



Minnesota Multiphasic
Personality Inventory-2
Restructured Form®

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MMPI-2-RF®
Police Candidate Interpretive Report
David M. Corey, PhD, & Yossef S. Ben-Porath, PhD

ID Number: Ms. D
Age: 25
Gender: Female
Marital Status: Never Married
Years of Education: 12
Date Assessed: 04/07/2013



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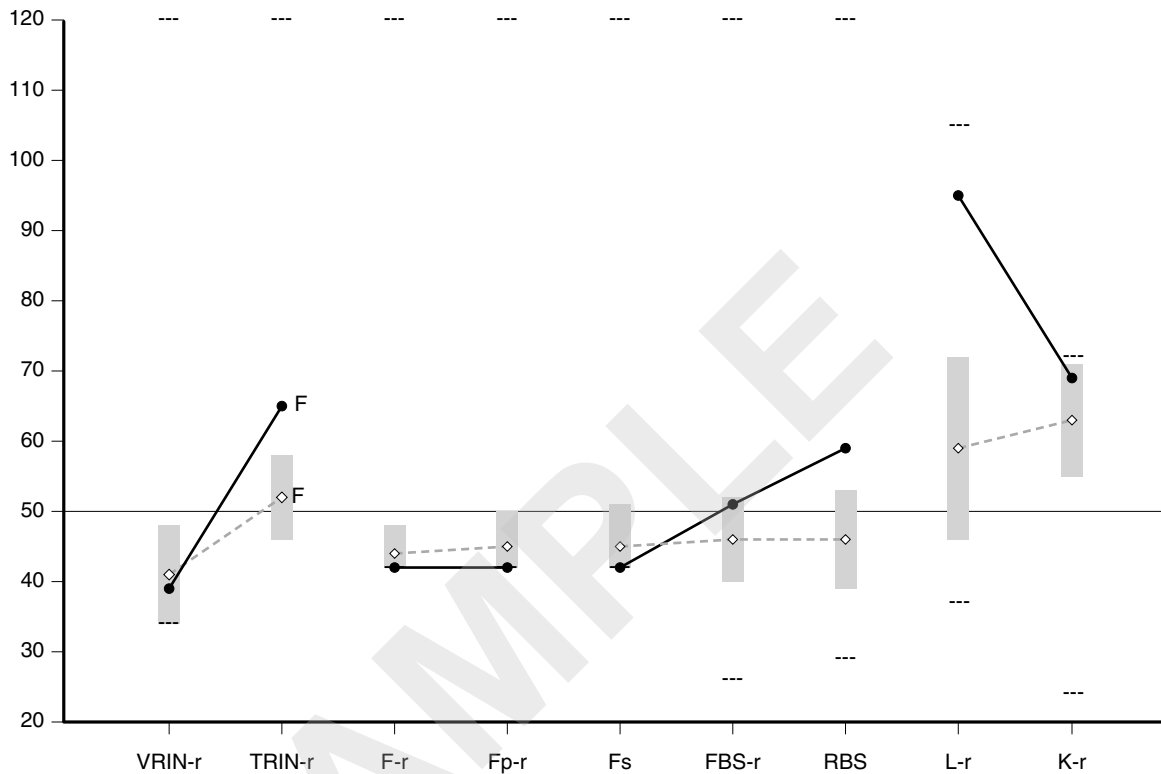
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MMPI-2-RF Validity Scales



Raw Score:	1	9	0	0	0	8	7	12	13
T Score:	39	65 F	42	42	42	51	59	95	69
Response %:	100	100	100	100	100	100	100	100	100
Cannot Say (Raw):	0								
								Percent True (of items answered):	24%

