



Law Enforcement Interpretive Report

MMPI-2™

The Minnesota Report™: Revised Personnel System, 3rd Edition

James N. Butcher, PhD

Name: Michael Sample
ID Number: 2532
Age: 29
Gender: Male
Years of Education: 14
Date Assessed: 01/06/2005

Standard Level Addiction Potential

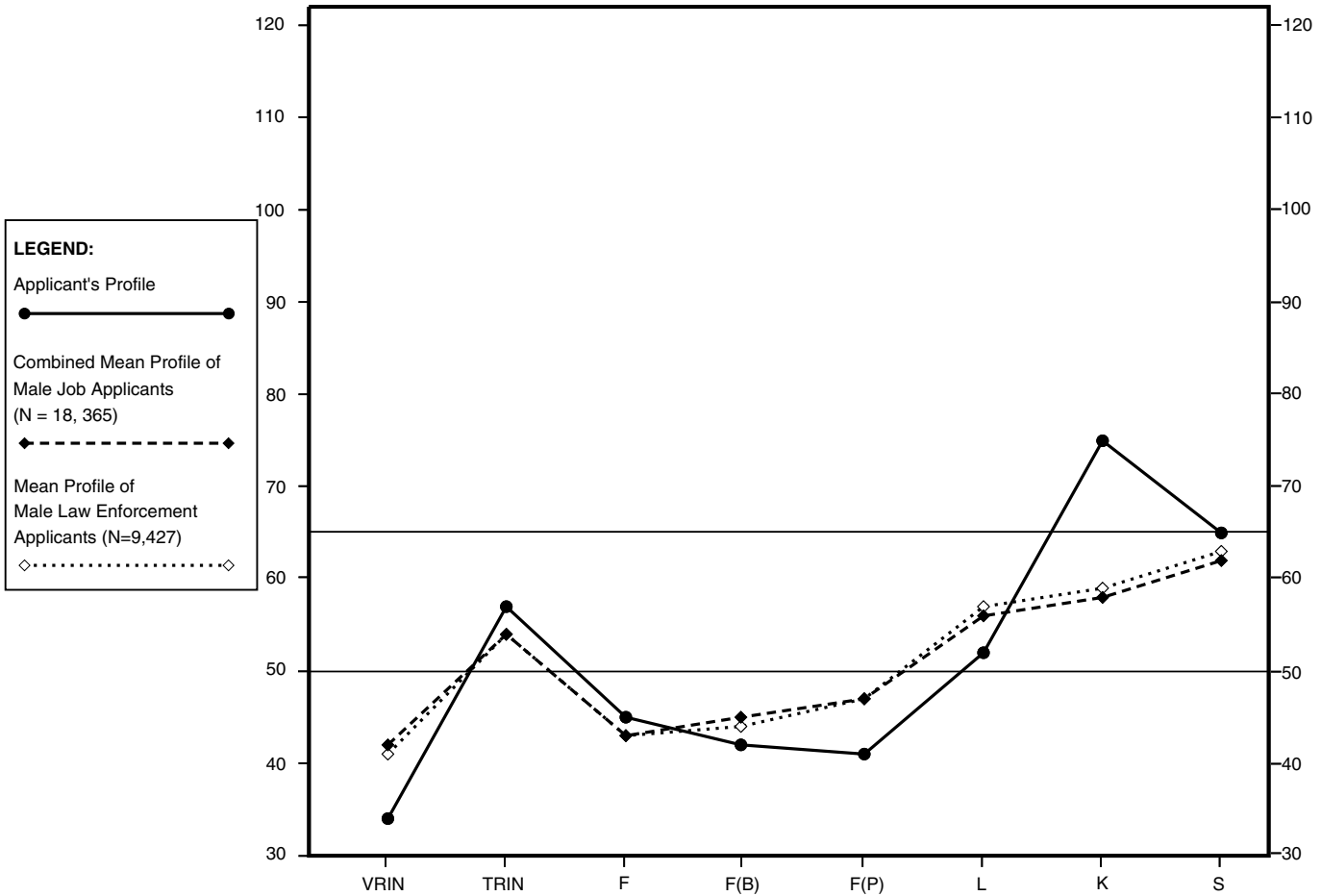


