

# PAI<sup>®</sup> Law Enforcement, Corrections, and Public Safety Selection Report

by  
Michael D. Roberts, PhD, ABPP

## Identifying Information

**Name:** John Doe  
**Age:** -Not Specified-  
**Highest Level of Education:** -Not Specified-  
**Ethnicity:** -Not Specified-  
**Previous Psychological Testing:** Never  
**Reason For Testing:** Job Application  
**Position Applying For or Currently Occupying:** Police Officer  
**Current/Previous Public Safety Employment:** -Not Specified-

**ID No.:** -Not Specified-  
**Date of Testing:** 3/12/09  
**Gender:** Male

## Interpretive Caveats

The PAI<sup>®</sup> Law Enforcement, Corrections, and Public Safety Selection Report is based on administration of the full Personality Assessment Inventory<sup>™</sup> (PAI; Morey, 1991). This special report supplements the basic PAI clinical instrument with a number of innovative features designed to improve the accuracy of employment screening decisions in the public safety field.

One of the primary objectives of psychologists who conduct psychological screening of public safety officers is to identify and screen out emotionally unstable applicants. The PAI is particularly well suited to this task. Although almost all applicants for these job classifications will meet minimum emotional stability standards, a significant proportion of applicants display personality traits and characteristics that render them poorly suited to perform essential job functions in the public safety field. This special PAI-based report, which is linked to screening-relevant criteria, is very useful to the evaluating psychologist.

The PAI and this special report should be viewed as only *one* component of a comprehensive screening procedure that should also include at least one other psychological test based on normal personality functioning. A comprehensive personal history questionnaire and a structured interview focused on job-relevant behavior are recommended. The hiring authority's final screening decision should be based on corroborating information gathered from multiple data sources.

Interpretation of the PAI Law Enforcement, Corrections, and Public Safety Selection Report is solely the province of qualified professionals. Interpretation requires familiarity with the PAI and an understanding of the information contained in the Professional Issues chapter of the manual. The usefulness and validity of the PAI Law Enforcement, Corrections, and Public Safety Selection Report is directly related to the knowledge and experience of the qualified professional who interprets this report.

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## 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	71 %	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	46	98th	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	56 %	High
Integrity problems	47 %	Moderate
Anger management problems	89 %	High
Alcohol use concerns	64 %	High
Illegal drug use concerns	17 %	Low
Substance abuse proclivity	72 %	High

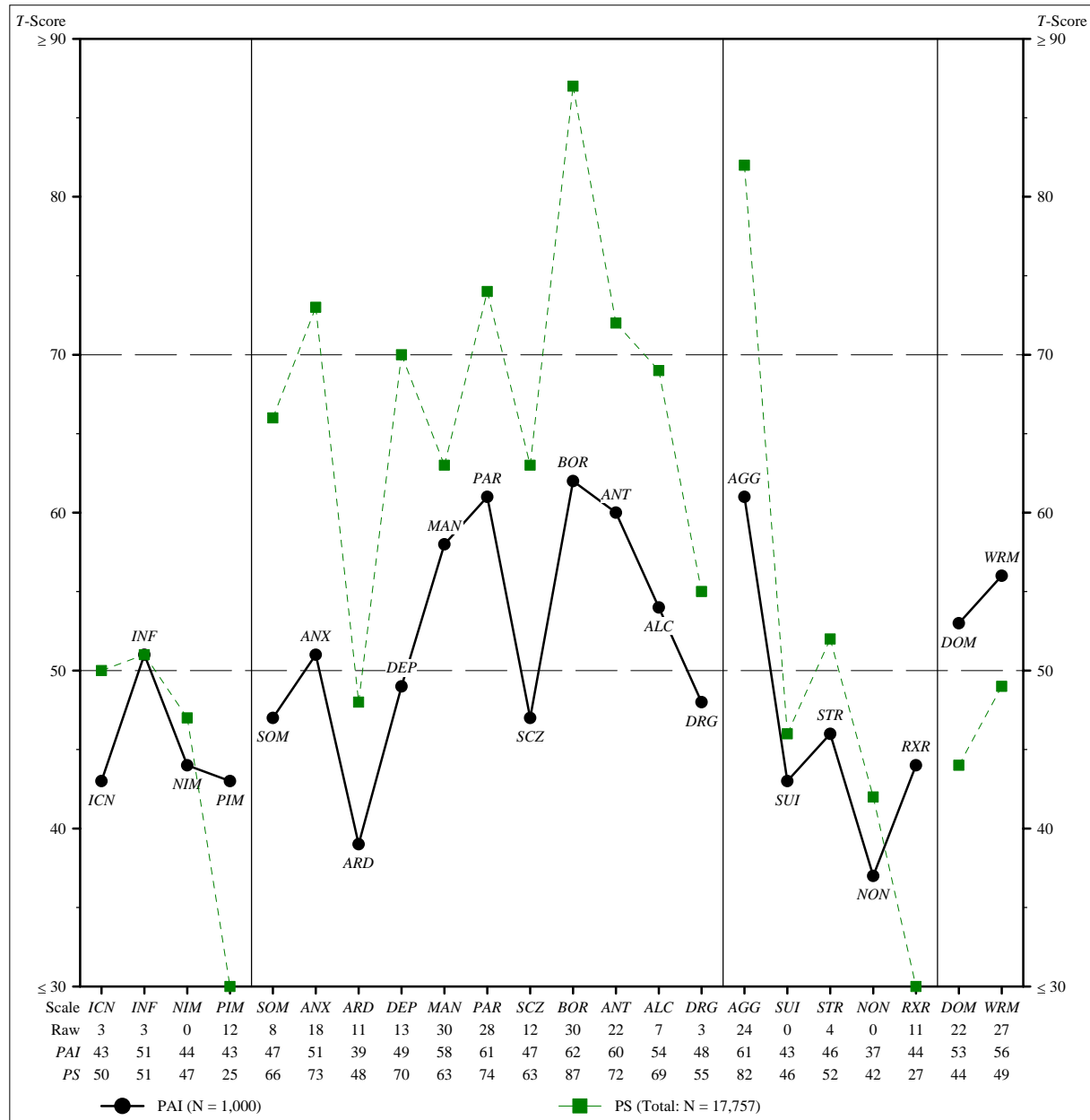
### 4. T Scores for PAI Full Scales based on the community sample and public safety applicant norms