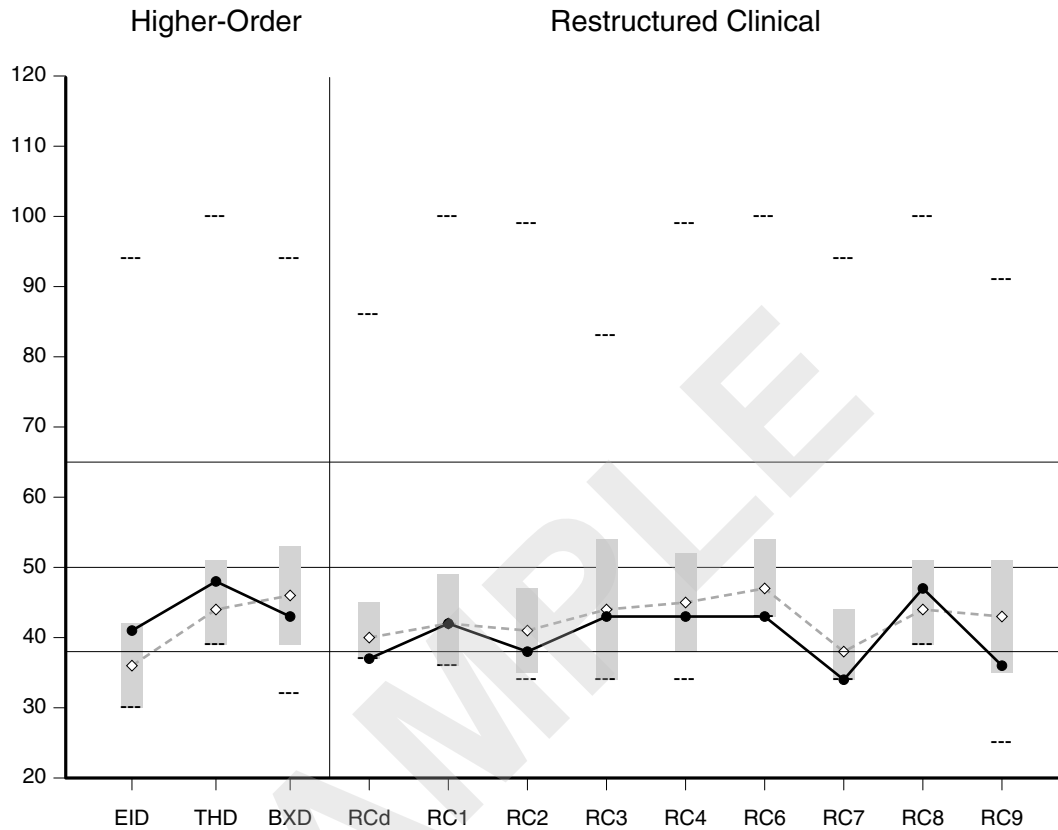
Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074

Mean Score (◇--◇):	41	52 F	44	45	45	46	46	59	63
Standard Dev (±1 SD):	7	6	4	5	6	6	7	13	8
Percent scoring at or below test taker:	59	99	75	78	70	89	97	99.9	82

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-2-RF T scores are non-gendered.

VRIN-r	Variable Response Inconsistency	Fs	Infrequent Somatic Responses	L-r	Uncommon Virtues
TRIN-r	True Response Inconsistency	FBS-r	Symptom Validity	K-r	Adjustment Validity
F-r	Infrequent Responses	RBS	Response Bias Scale		
Fp-r	Infrequent Psychopathology Responses				

MMPI-2-RF Higher-Order (H-O) and Restructured Clinical (RC) Scales



Raw Score:	4	1	3	0	1	1	3	2	0	0	1	4
T Score:	41	48	43	37	42	38	43	43	43	34	47	36
Response %:	100	100	100	100	100	100	100	100	100	100	100	100