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TRADE SECRET INFORMATION

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MMPI-2 VALIDITY PATTERN



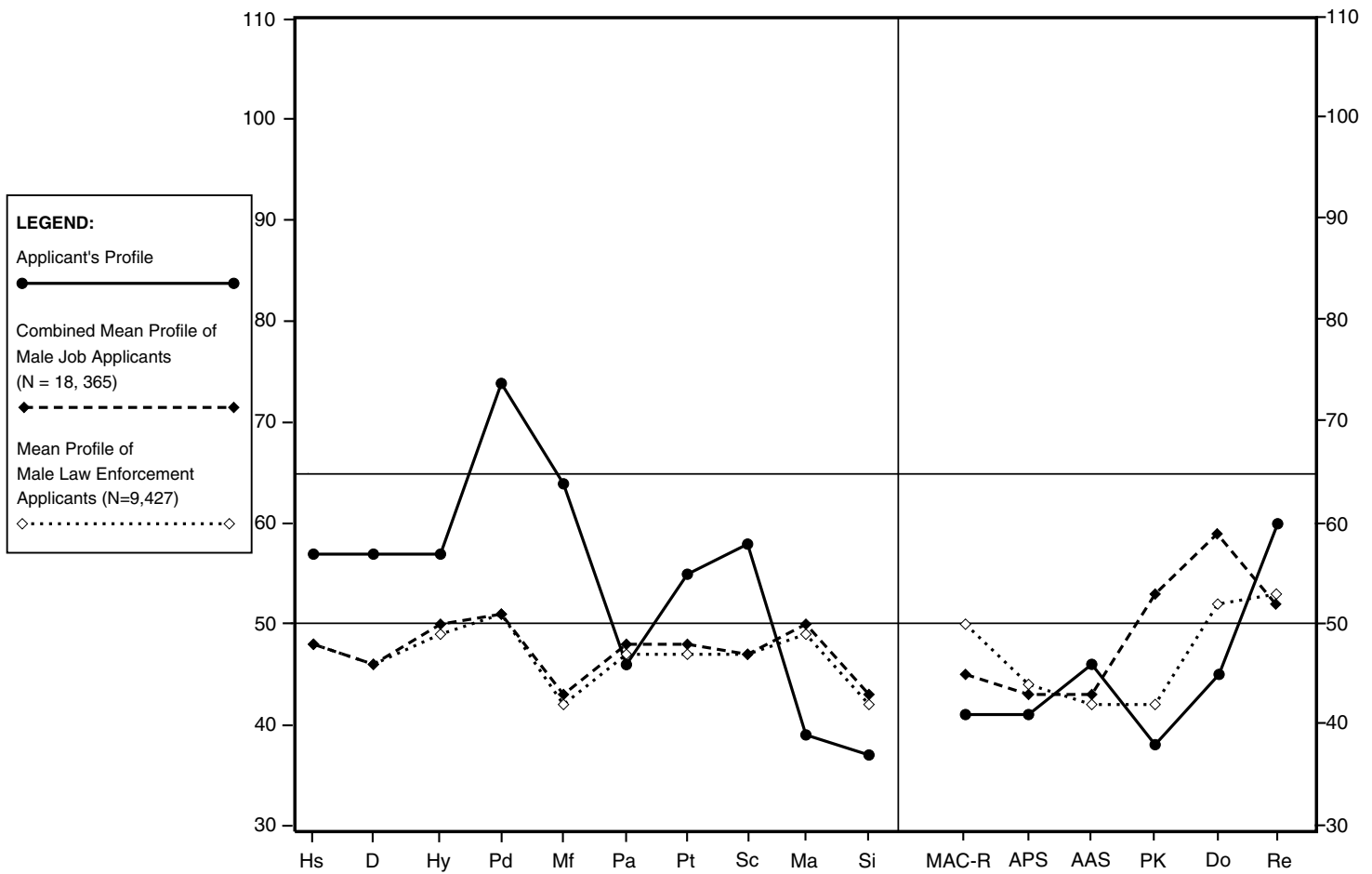
General Applicant							
Sample Mean Score:	42	54	43	45	47	56	58
Law Enforcement							
Sample Mean Score:	41	54	43	44	47	57	59