Norm group	SOM	ANX	ARD	DEP	MAN	PAR	SCZ	BOR	ANT	ALC	DRG	AGG	SUI	STR	NON
Community	47	51	39	49	58	61	47	62	60	54	48	61	43	46	37
Public safety	66	<b>73</b>	48	<b>70</b>	63	<b>74</b>	63	<b>87</b>	<b>72</b>	69	55	<b>82</b>	46	52	42

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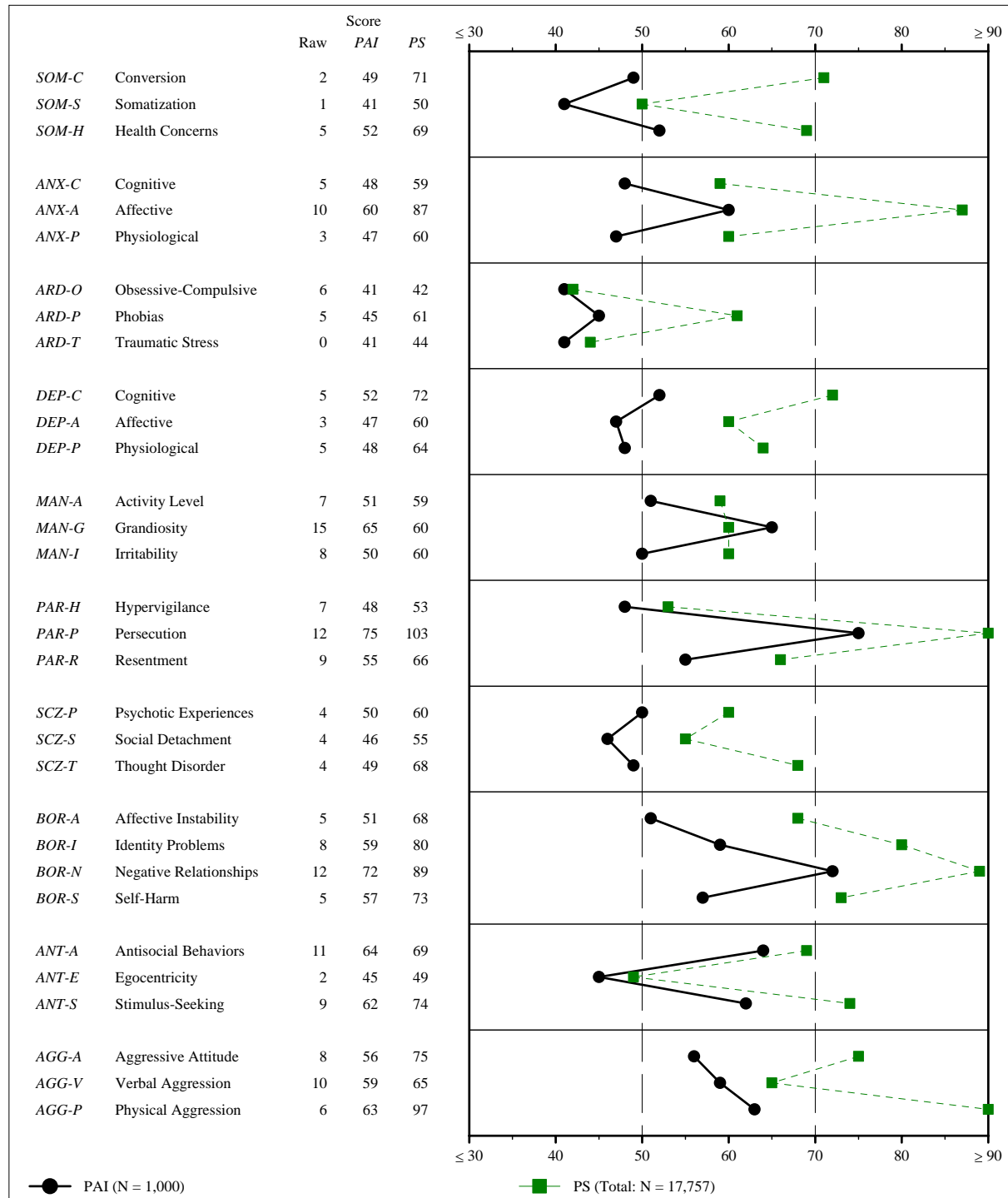
Age: -Not Specified-  
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### 5. PAI Full Scale profile based on public safety applicant and community sample norms 0 Items Omitted



