



SAMPLE REPORT

Case Description: Bill G. — Law Enforcement Interpretive Report

Bill G. is 28 years old and divorced with two children. He is being evaluated as an applicant for a police department position in a large Midwestern community.

Bill played football and baseball in high school. He completed an associate's degree at a community college. For the past two years, he has worked as a security guard for a commercial retail complex. His background records show that he received two speeding tickets five years ago.

In the initial interview with the psychologist, he was very outgoing, friendly, and easy to relate to. He freely provided information to the interviewer. He reported that he has had no mental health contacts and that his health is excellent. The most stressful experience he reported was when his father died and he went through a messy divorce in the same year (about two years ago).

Case descriptions do not accompany MMPI-2 reports, but are provided here as background information. The following report was generated from Q-global™, Pearson's web-based scoring and reporting application, using Mr. G.'s responses to the MMPI-2. Additional MMPI-2 sample reports, product offerings, training opportunities, and resources can be found at PearsonClinical.com/mmpi2.

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Law Enforcement Interpretive Report

MMPI®-2

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

James N. Butcher, PhD

| | |
|---------------------|---------|
| Name: | Bill G. |
| ID Number: | 2521 |
| Age: | 28 |
| Gender: | Male |
| Years of Education: | 14 |
| Date Assessed: | 1/31/14 |

Standard Level Addiction Potential



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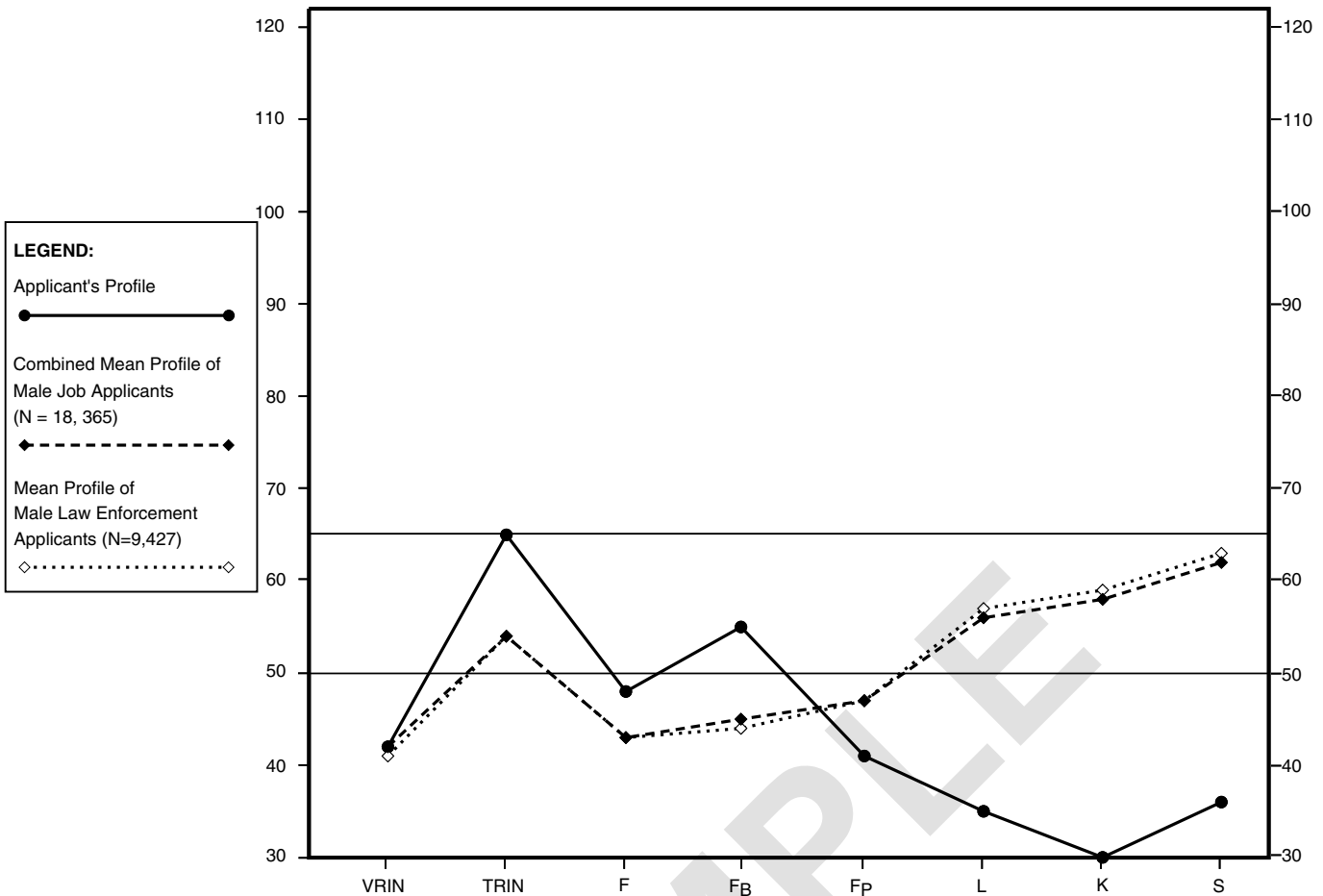
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TRADE SECRET INFORMATION