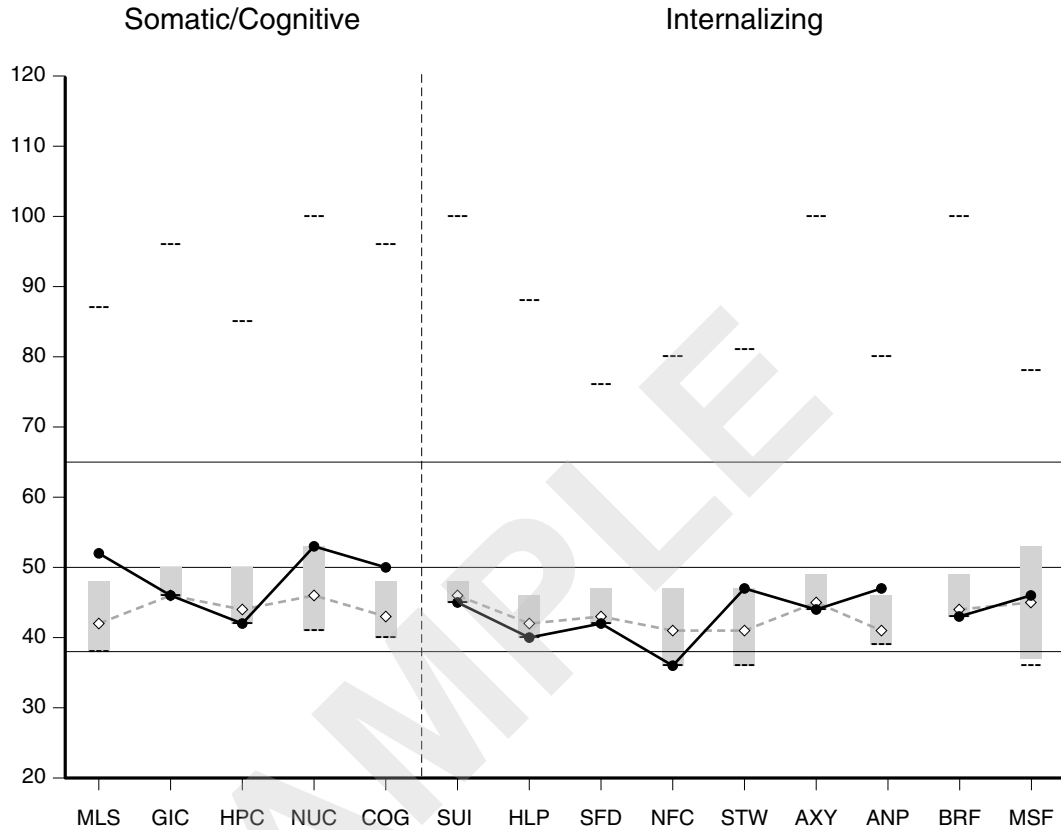
Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074

Mean Score (◇--◇):	36	44	46	40	42	41	44	45	47	38	44	43
Standard Dev (±1 SD):	6	7	7	5	7	6	10	7	7	6	7	8
Percent scoring at or below test taker:	83	82	43	62	68	56	57	51	75	45	79	21

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-2-RF T scores are non-gendered.

EID	Emotional/Internalizing Dysfunction	RCd	Demoralization	RC6	Ideas of Persecution
THD	Thought Dysfunction	RC1	Somatic Complaints	RC7	Dysfunctional Negative Emotions
BXD	Behavioral/Externalizing Dysfunction	RC2	Low Positive Emotions	RC8	Aberrant Experiences
		RC3	Cynicism	RC9	Hypomanic Activation
		RC4	Antisocial Behavior		

MMPI-2-RF Somatic/Cognitive and Internalizing Scales



Raw Score:	2	0	0	1	1	0	0	0	0	2	0	1	0	2
T Score:	52	46	42	53	50	45	40	42	36	47	44	47	43	46
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100

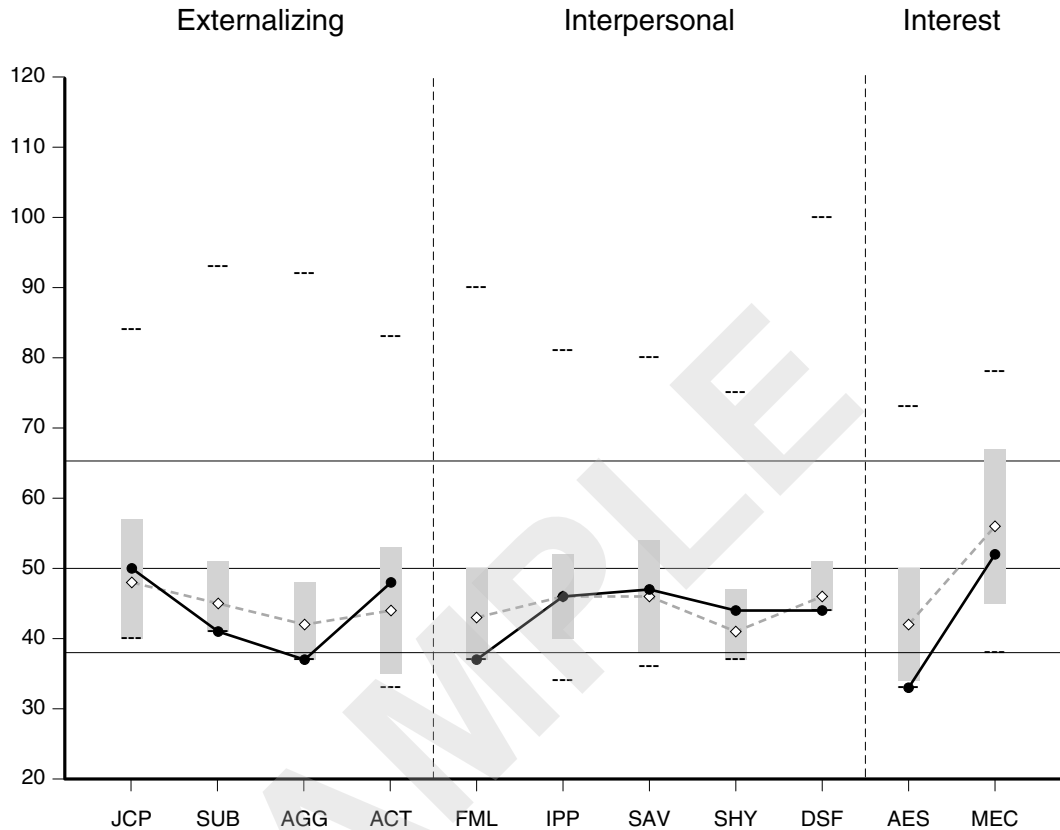
Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074