*Note.* This profile is based on calculations from all applicants in the screening process, regardless of the final selection decision. T scores based on public safety applicant norms are often more elevated than those based upon community norms. The relatively homogeneous response to the PAI items by most public safety applicants results in noticeable elevations for those who answer atypically. This feature is useful to the screening psychologist by identifying scale domains and specific items (see Critical Items section of the report) to pursue during the interview. Although the public safety applicant T scores are strongly linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume a link between these scores and the standard clinical interpretations that have been established for the community-based norms.

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



*Note.* This profile is based on calculations from all applicants in the screening process, regardless of the final selection decision.

## 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 = 46

#### **PIM - Positive Impression/9 items (PS *T* = 25 )**

- 144. Sometimes I'm too impatient. (MT, 2%)
- 264. I sometimes make promises I can't keep. (MT, 0%)

#### **ALC - Alcohol Problems/12 items (PS *T* = 69 )**

- 95. There have been times when I've had to cut down on my drinking. (MT, 1%)
- 334. My drinking has never gotten me into trouble. (F, 9%)
- 335. My drinking has caused problems with my work. (ST, 0%)

#### **DRG - Drug Problems/12 items (PS *T* = 55 )**

- 63. I never use drugs to help me cope with the world. (F, 16%)

#### **STR - Stress/8 items (PS *T* = 52 )**

- 326. I'm happy with my job situation. (F, 9%)

#### **RXR - Treatment Rejection/8 items (PS *T* = 27 )**

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

#### **SOM-C - Conversion/8 items (PS *T* = 71 )**

- 203. I've had episodes when I've lost the feeling in my hands. (ST, 1%)
- 243. I've had times when my legs became so weak that I couldn't walk. (ST, 2%)

**SOM-H - Health Concerns/8 items (PS T = 69 )**

12. I've seen a lot of doctors over the years. (MT, 2%)  
172. I've had only the usual health problems that most people have. (F, 12%)

**ANX-C - Cognitive/8 items (PS T = 59 )**

25. I often have trouble concentrating because I'm nervous. (ST, 6%)

**ANX-A - Affective/8 items (PS T = 87 )**

4. I am so tense in certain situations that I have great difficulty getting by. (ST, 3%)  
44. I can't do some things well because of nervousness. (ST, 4%)  
124. I'm not the kind of person who panics easily. (F, 3%)  
244. I seldom feel anxious or tense. (F, 8%)