Applicant's Raw Score:	1	8	3	0	0	4	27	38
Applicant's T Score:	34	57F	45	42	41	52	75	65
Non-Gendered T Score:	34	57F	46	42	42	52	75	65
Response %:	100	100	98	100	100	100	100	100

Cannot Say (Raw): 2
Percent True: 30
Percent False: 70

	Raw Score	T Score	Resp. %
S1-Beliefs in Human Goodness	13	65	100
S2-Serenity	10	64	100
S3-Contentment with Life	4	50	100
S4-Patience/Denial of Irritability	6	58	100
S5-Denial of Moral Flaws	4	58	100

MMPI-2 CLINICAL AND SUPPLEMENTARY SCALES PROFILE



General Applicant																
Sample Mean Score:	48	46	50	51	43	48	48	47	50	43	45	43	43	53	59	52
Law Enforcement																
Sample Mean Score:	48	46	49	51	42	47	47	47	49	42	50	44	42	42	52	53

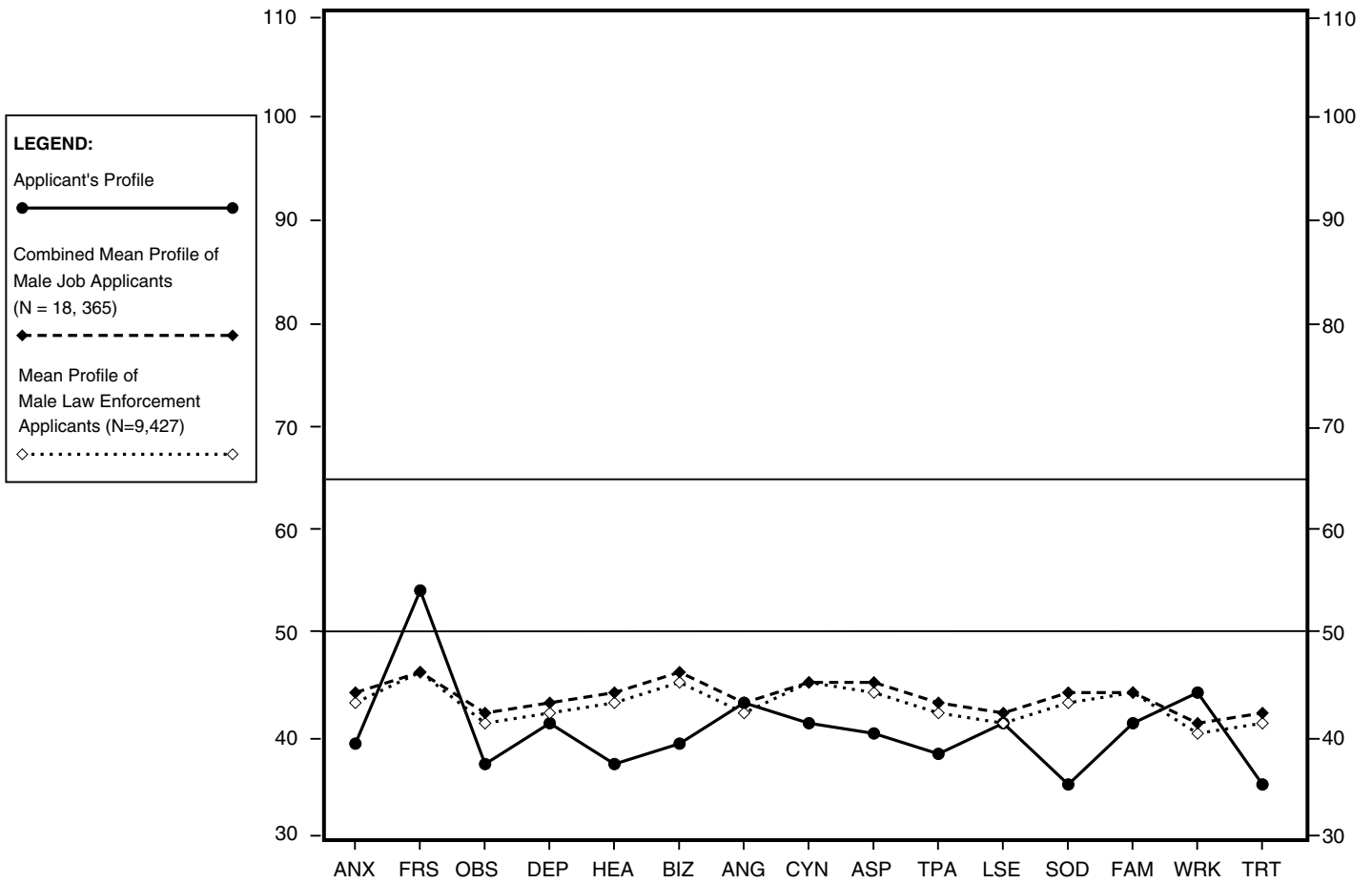
Applicant's Raw Score:	1	21	24	22	33	9	2	4	10	13	17	20	2	1	15	24
K Correction Score:	14			11			27	27	5							
Applicant's T Score:	57	57	57	74	64	46	55	58	39	37	41	41	46	38	45	60
Non-Gendered T Score:	55	54	55	75		46	54	58	40	36	43	41	48	38	45	59
Response %:	100	100	100	98	100	100	100	99	98	100	100	100	100	100	100	100