Mean Score (◇--◇):	42	46	44	46	43	46	42	43	41	41	45	41	44	45
Standard Dev (±1 SD):	6	4	6	7	5	2	4	4	6	6	4	5	5	8
Percent scoring at or below test taker:	96	95	83	90	93	99.3	88	90	50	91	94	94	88	64

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-2-RF T scores are non-gendered.

MLS	Malaise	SUI	Suicidal/Death Ideation	AXY	Anxiety
GIC	Gastrointestinal Complaints	HLP	Helplessness/Hopelessness	ANP	Anger Proneness
HPC	Head Pain Complaints	SFD	Self-Doubt	BRF	Behavior-Restricting Fears
NUC	Neurological Complaints	NFC	Inefficacy	MSF	Multiple Specific Fears
COG	Cognitive Complaints	STW	Stress/Worry		

MMPI-2-RF Externalizing, Interpersonal, and Interest Scales



Raw Score:	1	0	0	3	0	3	2	1	0	0	3
T Score:	50	41	37	48	37	46	47	44	44	33	52
Response %:	100	100	100	100	100	100	100	100	100	100	100

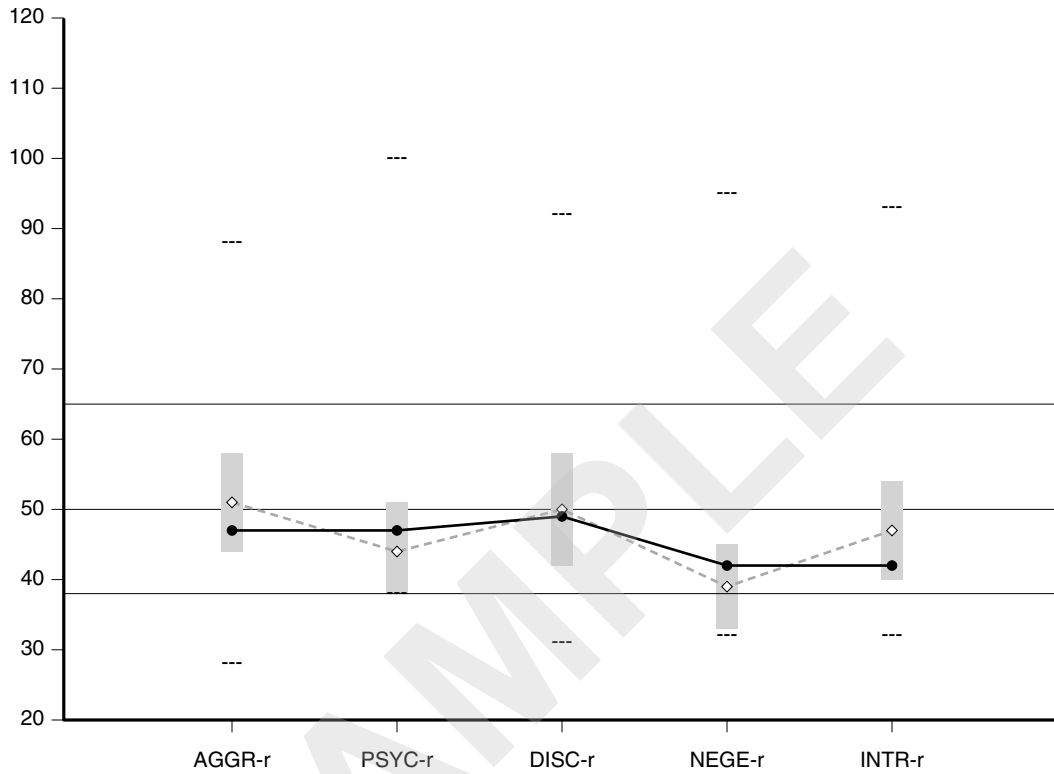
Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074