**DEP-C - Cognitive/8 items (PS T = 72 )**

227. I think good things will happen to me in the future. (ST, 2%)

**MAN-I - Irritability/8 items (PS T = 60 )**

116. Sometimes I get upset because others don't understand my plans. (MT, 1%)  
276. At times I am very touchy and easily annoyed. (MT, 1%)

**PAR-P - Persecution/8 items (PS T = 103 )**

29. Certain people go out of their way to bother me. (MT, 0%)  
69. Some people do things to make me look bad. (MT, 0%)  
149. Some people try to keep me from getting ahead. (MT, 1%)  
229. People seldom treat me badly on purpose. (F, 11%)  
269. People have had it in for me. (ST, 3%)

**SCZ-P - Psychotic Experiences/8 items (PS T = 60 )**

50. Other people sometimes put thoughts into my head. (ST, 13%)  
90. Sometimes it seems that my thoughts are broadcast so that others can hear them. (ST, 6%)

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

278. Thoughts in my head suddenly disappear. (ST, 6%)

**BOR-N - Negative Relationships/6 items (PS T = 89 )**

19. My relationships have been stormy. (MT, 1%)  
179. I've made some real mistakes in the people I've picked as friends. (VT, 1%)  
219. Once someone is my friend, we stay friends. (F, 2%)

**BOR-S - Self-Harm/6 items (PS T = 73 )**

143. I sometimes do things so impulsively that I get into trouble. (ST, 6%)

**ANT-A - Antisocial Behaviors/8 items (PS T = 69 )**

91. I've done some things that weren't exactly legal. (MT, 4%)

131. I used to lie a lot to get out of tight situations. (MT, 0%)

171. I like to see how much I can get away with. (ST, 6%)

**ANT-E - Egocentricity/8 items (PS T = 49 )**

31. I've borrowed money knowing I wouldn't pay it back. (ST, 2%)

**ANT-S - Stimulus-Seeking/8 items (PS T = 74 )**

79. I do a lot of wild things just for the thrill of it. (MT, 1%)

**AGG-A - Aggressive Attitude/6 items (PS T = 75 )**

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

298. My temper never gets me into trouble. (F, 4%)

299. My anger never gets out of control. (ST, 2%)

**AGG-V - Verbal Aggression/6 items (PS T = 65 )**

18. People would be surprised if I yelled at someone. (F, 13%)

**AGG-P - Physical Aggression/6 items (PS T = 97 )**

21. People are afraid of my temper. (ST, 6%)

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

101. Sometimes I'm very violent. (ST, 2%)

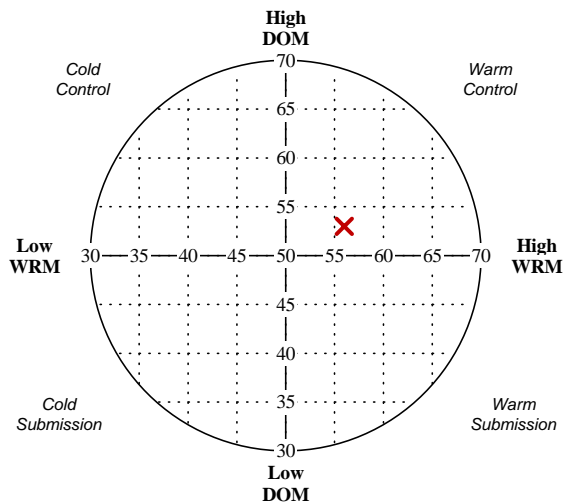
181. I've threatened to hurt people. (ST, 8%)

221. I've never started a physical fight as an adult. (ST, 1%)

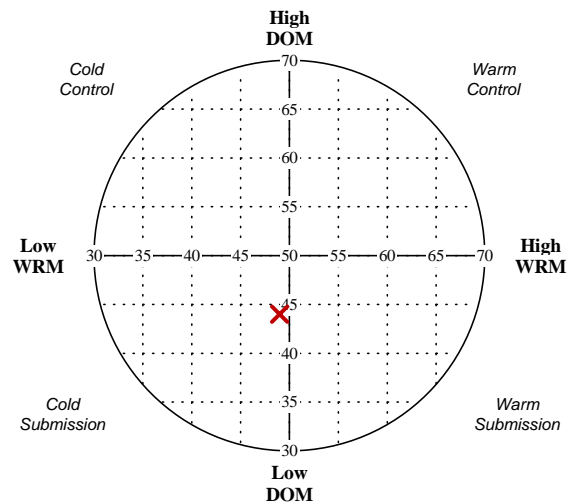
**10. Omitted items**

This section presents the items the applicant left unanswered. The profile should be considered invalid if 18 or more items have not been answered. This applicant omitted 0 items.