Not for release under HIPAA or other data disclosure laws that exempt trade secrets from disclosure.

[7.9 / 1 / QG]

MMPI-2 VALIDITY PATTERN



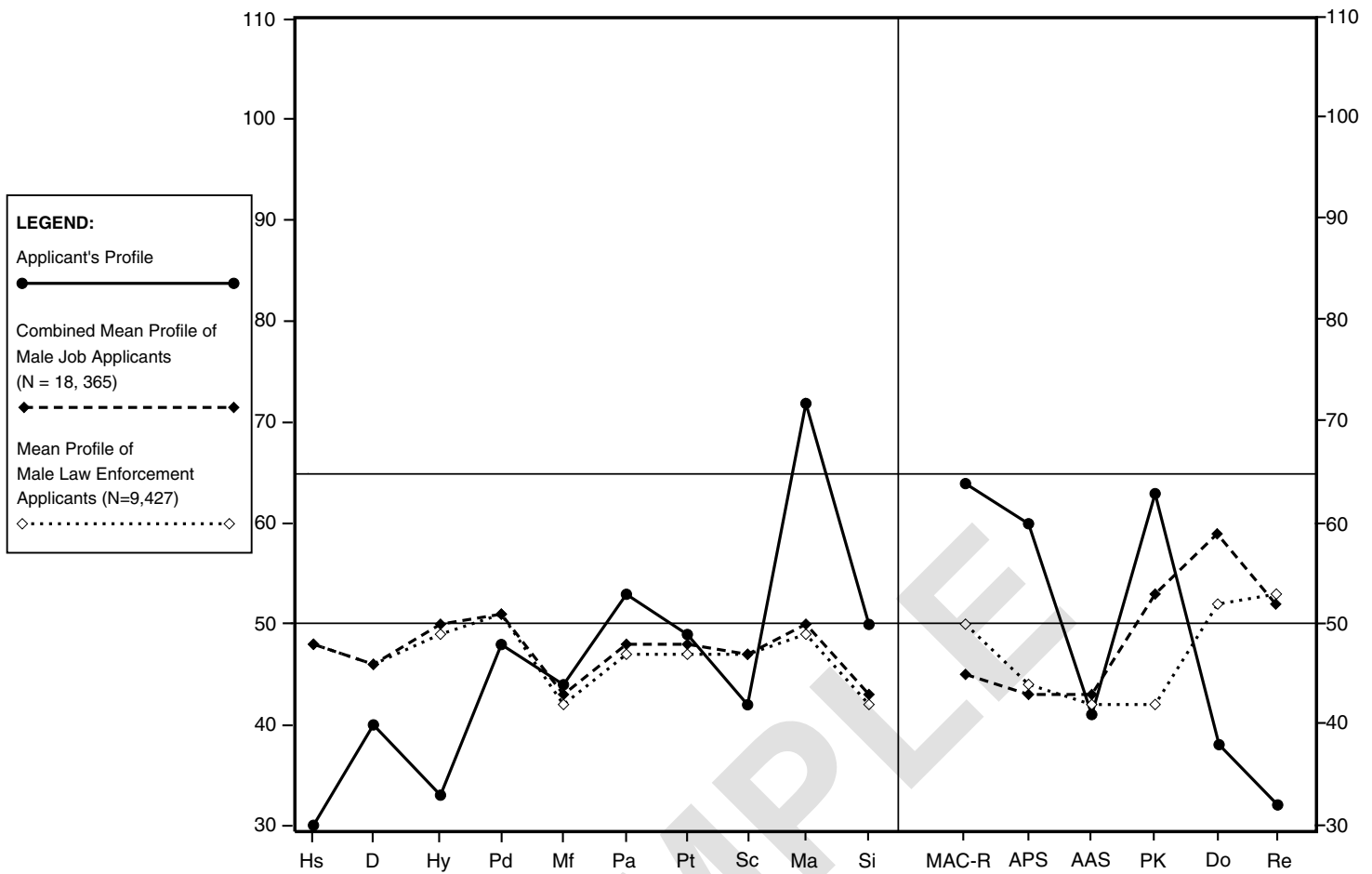
| | | | | | | | |
|--------------------|----|----|----|----|----|----|----|
| General Applicant | | | | | | | |
| Sample Mean Score: | 42 | 54 | 43 | 45 | 47 | 56 | 58 |
| Law Enforcement | | | | | | | |
| Sample Mean Score: | 41 | 54 | 43 | 44 | 47 | 57 | 59 |