Mean Score (◇---◇):	48	45	42	44	43	46	46	41	46	42	56
Standard Dev (±1 SD):	9	6	6	9	7	6	8	6	5	8	11
Percent scoring at or below test taker:	76	65	56	79	47	65	65	80	90	26	46

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-2-RF T scores are non-gendered.

JCP	Juvenile Conduct Problems	FML	Family Problems	AES	Aesthetic-Literary Interests
SUB	Substance Abuse	IPP	Interpersonal Passivity	MEC	Mechanical-Physical Interests
AGG	Aggression	SAV	Social Avoidance		
ACT	Activation	SHY	Shyness		
		DSF	Disaffiliativeness		

MMPI-2-RF PSY-5 Scales



Raw Score:	8	1	6	3	3
T Score:	47	47	49	42	42
Response %:	100	100	100	100	100

Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074

Mean Score (◇--◇):	51	44	50	39	47
Standard Dev (±1 SD):	7	7	8	6	7
Percent scoring at or below test taker:	39	80	55	79	34

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-2-RF T scores are non-gendered.

AGGR-r	Aggressiveness-Revised
PSYC-r	Psychoticism-Revised
DISC-r	Disconstraint-Revised
NEGE-r	Negative Emotionality/Neuroticism-Revised
INTR-r	Introversiion/Low Positive Emotionality-Revised

MMPI-2-RF T SCORES (BY DOMAIN)

PROTOCOL VALIDITY

Content Non-Responsiveness	<u>0</u>	<u>39</u>	<u>65 F</u>			
	CNS	VRIN-r	TRIN-r			
Over-Reporting	<u>42</u>	<u>42</u>		<u>42</u>	<u>51</u>	<u>59</u>
	F-r	Fp-r		Fs	FBS-r	RBS
Under-Reporting	95	69				
	L-r	K-r				

SUBSTANTIVE SCALES

Somatic/Cognitive Dysfunction		<u>42</u>	<u>52</u>	<u>46</u>	<u>42</u>	<u>53</u>	<u>50</u>
		RC1	MLS	GIC	HPC	NUC	COG
Emotional Dysfunction	<u>41</u>	<u>37</u>	<u>45</u>	<u>40</u>	<u>42</u>	<u>36</u>	
	EID	RCd	SUI	HLP	SFD	NFC	
		<u>38</u>	<u>42</u>				
		RC2	INTR-r				
		<u>34</u>	<u>47</u>	<u>44</u>	<u>47</u>	<u>43</u>	<u>46</u>
		RC7	STW	AXY	ANP	BRF	MSF
							NEGE-r
Thought Dysfunction	<u>48</u>	<u>43</u>					
	THD	RC6					
		<u>47</u>					
		RC8					
		<u>47</u>					
		PSYC-r					
Behavioral Dysfunction	<u>43</u>	<u>43</u>	<u>50</u>	<u>41</u>			
	BXD	RC4	JCP	SUB			
		<u>36</u>	<u>37</u>	<u>48</u>	<u>47</u>	<u>49</u>	
		RC9	AGG	ACT	AGGR-r	DISC-r	
Interpersonal Functioning		<u>37</u>	<u>43</u>	<u>46</u>	<u>47</u>	<u>44</u>	<u>44</u>
		FML	RC3	IPP	SAV	SHY	DSF
Interests		<u>33</u>	<u>52</u>				
		AES	MEC				

Scale scores shown in bold font are interpreted in the report.

Note. This information is provided to facilitate interpretation following the recommended structure for MMPI-2-RF interpretation in Chapter 5 of the *MMPI-2-RF Manual for Administration, Scoring, and Interpretation*, which provides details in the text and an outline in Table 5-1.

