and shortly after received a termination notice. When asked about it during the assessment, he indicated that he had discovered that his certification for his job had expired. He was not getting along with the general manager so decided to give his two-week notice. When asked why he was fired, he said that he was having disagreements with the GM. When asked what the reason for the firing was, he acknowledged that it was likely because of the expired certification. He did not appear to take responsibility for the precarious position he placed the hotel in. Mr. Candidate has also made a number of poor decisions concerning his alcohol consumption, and he reportedly sold and/or gave Adderall and Vicodin to friends while he was in college. During the assessment, he indicated he felt it was important to be honest about the situation. At the same time, he did not express regret about his behavior and he did not appear to understand that selling or giving prescription medications to someone for whom they was not prescribed demonstrated very poor judgment.

Cluster 3: Emotional Control

X			<p>6. 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>
	X		<p>7. 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>
		X	<p>8. 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>

COMMENTS: Mr. Candidate indicated that he has been nervous, which kept him up for a few days. As an example, he might sleep three hours and be unable to sleep any more about twice

a month. He has not sought mental health treatment in the past and has not participated in a psychiatric or psychological evaluation. He describes a situation in which he developed a friendship with another student while at college. One night they were out for a friend’s birthday and the friend left the group and drowned in the river. Mr. Candidate reported that he has felt somewhat guilty because he should have paid more attention to his friend and should have prevented him from leaving the group

Mr. Candidate appears to be somewhat impulsive and he has engaged in poor decision-making in the past. Currently, he reports that he consumes alcohol two to three times per week and typically has one or two beers. He has consumed five or more alcoholic beverages approximately 12 times in the last 12 months and feels intoxicated if he has eight to ten beers. He was pulled over when he was underage and was let go even though he had been drinking. He last drove a car while probably intoxicated in 20xx. When asked why he did this, he indicated that he was the least intoxicated of all his friends. He went to work with a hangover in 20xx. He admitted that he had sold and/or given Adderall and Vicodin to friends while in college. The candidate suggested that some of his marijuana and alcohol use was the result of losing his friend in 20xx. However, some of these behaviors occurred before 20xx and test results raised significant concerns regarding his tendency to be impulsive, reckless, and rebellious. They also raise concern regarding under-controlled behaviors.

Cluster 4: Work Attitudes

X			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.
X			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.

Cluster 5: Communication/Learning Skills

X			11. VOCABULARY SKILLS: Has a good working vocabulary, which suggests good verbal comprehension and communication skills.
X			12. PROBLEM SOLVING/LEARNING: Comprehends new information and applies that which has been learned to on-the-job situations.

OVERALL SUMMARY/COMMENTS: Mr. Candidate is a 24-year-old full-time police officer candidate for the Town Police Department. Test results indicate average intelligence. Mr. Candidate indicated that he lost a friend to a drowning in 20xx and that had a negative impact on his behaviors. Test, interview, and background results raise concerns regarding the candidate’s tendency to make poor decisions due to problems with impulse control and possible carelessness. The candidate’s ability and willingness to demonstrate emotional

maturity by showing self-control in personal affairs and showing restraint in difficult situations is questionable. His ability and willingness to maintain freedom from chemical abuse or dependency and to maintain lawful behaviors when handling personal and domestic matters appears to be questionable.

ON THE BASIS OF THE ENTIRE EXAMINATION, THE CANDIDATE IS **NOT RECOMMENDED** FOR THE POSITION SOUGHT.

PLEASE NOTE: *Decisions regarding the suitability of candidates, or the disposition of other personnel, are entirely the prerogative and responsibility of the appointing authority. All recommendations are advisory only and based upon the best professional judgment of the examiner, considering all the data available at this time. In addition to the records that were available for review, as indicated above, other records (e.g., medical, mental health, school, etc.) or collateral resources (e.g., family members, friends, employers) may exist, but were not available for review at this time. It is possible that information contained in those records could affect the conclusions contained in this report. All conclusions and recommendations are based on a reasonable degree of psychological certainty, as absolute predictions are not possible. Recommendations contained in this report are valid only for the specified position and department, and only for one year after the date of evaluation.*

Respectfully submitted,

April Leaveck, Psy.D.
Minnesota Licensed Psychologist #3880

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