| | | | | | | | | |
|-------------------------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Applicant's Raw Score: | 3 | 11 | 4 | 3 | 0 | 0 | 6 | 13 |
| Applicant's T Score: | 42 | 65T | 48 | 55 | 41 | 35 | 30 | 36 |
| Non-Gendered T Score: | 42 | 65T | 50 | 55 | 42 | 34 | 30 | 36 |
| Response %: | 100 | 100 | 100 | 100 | 96 | 100 | 100 | 98 |

Cannot Say (Raw): 6
Percent True: 57
Percent False: 43

| | Raw Score | T Score | Resp. % |
|-------------------------------------|-----------|---------|---------|
| S1 -Beliefs in Human Goodness | 2 | 36 | 100 |
| S2 -Serenity | 6 | 50 | 100 |
| S3 -Contentment with Life | 2 | 40 | 100 |
| S4 -Patience/Denial of Irritability | 2 | 40 | 100 |
| S5 -Denial of Moral Flaws | 1 | 36 | 80 |

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 |

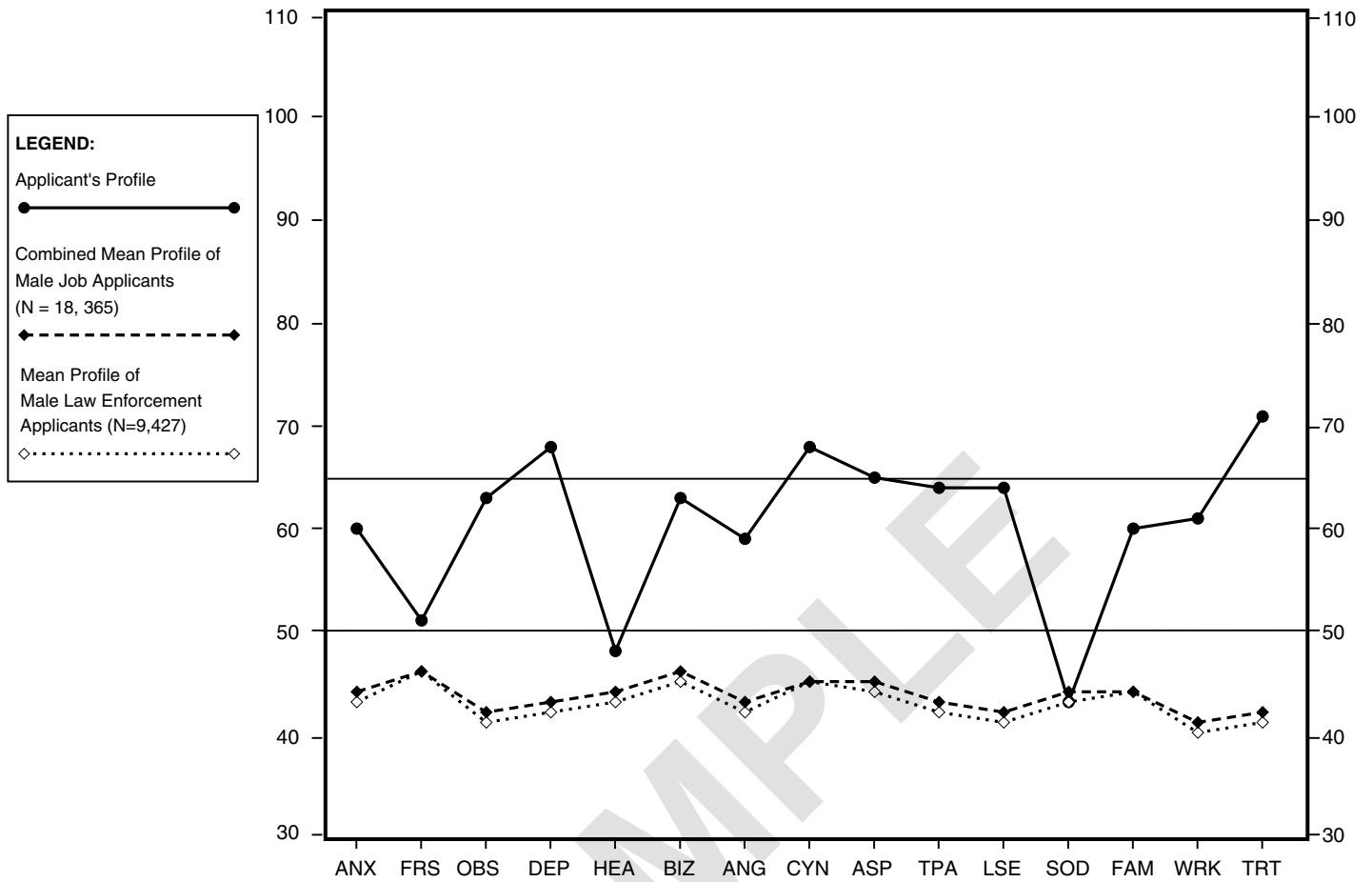
| | | | | | | | | | | | | | | | | |
|-------------------------------|-----|-----|-----|----|-----|----|-----|-----|-----|-----|----|-----|----|-----|-----|----|
| Applicant's Raw Score: | 1 | 14 | 11 | 20 | 23 | 11 | 20 | 16 | 27 | 25 | 27 | 27 | 1 | 16 | 13 | 13 |
| K Correction Score: | 3 | | 2 | | | | 6 | 6 | 1 | | | | | | | |
| Applicant's T Score: | 30 | 40 | 33 | 48 | 44 | 53 | 49 | 42 | 72 | 50 | 64 | 60 | 41 | 63 | 38 | 32 |
| Non-Gendered T Score: | 30 | 39 | 32 | 48 | | 53 | 48 | 42 | 73 | 49 | 67 | 60 | 43 | 62 | 38 | 30 |
| Response %: | 100 | 100 | 100 | 98 | 100 | 98 | 100 | 100 | 100 | 100 | 98 | 100 | 85 | 100 | 100 | 97 |

[V.1.2]