*This interpretive report is intended for use by a professional qualified to interpret the MMPI-2-RF in the context of preemployment psychological evaluations of police and other law enforcement officer candidates. **It focuses on identifying problems; it does not convey potential strengths.** The information it contains should be considered in the context of the test taker's background, the demands of the position under consideration, the clinical interview, findings from supplemental tests, and other relevant information.*

The interpretive statements in the Protocol Validity section of the report are based on T scores derived from the general MMPI-2-RF normative sample, as well as scores obtained by the multisite sample of 2,074 individuals that make up the Police Officer Candidate comparison group.

The interpretive statements in the Clinical Findings and Diagnostic Considerations sections of the report are based on T scores derived from the general MMPI-2-RF normative sample. Following recommended practice, only T scores of 65 and higher are considered clinically significant. Scores at this clinical level are generally rare among police officer candidates.

Statements in the Comparison Group Findings and Job-Relevant Correlates sections are based on comparisons with scores obtained by the Police Officer Candidate comparison group. Statements in these sections may be based on T scores that, although less than 65, are nevertheless uncommon in reference to the comparison group.

Sources for interpretive statements in all sections are listed in the Endnotes section of this report. See User's Guide for the MMPI-2-RF Police Candidate Interpretive Report for detailed information on report features.

SYNOPSIS

Scores on the MMPI-2-RF validity scales raise concerns about the possible impact of under-reporting on the validity of this protocol.

PROTOCOL VALIDITY

Content Non-Responsiveness

There are no problems with unscorable items in this protocol. The test taker responded relevantly to the items on the basis of their content.

Over-Reporting

There are no indications of over-reporting in this protocol.

Under-Reporting

The test taker presented herself in an extremely positive light by denying an extraordinarily large number of minor faults and shortcomings that most people acknowledge¹. This level of virtuous self-presentation is very uncommon even among individuals with a background stressing traditional values². It is also very uncommon among police officer candidates. Only 1.1% of the comparison group members claimed this many or more uncommon virtues. Any absence of elevation on the substantive scales is uninterpretable. Elevated scores on the substantive scales may underestimate the problems assessed by those scales³. The candidate's responses may be a result of unintentional (e.g., very naïve) or intentional under-reporting. One way to distinguish between the two is to compare her responses to items with historical content against available collateral information (e.g., background information, interview data). Following are the test taker's responses to items with potentially verifiable historical content:

- 19. Item Content Omitted (True)
- 38. Item Content Omitted (True)
- 49. Item Content Omitted (False)
- 66. Item Content Omitted (False)
- 141. Item Content Omitted (False)
- 173. Item Content Omitted (False)
- 205. Item Content Omitted (False)
- 223. Item Content Omitted (False)
- 312. Item Content Omitted (False)



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.

Corroborated evidence of intentional under-reporting may be incompatible with the integrity requirements of the position. In addition, this level of virtuous self-presentation may reflect uncooperativeness that precludes a reliable determination of the candidate's suitability. Corroborating evidence in support of this possibility may be found in other test data, the clinical interview, or background information.

The candidate's virtuous self-presentation may reflect an overly rigid orientation to matters of morality and/or an inability to self-examine that may impair her effectiveness as a law enforcement officer. This can be explored through interview and collateral sources.

In addition, she presented herself as very well-adjusted⁴. This reported level of psychological adjustment is relatively rare in the general population but more common among police officer candidates.

CLINICAL FINDINGS

The following interpretation needs to be considered in light of cautions noted about the possible impact of under-reporting on the validity of this protocol.

There are no indications of clinically significant somatic, cognitive, emotional, thought, or behavioral dysfunction in this protocol. However, because of indications of under-reporting described earlier, such problems cannot be ruled out.

DIAGNOSTIC CONSIDERATIONS

No specific psychodiagnostic recommendations are indicated by this MMPI-2-RF protocol.

COMPARISON GROUP FINDINGS AND JOB-RELEVANT CORRELATES

The following interpretation needs to be considered in light of cautions noted about the possible impact of under-reporting on the validity of this protocol.

The test taker's scores on the substantive scales are all within normal limits for the general population and for police officer candidates. However, as indicated earlier, in light of evidence of considerable under-reporting³, these results do not rule out the possibility that psychological problems will impede the candidate's ability to perform the duties of a police officer.