[v.1.2]

Welsh Code: 4'+5-81237/6:90# K'+-L/F:

Profile Elevation: 55.4

MMPI-2 CONTENT SCALES PROFILE



General Applicant
 Sample Mean Score: 44 46 42 43 44 46 43 45 45 43 42 44 44 41 42
 Law Enforcement
 Sample Mean Score: 43 46 41 42 43 45 42 45 44 42 41 43 44 40 41

Applicant's Raw Score:	1	5	1	1	1	0	3	4	3	3	1	1	2	4	0
Applicant's T Score:	39	54	37	41	37	39	43	41	40	38	41	35	41	44	35
Non-Gendered T Score:	38	50	37	40	37	39	43	42	41	38	40	35	40	43	35
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	92	97	100

PROFILE VALIDITY

This is a highly defensive response to the MMPI-2, resulting in a profile that may underestimate the individual's problems and maladjustment. The applicant was so defensive and evasive in responding to the items that the resulting profile is probably attenuated. His marked defensiveness and tendency to place himself in a favorable light may result from a conscious desire to avoid divulging personal information.

Individuals who are being evaluated for employment may produce such defensive profiles. They attempt to appear highly virtuous, and they typically deny problem situations and personal limitations that are common to most people. Their unwillingness to admit to any shortcomings casts doubt on the utility of their MMPI-2 profile. Because of his defensive test-taking approach, the presence of significant problems that can impede work performance cannot be ruled out.