Welsh Code: 9!+-60/74582:31# F:LK#

Profile Elevation: 45.9

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: | 10 | 4 | 9 | 14 | 4 | 6 | 9 | 18 | 14 | 13 | 10 | 4 | 9 | 13 | 13 |
| Applicant's T Score: | 60 | 51 | 63 | 68 | 48 | 63 | 59 | 68 | 65 | 64 | 64 | 43 | 60 | 61 | 71 |
| Non-Gendered T Score: | 58 | 48 | 61 | 66 | 47 | 64 | 59 | 69 | 68 | 66 | 62 | 43 | 58 | 59 | 70 |
| Response %: | 100 | 100 | 94 | 100 | 100 | 100 | 100 | 100 | 95 | 100 | 100 | 100 | 100 | 100 | 96 |

PROFILE VALIDITY

The client omitted 6 items on the MMPI-2. Although this is not enough to invalidate the resulting MMPI-2 clinical profile, some of his scale scores may be lower than expected because of these omissions. It is often valuable to examine the content of omitted items at the end of this report to determine areas the applicant refused to address. It may be helpful to talk with him to determine the reasons for his omissions. Many clinicians prefer to readminister the omitted items (listed at the end of this report) to ensure the most accurate interpretation possible.

The pattern of his item omissions should be carefully evaluated. He omitted from 10% to 15% of the items on Scales AAS and Pd2. Omitting items may result in an underestimate of the problems measured by the affected scales. He omitted from 16% to 25% of the items on Scale ASP2. Caution should be exercised in interpreting the affected scales because scale scores are clearly attenuated by this degree of item omission. Of course, any scale elevations above a T score of 60 should be interpreted, but it should be understood that if there are omitted items, the score probably underestimates problems reflected by the scale.

This is a valid MMPI-2 profile. The applicant responded to the items in a generally open and frank manner, neither denying problems nor claiming an excessive number of unusual symptoms. There is, however, some possibility that he was frank in his self-appraisal, being somewhat more self-critical than most job applicants. This may reflect low self-esteem or a need to call attention to his problems.

PERSONAL ADJUSTMENT

The applicant's performance on the MMPI-2 suggests that he is outgoing and considers himself to have few psychological problems. However, his overuse of denial and his tendency to overextend himself may occasionally cause problems. He tends to be very aggressive, overconfident, and somewhat self-centered, with an unrealistic view of his capabilities. At times he is overly optimistic, fails to recognize his own limitations, and is insensitive to the needs of others. He tends to be an expressive, spontaneous person who might act or make decisions without careful consideration of the consequences. Without apparent cause he may become somewhat elated, and at other times he may be moody and irritable.

He seems to lack the broad cultural interests that are characteristic of many individuals with his level of education. He appears to have a rather limited range of interests and prefers traditional, action-oriented activities to artistic and literary pursuits or introspective experiences. He may be somewhat intolerant and insensitive, and others may view him as rather crude, coarse, and narrow-minded.

In addition, the following description is suggested by the content of this applicant's responses. He shows some disrespect for authority and believes that people should get away with everything they can. He may view the world as a jungle. He believes it is acceptable to break rules as long as you don't get caught. Items that the applicant endorsed suggest that he may be experiencing some of the following feelings associated with low mood. He is preoccupied with feelings of guilt and worthlessness and feels that he deserves punishment for wrongs he has committed. He feels unhappy and regrets his past, seems plagued by worry about the future, and is uninterested in life at present. He has endorsed a significant number of items suggesting that he possesses some antisocial beliefs or attitudes. His work history

should be carefully evaluated to determine if irresponsible behavior has resulted in work-related problems. He reports having very cynical views that may distort how he perceives the motives and intentions of other people.

INTERPERSONAL RELATIONS

He appears to be a very outgoing person, forward and aggressive in relationships and able to influence others easily. Although he makes a good first impression, his relationships tend to be rather superficial.

The content of this applicant's MMPI-2 responses suggests the following additional information concerning his interpersonal relations. He appears to have rather cynical views about life. Any work involving cooperative effort may be affected by his negativism. He may view relationships with others as threatening and harmful. He feels some family conflict, but he does not seem to view this as a major problem in his life. He may be viewed as irritable and competitive. He may experience some interpersonal problems at times because of his aggressiveness.