ITEM-LEVEL INFORMATION

Unscorable Responses

The test taker produced scorable responses to all the MMPI-2-RF items.

Critical Responses

Seven MMPI-2-RF scales--Suicidal/Death Ideation (SUI), Helplessness/Hopelessness (HLP), Anxiety (AXY), Ideas of Persecution (RC6), Aberrant Experiences (RC8), Substance Abuse (SUB), and Aggression (AGG)--have been designated by the test authors as having critical item content that may require immediate attention and follow-up. Items answered by the individual in the keyed direction (True or False) on a critical scale are listed below if her T score on that scale is 65 or higher.

The test taker has not produced an elevated T score (≥ 65) on any of these scales.

User-Designated Item-Level Information

The following item-level information is based on the report user's selection of additional scales, and/or of lower cutoffs for the critical scales from the previous section. Items answered by the test taker in the keyed direction (True or False) on a selected scale are listed below if her T score on that scale is at the user-designated cutoff score or higher. The percentage of the MMPI-2-RF normative sample (NS) and of the Police Officer Candidate (Men and Women) comparison group (CG) that answered each item in the keyed direction are provided in parentheses following the item content.

Uncommon Virtues (L-r, T Score = 95)

- 16. Item Content Omitted (False; NS 16.7%, CG 37.3%)
- 45. Item Content Omitted (False; NS 40.0%, CG 52.0%)
- 95. Item Content Omitted (False; NS 5.8%, CG 29.6%)
- 127. Item Content Omitted (False; NS 2.7%, CG 11.1%)



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.

- 154. Item Content Omitted (False; NS 33.1%, CG 51.2%)
- 182. Item Content Omitted (True; NS 33.6%, CG 72.4%)
- 183. Item Content Omitted (False; NS 9.6%, CG 5.8%)
- 211. Item Content Omitted (False; NS 10.9%, CG 29.2%)
- 241. Item Content Omitted (False; NS 14.0%, CG 28.2%)
- 268. Item Content Omitted (True; NS 18.1%, CG 20.0%)
- 298. Item Content Omitted (False; NS 27.2%, CG 65.8%)
- 325. Item Content Omitted (False; NS 5.4%, CG 7.6%)



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.

Critical Follow-up Items

This section contains a list of items to which the test taker responded in a manner warranting follow-up. The items were identified by police officer screening experts as having critical content. Clinicians are encouraged to follow up on these statements with the candidate by making related inquiries, rather than reciting the item(s) verbatim. Each item is followed by the candidate's response, the percentage of Police Officer Candidate comparison group members who gave this response, and the scale(s) on which the item appears.

The test taker did not respond to any critical follow-up items in the keyed direction.

SAMPLE

ENDNOTES

This section lists for each statement in the report the MMPI-2-RF score(s) that triggered it. In addition, each statement is identified as a Test Response, if based on item content, a Correlate, if based on empirical correlates, or an Inference, if based on the report authors' judgment. (This information can also be accessed on-screen by placing the cursor on a given statement.) For correlate-based statements, research references (Ref. No.) are provided, keyed to the consecutively numbered reference list following the endnotes.

¹ Test Response: L-r=95

² Correlate: L-r=95, Ref. 1

³ Correlate: L-r=95, Ref. 2, 3, 4

⁴ Test Response: K-r=69

SAMPLE

RESEARCH REFERENCE LIST

1. Bridges, S. A., & Baum, L. J. (2013). An examination of the MMPI-2-RF L-r scale in an outpatient protestant sample. *Journal of Psychology and Christianity*, 32, 115-123.
2. Forbey, J. D., Lee, T. T. C., Ben-Porath, Y. S., Arbisi, P. A., & Gartland, D. (2013). Associations between MMPI-2-RF validity scale scores and extra-test measures of personality and psychopathology. *Assessment*. doi: [10.1177/1073191113478154](https://doi.org/10.1177/1073191113478154)
3. Sellbom, M., & Bagby, R. M. (2008). The validity of the MMPI-2-RF (Restructured Form) L-r and K-r scales in detecting under-reporting in clinical and non-clinical samples. *Psychological Assessment*, 20, 370-376. doi: [10.1037/a0012952](https://doi.org/10.1037/a0012952)
4. Tellegen, A., & Ben-Porath, Y. S. (2008/2011). *The Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2-RF): Technical manual*. Minneapolis: University of Minnesota Press.

End of Report

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