PERSONAL ADJUSTMENT

His responses to the items, as noted in the validity section of this report, resulted in a highly defensive self-report. This response pattern has probably influenced other scales on the MMPI-2. Although interpretations are provided in this report for the clinical and content scales, it should be kept in mind that the applicant has not cooperated sufficiently with the evaluation to provide an open appraisal. The following interpretations should be considered provisional until the applicant's generally defensive test responding can be further evaluated. The applicant may be somewhat immature and impulsive and may act in a selfish and pleasure-oriented way. He appears to have low tolerance for frustration and may manipulate others for his own ends. Individuals with similar profiles may not accept responsibility for their own problems but may tend to blame others. They tend to be high risk takers. This individual's behavior may be unreliable and may result in a spotty work or achievement record and other job difficulties. He seems to lack clear goals and may drift from job to job. Individuals with this profile are often viewed as aggressive and may behave in a hostile manner at times, creating problems for others.

INTERPERSONAL RELATIONS

He is likeable and effective at creating a good impression. Despite his charm, however, he may not have a genuine interest in or concern for others, tending to use them instead for his own gains. He may have disrupted family or social relationships because he accepts little responsibility for his interpersonal problems and finds it difficult to form warm, close relationships.

He is outgoing and sociable and has a strong need to be around other people. He shows little social anxiety, is probably effective in social situations, and tends to be persuasive in dealing with others.

The content of this applicant's MMPI-2 responses suggests the following additional information concerning his interpersonal relations. His tendencies toward spontaneity, impulsiveness, and exhibitionism make him appear fun-loving, perhaps serving as the "life of the party" at times.

PROFILE FREQUENCY

Profile interpretation can be greatly facilitated by examining the relative frequency of clinical scale patterns in various settings. An elevated score on the Pd scale occurred in 9.1% of the MMPI-2 normative sample of men (N = 1,138). However, the elevated Pd scale T score was greater than or equal to 65 for only 3.43% of the sample. This high-point score on the Pd scale, at this level of profile elevation, was obtained by 2.70% of the men in the law enforcement database (NCS Assessments Archival Data, 1994).

CONTEMPORARY PERSONNEL BASE RATE INFORMATION

Additional up-to-date profile frequency information is available to serve as a basis for interpreting law enforcement applicants' profiles. The relative frequency of this profile in various public safety job settings is useful information for clinical interpretation because highly elevated Pd patterns can be associated with negative consequences in police officers. This high-point clinical scale score (Pd) occurs in 12.2% of the combined NCS Assessments (Butcher et al., 2000) male applicant sample (N = 18,365 males). In addition, 9.5% of the general male applicants have the Pd spike at or above a T score of 65 as a well-defined Pd spike.

In the law enforcement personnel sample compiled by NCS Assessments (Butcher et al., 2000; N = 9,427 males), men applying for law enforcement positions produced a Pd high-point score with a frequency of 13.7%. (This is the second-highest single-point code frequency in this sample, as it is in the combined job applicant sample.) The investigators found that 11% of male applicants had well-defined high-point Pd spikes at or above a T score of 65. This elevated profile spike is the second most frequent single-point elevation among police applicants. Extremely elevated scores (≥ 65) are rare and should be given special consideration in the interpretation.

PROFILE STABILITY

The relative elevation of the highest scales in his clinical profile shows very high profile definition. His peak scores are likely to be very prominent in his profile pattern if he is retested at a later date. His high-point score on Pd is likely to remain stable over time. Short-term test-retest studies have shown a correlation of .81 for this high-point score. Spiro, Butcher, Levenson, Aldwin, and Bosse (1993) reported a moderate test-retest stability index of .62 in a large study of normals over a five-year test-retest period. He may have frequent social and personal conflicts and may find it difficult to maintain a steady, trouble-free life.

POSSIBLE EMPLOYMENT PROBLEMS

Law enforcement applicants with this MMPI-2 profile tend to be able to work independently, to make judgments quickly, and to act decisively. They are usually able to withstand stress well. There is some possibility, however, that their tendency toward self-centered behavior and their casual disregard for rules could create problems for them. Employment interviews should focus in detail on their ability to

get along with others and on their reliability as demonstrated in previous positions.

Because this applicant tends to become bored easily and seeks thrills, he may have problems keeping a steady pace in life and is likely to be considered unreliable at times. He may have problems with authority and may resist convention and rules, which could cause interpersonal problems at work.