PROFILE FREQUENCY

It is usually valuable in MMPI-2 clinical profile interpretation to take into consideration the relative frequency of a given profile pattern in various settings. An elevated score on the Ma scale was found in 15.2% of the MMPI-2 normative sample of men (N = 1,138). Only 8.43% of the normative sample of men obtained clinical scale spikes on Ma above a T score of 65. The Ma scale is the most prominent peak score among elevated profiles in the law enforcement applicant sample. This high-point score on the Ma scale, at this level of profile elevation, was obtained by 5.36% of the men in the law enforcement database (Pearson 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 job applicants is informative regarding the individual's emotional stability. High scores on Ma can reflect tendencies toward impulsive and careless behavior. In the Pearson Assessments (Butcher et al., 2000) combined job applicant sample (N = 18,365 males), this MMPI-2 high-point clinical scale score (Ma) occurs in 8.6% of the males (regardless of elevation), and 12.5% have elevations well-defined scales above a T score of 65. Among job applicants generally, the Ma spike is the most frequent well-defined score. In a specific sample of law enforcement applicants (N = 9,427 males), the Ma high-point score (not necessarily elevated in the clinical range) occurred in 8.8% of the cases, and 12.5% of well-defined cases had the Ma scale spike at or above a T score of 65. The Ma score spike is the most frequent single point in well-defined profiles in law enforcement applicants. However, extremely elevated scores among applicants (i.e., at or above a T of 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 Ma is likely to remain stable over time. Short-term test-retest studies have shown a correlation of .83 for this high-point score. Spiro, Butcher, Levenson, Aldwin, and Bosse (1993) found a moderate test-retest stability index of .59 in a large study of normals over a five-year test-retest period. His behavior may be somewhat variable. He may appear to be quite outgoing and elated, but he may be susceptible to mood changes and irritability.

POSSIBLE EMPLOYMENT PROBLEMS

Law enforcement applicants with this MMPI-2 profile require careful evaluation for the possibility of impulsive or careless behavior. This applicant may not pay sufficient attention to detail, and he may be somewhat overbearing in relationships with other people.

Although the applicant appears to be hard-driving and expansive, he may become overextended and have trouble completing projects. He is frequently overconfident and may make promises that are difficult to keep. He also tends to dislike practical matters, preferring to be rather vague and superficial. There is some possibility that his interpersonal style may be a bit overbearing and might create strained relationships.

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 overly sensitive in interpersonal relationships.

He may have low self-esteem that interferes with his taking on new tasks.

He may be very self-centered and excessively motivated by self-interest.

He may be rigid and inflexible in his thinking.

He may feel alienated.

He may have trouble controlling his temper.

He may have antisocial attitudes and behavior.

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 be prone to feeling anxious at times.

He may have low energy or lack enthusiasm.

He has a cynical attitude toward life that reflects a tendency to be caustic in relationships with others.