## 11. PAI Interpersonal Style Circumplex



PAI community-based *T* scores



PAI public safety applicant-based *T* scores

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.

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## 12. PAI item responses

1. VT	44. ST	87. F	130. F	173. F	216. F	259. MT	302. F
2. MT	45. F	88. MT	131. MT	174. MT	217. ST	260. F	303. F
3. F	46. F	89. F	132. F	175. F	218. MT	261. F	304. MT
4. ST	47. ST	90. ST	133. MT	176. ST	219. F	262. F	305. F
5. ST	48. MT	91. MT	134. F	177. MT	220. F	263. MT	306. ST
6. F	49. F	92. F	135. F	178. ST	221. ST	264. MT	307. MT
7. ST	50. ST	93. MT	136. F	179. VT	222. F	265. F	308. F
8. VT	51. F	94. ST	137. ST	180. F	223. F	266. F	309. F
9. F	52. F	95. MT	138. MT	181. ST	224. VT	267. ST	310. MT
10. ST	53. VT	96. MT	139. MT	182. F	225. ST	268. VT	311. F
11. ST	54. ST	97. ST	140. F	183. F	226. VT	269. ST	312. F
12. MT	55. F	98. ST	141. F	184. F	227. ST	270. MT	313. MT
13. VT	56. ST	99. ST	142. VT	185. MT	228. MT	271. ST	314. F
14. ST	57. ST	100. F	143. ST	186. VT	229. F	272. F	315. F
15. F	58. ST	101. ST	144. MT	187. F	230. ST	273. F	316. F
16. ST	59. MT	102. F	145. ST	188. ST	231. F	274. F	317. MT
17. ST	60. F	103. VT	146. MT	189. F	232. F	275. ST	318. MT
18. F	61. ST	104. ST	147. F	190. VT	233. F	276. MT	319. F
19. MT	62. F	105. F	148. VT	191. F	234. F	277. ST	320. VT
20. F	63. F	106. ST	149. MT	192. F	235. VT	278. ST	321. F
21. ST	64. VT	107. F	150. F	193. MT	236. F	279. F	322. ST
22. F	65. F	108. F	151. F	194. F	237. MT	280. F	323. F
23. F	66. F	109. ST	152. MT	195. ST	238. F	281. F	324. F
24. ST	67. F	110. F	153. ST	196. ST	239. ST	282. ST	325. F
25. ST	68. ST	111. F	154. F	197. MT	240. F	283. F	326. F
26. ST	69. MT	112. VT	155. F	198. ST	241. F	284. F	327. F
27. F	70. F	113. F	156. ST	199. F	242. ST	285. ST	328. F
28. MT	71. F	114. F	157. F	200. F	243. ST	286. MT	329. F
29. MT	72. F	115. MT	158. F	201. VT	244. F	287. ST	330. MT
30. F	73. F	116. MT	159. ST	202. MT	245. MT	288. MT	331. VT
31. ST	74. F	117. ST	160. VT	203. ST	246. MT	289. F	332. ST
32. F	75. ST	118. F	161. VT	204. F	247. ST	290. MT	333. F
33. F	76. ST	119. ST	162. MT	205. F	248. ST	291. ST	334. F
34. F	77. ST	120. F	163. F	206. F	249. F	292. F	335. ST
35. F	78. ST	121. F	164. ST	207. F	250. F	293. VT	336. ST
36. ST	79. MT	122. ST	165. F	208. F	251. MT	294. MT	337. ST
37. MT	80. VT	123. F	166. F	209. F	252. VT	295. VT	338. F
38. F	81. VT	124. F	167. F	210. F	253. MT	296. ST	339. ST
39. ST	82. MT	125. MT	168. ST	211. MT	254. F	297. MT	340. F
40. F	83. F	126. F	169. F	212. F	255. F	298. F	341. VT
41. VT	84. F	127. MT	170. F	213. ST	256. MT	299. ST	342. VT
42. MT	85. ST	128. VT	171. ST	214. F	257. F	300. F	343. ST
43. F	86. ST	129. F	172. F	215. F	258. ST	301. VT	344. MT

**End of Report**