CONTENT THEMES

MMPI-2 content themes may serve as a source of hypotheses for further investigation. These content themes summarize similar item responses that appear with greater frequency with this applicant than with most people.

He may be rigid and inflexible in his thinking.

He may harbor resentment or hostility toward others.

He may have antisocial attitudes and behavior.

He may have engaged in behavior that runs counter to societal norms.

He may have some unconventional beliefs or attitudes that affect the way he gets along with supervisors.

He may have irresponsible attitudes.

He may sometimes disregard rules when it suits him.

He may have problems with authority and may at times break rules.

He may tend to question supervisory decisions.

He may have low energy or lack enthusiasm.

He may be unusually sensitive to criticism.

SUPPLEMENTARY SCORE REPORT

	Raw Score	T Score	Non-Gendered T Score	Resp %
Anxiety (A)	2	39	38	100
Repression (R)	18	56	55	100
Ego Strength (Es)	40	56	58	100
Hostility (Ho)	7	36	37	100
Aggressiveness (AGGR)	5	40	42	100
Psychoticism (PSYC)	0	35	35	100
Disconstraint (DISC)	9	39	43	100
Negative Emotionality/Neuroticism (NEGE)	5	43	41	100
Introversion/Low Positive Emotionality (INTR)	11	50	50	100
Depression Subscales (Clinical Subscales)				
Subjective Depression (D1)	6	48	47	100
Psychomotor Retardation (D2)	7	59	58	100
Physical Malfunctioning (D3)	4	59	57	100
Mental Dullness (D4)	1	43	43	100
Brooding (D5)	0	40	39	100
Hysteria Subscales (Clinical Subscales)				
Denial of Social Anxiety (Hy1)	6	61	62	100
Need for Affection (Hy2)	10	63	63	100
Lassitude-Malaise (Hy3)	2	48	47	100
Somatic Complaints (Hy4)	0	38	38	100
Inhibition of Aggression (Hy5)	4	55	55	100
Psychopathic Deviate Subscales (Clinical Subscales)				
Familial Discord (Pd1)	2	51	51	89
Authority Problems (Pd2)	3	47	50	100
Social Imperturbability (Pd3)	6	63	63	100
Social Alienation (Pd4)	4	50	50	100
Self-Alienation (Pd5)	3	48	48	100
Paranoia Subscales (Clinical Subscales)				
Persecutory Ideas (Pa1)	1	46	46	100
Poignancy (Pa2)	1	41	40	100
Naivete (Pa3)	7	60	60	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Schizophrenia Subscales (Clinical Subscales)				
Social Alienation (Sc1)	0	39	38	95
Emotional Alienation (Sc2)	2	59	59	100
Lack of Ego Mastery, Cognitive (Sc3)	0	42	42	100
Lack of Ego Mastery, Conative (Sc4)	2	49	49	100
Lack of Ego Mastery, Defective Inhibition (Sc5)	0	40	40	100
Bizarre Sensory Experiences (Sc6)	0	41	41	100
Hypomania Subscales (Clinical Subscales)				
Amorality (Ma1)	1	42	44	100
Psychomotor Acceleration (Ma2)	3	39	39	100
Imperturbability (Ma3)	5	59	61	100
Ego Inflation (Ma4)	0	30	31	89
Social Introversion Subscales (Clinical Subscales)				
Shyness / Self-Consciousness (Si1)	1	39	39	100
Social Avoidance (Si2)	1	41	42	100
Alienation--Self and Others (Si3)	0	35	35	100

Uniform T scores are used for Hs, D, Hy, Pd, Pa, Pt, Sc, Ma, and the content scales; all other MMPI-2 scales use linear T scores.