ADDITIONAL SCALES

| | Raw Score | Non-Gendered | | Resp % |
|--|-----------|--------------|---------|--------|
| | | T Score | T Score | |
| Personality Psychopathology Five (PSY-5) Scales | | | | |
| Aggressiveness (AGGR) | 11 | 59 | 62 | 100 |
| Psychoticism (PSYC) | 7 | 62 | 62 | 100 |
| Disconstraint (DISC) | 19 | 64 | 68 | 97 |
| Negative Emotionality/Neuroticism (NEGE) | 18 | 66 | 63 | 100 |
| Introversion/Low Positive Emotionality (INTR) | 4 | 35 | 35 | 100 |
| Supplementary Scales | | | | |
| Anxiety (A) | 22 | 67 | 65 | 100 |
| Repression (R) | 5 | 30 | 30 | 100 |
| Ego Strength (Es) | 35 | 45 | 48 | 98 |
| Hostility (Ho) | 31 | 65 | 66 | 98 |
| Harris-Lingoes Subscales | | | | |
| Depression Subscales | | | | |
| Subjective Depression (D ₁) | 8 | 53 | 52 | 100 |
| Psychomotor Retardation (D ₂) | 3 | 37 | 36 | 100 |
| Physical Malfunctioning (D ₃) | 2 | 43 | 42 | 100 |
| Mental Dullness (D ₄) | 2 | 48 | 48 | 100 |
| Brooding (D ₅) | 6 | 74 | 70 | 100 |
| Hysteria Subscales | | | | |
| Denial of Social Anxiety (Hy ₁) | 2 | 40 | 40 | 100 |
| Need for Affection (Hy ₂) | 1 | 30 | 30 | 100 |
| Lassitude-Malaise (Hy ₃) | 1 | 43 | 43 | 100 |
| Somatic Complaints (Hy ₄) | 1 | 43 | 42 | 100 |
| Inhibition of Aggression (Hy ₅) | 3 | 48 | 47 | 100 |
| Psychopathic Deviate Subscales | | | | |
| Familial Discord (Pd ₁) | 3 | 58 | 57 | 100 |
| Authority Problems (Pd ₂) | 3 | 47 | 50 | 88 |
| Social Imperturbability (Pd ₃) | 3 | 45 | 46 | 100 |
| Social Alienation (Pd ₄) | 6 | 61 | 60 | 100 |
| Self-Alienation (Pd ₅) | 8 | 72 | 72 | 100 |
| Paranoia Subscales | | | | |
| Persecutory Ideas (Pa ₁) | 3 | 58 | 58 | 100 |
| Poignancy (Pa ₂) | 4 | 62 | 60 | 100 |
| Naivete (Pa ₃) | 4 | 46 | 46 | 100 |

| | Raw Score | T Score | Non-Gendered T Score | Resp % |
|---|-----------|---------|-------------------------|--------|
| Schizophrenia Subscales | | | | |
| Social Alienation (Sc ₁) | 4 | 55 | 54 | 100 |
| Emotional Alienation (Sc ₂) | 1 | 50 | 49 | 100 |
| Lack of Ego Mastery, Cognitive (Sc ₃) | 2 | 54 | 55 | 100 |
| Lack of Ego Mastery, Conative (Sc ₄) | 2 | 49 | 49 | 100 |
| Lack of Ego Mastery, Defective Inhibition (Sc ₅) | 4 | 68 | 67 | 100 |
| Bizarre Sensory Experiences (Sc ₆) | 4 | 60 | 59 | 100 |
| Hypomania Subscales | | | | |
| Amorality (Ma ₁) | 4 | 66 | 68 | 100 |
| Psychomotor Acceleration (Ma ₂) | 6 | 53 | 54 | 100 |
| Imperturbability (Ma ₃) | 5 | 59 | 61 | 100 |
| Ego Inflation (Ma ₄) | 6 | 69 | 68 | 100 |
| Social Introversion Subscales (Ben-Porath, Hostetler, Butcher, & Graham) | | | | |
| Shyness/Self-Consciousness (Si ₁) | 6 | 54 | 53 | 100 |
| Social Avoidance (Si ₂) | 0 | 37 | 37 | 100 |
| Alienation--Self and Others (Si ₃) | 11 | 68 | 67 | 100 |
| Content Component Scales (Ben-Porath & Sherwood) | | | | |
| Fears Subscales | | | | |
| Generalized Fearfulness (FRS ₁) | 0 | 44 | 43 | 100 |
| Multiple Fears (FRS ₂) | 4 | 54 | 50 | 100 |
| Depression Subscales | | | | |
| Lack of Drive (DEP ₁) | 5 | 68 | 67 | 100 |
| Dysphoria (DEP ₂) | 3 | 66 | 62 | 100 |
| Self-Depreciation (DEP ₃) | 4 | 69 | 70 | 100 |
| Suicidal Ideation (DEP ₄) | 1 | 62 | 62 | 100 |
| Health Concerns Subscales | | | | |
| Gastrointestinal Symptoms (HEA ₁) | 0 | 44 | 44 | 100 |
| Neurological Symptoms (HEA ₂) | 2 | 54 | 52 | 100 |
| General Health Concerns (HEA ₃) | 1 | 48 | 49 | 100 |
| Bizarre Mentation Subscales | | | | |
| Psychotic Symptomatology (BIZ ₁) | 0 | 44 | 44 | 100 |
| Schizotypal Characteristics (BIZ ₂) | 4 | 67 | 67 | 100 |
| Anger Subscales | | | | |
| Explosive Behavior (ANG ₁) | 2 | 52 | 53 | 100 |
| Irritability (ANG ₂) | 5 | 61 | 61 | 100 |
| Cynicism Subscales | | | | |
| Misanthropic Beliefs (CYN ₁) | 12 | 66 | 67 | 100 |
| Interpersonal Suspiciousness (CYN ₂) | 6 | 62 | 63 | 100 |

| | Raw Score | T Score | Non-Gendered T Score | Resp % |
|--|-----------|---------|-------------------------|--------|
| Antisocial Practices Subscales | | | | |
| Antisocial Attitudes (ASP ₁) | 11 | 63 | 65 | 100 |
| Antisocial Behavior (ASP ₂) | 3 | 59 | 64 | 80 |
| Type A Subscales | | | | |
| Impatience (TPA ₁) | 3 | 51 | 52 | 100 |
| Competitive Drive (TPA ₂) | 8 | 77 | 79 | 100 |
| Low Self-Esteem Subscales | | | | |
| Self-Doubt (LSE ₁) | 4 | 59 | 59 | 100 |
| Submissiveness (LSE ₂) | 4 | 69 | 66 | 100 |
| Social Discomfort Subscales | | | | |
| Introversion (SOD ₁) | 1 | 39 | 40 | 100 |
| Shyness (SOD ₂) | 3 | 52 | 51 | 100 |
| Family Problems Subscales | | | | |
| Family Discord (FAM ₁) | 5 | 60 | 59 | 100 |
| Familial Alienation (FAM ₂) | 0 | 40 | 41 | 100 |
| Negative Treatment Indicators Subscales | | | | |
| Low Motivation (TRT ₁) | 5 | 71 | 69 | 100 |
| Inability to Disclose (TRT ₂) | 4 | 68 | 68 | 100 |

Uniform T scores are used for Hs, D, Hy, Pd, Pa, Pt, Sc, Ma, the content scales, the content component scales, and the PSY-5 scales. The remaining scales and subscales use linear T scores.

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 (Pearson Assessments, 1995) who endorsed the item in the scored direction.

- 98. Item Content Omitted. (True) [N = 37%, P = 23%]
- 135. Item Content Omitted. (True) [N = 32%, P = 17%]
- 339. Item Content Omitted. (True) [N = 37%, P = 27%]
- 364. Item Content Omitted. (True) [N = 14%, P = 6%]
- 394. Item Content Omitted. (True) [N = 19%, P = 5%]
- 409. Item Content Omitted. (True) [N = 39%, P = 24%]
- 428. Item Content Omitted. (True) [N = 57%, P = 39%]
- 445. Item Content Omitted. (True) [N = 39%, P = 24%]
- 491. Item Content Omitted. (True) [N = 11%, P = 5%]
- 505. Item Content Omitted. (True) [N = 11%, P = 3%]
- 509. Item Content Omitted. (True) [N = 25%, P = 19%]
- 545. Item Content Omitted. (True) [N = 37%, P = 18%]
- 559. Item Content Omitted. (True) [N = 15%, P = 9%]



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.

SAMPLE

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.

- 266. Item Content Omitted.
- 371. Item Content Omitted.
- 406. Item Content Omitted.
- 487. Item Content Omitted.
- 488. Item Content Omitted.
- 553. Item Content Omitted.



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.

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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