CONTENT COMPONENT SCALES (Ben-Porath & Sherwood)

	Raw Score	T Score	Non-Gendered T Score	Resp %
Fears Subscales				
Generalized Fearfulness (FRS1)	0	44	43	100
Multiple Fears (FRS2)	5	59	54	100
Depression Subscales				
Lack of Drive (DEP1)	1	46	46	100
Dysphoria (DEP2)	0	42	41	100
Self-Depreciation (DEP3)	0	41	41	100
Suicidal Ideation (DEP4)	0	45	46	100
Health Concerns Subscales				
Gastrointestinal Symptoms (HEA1)	0	44	44	100
Neurological Symptoms (HEA2)	0	40	40	100
General Health Concerns (HEA3)	1	48	49	100
Bizarre Mentation Subscales				
Psychotic Symptomatology (BIZ1)	0	44	44	100
Schizotypal Characteristics (BIZ2)	0	41	41	100
Anger Subscales				
Explosive Behavior (ANG1)	0	39	39	100
Irritability (ANG2)	2	46	45	100
Cynicism Subscales				
Misanthropic Beliefs (CYN1)	3	41	42	100
Interpersonal Suspiciousness (CYN2)	1	39	40	100
Antisocial Practices Subscales				
Antisocial Attitudes (ASP1)	2	37	39	100
Antisocial Behavior (ASP2)	1	45	48	100
Type A Subscales				
Impatience (TPA1)	1	39	40	100
Competitive Drive (TPA2)	0	33	34	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Low Self-Esteem Subscales				
Self-Doubt (LSE1)	1	44	44	100
Submissiveness (LSE2)	0	41	40	100
Social Discomfort Subscales				
Introversion (SOD1)	1	39	40	100
Shyness (SOD2)	0	36	36	100
Family Problems Subscales				
Family Discord (FAM1)	1	40	39	83
Familial Alienation (FAM2)	1	49	50	100
Negative Treatment Indicators Subscales				
Low Motivation (TRT1)	0	42	42	100
Inability to Disclose (TRT2)	0	37	38	100

WORK DYSFUNCTION ITEMS

The following items may be significant in understanding the client's work performance. These items have been found to be related to dysfunctional attitudes or negative behavior in employment situations. Although these items may serve as a source of hypotheses for further investigation, caution should be used in interpreting individual items because the respondent may have misread the item or inadvertently marked the wrong answer.

Any Work Dysfunction items he endorsed are listed below with the direction of his endorsement indicated in parentheses. The endorsement percentages of different reference groups are presented in brackets following the item. The first number "N" is the percentage of the MMPI-2 normative sample who endorsed that item in the scored direction. The second number "P" is the percentage of individuals in the large job applicant sample (NCS Assessments, 1995) who endorsed the item in the scored direction.

- 409. Omitted Item (True)
[N = 39%, P = 24%]
- 428. Omitted Item (True)
[N = 57%, P = 39%]
- 445. Omitted Item (True)
[N = 39%, P = 24%]
- 509. Omitted Item (True)
[N = 25%, P = 19%]



Special Note:

The content of the test items is included in the actual reports. To protect the integrity of the test, the item content does not appear in this sample report.

OMITTED ITEMS

The client omitted the following items. It may be helpful to discuss these omissions with him to determine the reason for noncompliance with the test instructions.

- 54. Omitted Item
- 190. Omitted Item

End of Report

NOTE: This MMPI-2 report can serve as a useful guide for employment decisions in which personality adjustment is considered important for success on the job. The decision rules on which these classifications are based were developed through a review of the empirical literature on the MMPI and MMPI-2 with normal-range individuals (including job applicants) and the author's practical experience using the test in employee selection. The report can assist psychologists and physicians involved in personnel selection by providing an "outside opinion" about the applicant's adjustment. The MMPI-2 should NOT be used as the sole means of determining the applicant's suitability for employment. The information in this report should be used by qualified test interpretation specialists only.

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ITEM RESPONSES

1: 2 2: 1 3: 1 4: 2 5: 1 6: 1 7: 1 8: 1 9: 2 10: 1
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