The PAI® Law Enforcement, Corrections, and Public Safety Selection Report
by
Michael D. Roberts, PhD, ABPP

Identifying Information

Name: Joseph Abadiano
ID No.: -Not Specified-
Age: -Not Specified-
Date of Testing: 06/01/2012
Highest Level of Education: -Not Specified-
Gender: Male
Ethnicity: -Not Specified-
Previous Psychological Testing: Never
Reason For Testing: Job Application
Position Applying For or Currently Occupying: Security Officer
Current/Previous Public Safety Employment: -Not Specified-

Interpretive Caveats

The PAI® Law Enforcement, Corrections, and Public Safety Selection Report is based on administration of the full Personality Assessment Inventory™ (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.
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.

<table>
<thead>
<tr>
<th>Probability</th>
<th>Risk Level</th>
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<tbody>
<tr>
<td>Psychological rating risk factor</td>
<td>85 %</td>
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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.

<table>
<thead>
<tr>
<th>No. of items endorsed</th>
<th>Percentile</th>
<th>Interpretive range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Items endorsed</td>
<td>75</td>
<td>99th Above the average of 10 items.</td>
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</table>

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.

<table>
<thead>
<tr>
<th>Job-relevant behavioral domain</th>
<th>Likelihood of problem behavior</th>
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<tbody>
<tr>
<td>Job-related problems</td>
<td>67 % High</td>
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<tr>
<td>Integrity problems</td>
<td>87 % High</td>
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<tr>
<td>Anger management problems</td>
<td>71 % High</td>
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<tr>
<td>Alcohol use concerns</td>
<td>66 % High</td>
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<tr>
<td>Illegal drug use concerns</td>
<td>29 % Moderate</td>
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<tr>
<td>Substance abuse proclivity</td>
<td>81 % High</td>
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4. T Scores for PAI Full Scales based on the community sample and public safety applicant norms

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<thead>
<tr>
<th>Norm group</th>
<th>SOM</th>
<th>ANX</th>
<th>ARD</th>
<th>DEP</th>
<th>MAN</th>
<th>PAR</th>
<th>SCZ</th>
<th>BOR</th>
<th>ANT</th>
<th>ALC</th>
<th>DRG</th>
<th>ADRG</th>
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Personality Assessment Inventory™ Law Enforcement, Corrections, and Public Safety Selection Report

Name: Abadiano, Joseph  
ID: -Not Specified-  
Test Date: 06/01/2012

Age: -Not Specified-  
Gender: Male  
Ethnic group: -Not Specified-

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

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</table>

**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 = 75**

**NIM - Negative Impression/9 items (PS \( T = 75 \))**

169. People don't understand how much I suffer. (ST, 4%)
289. I don't have any good memories from my childhood. (ST, 1%)

**PIM - Positive Impression/9 items (PS \( T = 47 \))**

184. I don't take criticism very well. (MT, 1%)

**ALC - Alcohol Problems/12 items (PS \( T = 92 \))**

95. There have been times when I've had to cut down on my drinking. (VT, 1%)
135. My drinking seems to cause problems in my relationships with others. (MT, 0%)
334. My drinking has never gotten me into trouble. (F, 9%)

**DRG - Drug Problems/12 items (PS \( T = 71 \))**

103. I've never had problems at work because of drugs. (F, 10%)
302. My best friends are those I use drugs with. (ST, 0%)
342. My drug use has never caused problems with my family or friends. (F, 16%)

**SUI - Suicidal Ideation/12 items (PS \( T = 78 \))**

300. I've thought about how others would react if I killed myself. (ST, 3%)
301. I have a lot to live for. (MT, 2%)
341. Things have never been so bad that I thought about suicide. (F, 10%)
NON - Non-support/8 items (PS T = 87)

1. My friends are available if I need them. (ST, 3%)
41. I like being around my family. (ST, 2%)
201. People I know care about me. (ST, 1%)
281. I spend little time with my family. (MT, 4%)

RXR - Treatment Rejection/8 items (PS T = 20)

42. I need to make some important changes in my life. (VT, 4%)
82. I need to change some things about myself, even if it hurts. (VT, 2%)

WRM - Warmth/12 items (PS T = 40)

133. I am a warm person. (ST, 4%)

SOM-C - Conversion/8 items (PS T = 82)

3. My health condition has restricted my activities. (ST, 2%)
203. I've had episodes when I've lost the feeling in my hands. (ST, 1%)

SOM-S - Somatization/8 items (PS T = 70)

72. I suffer from a lot of pain. (ST, 1%)
272. I get more headaches than most people. (ST, 2%)

SOM-H - Health Concerns/8 items (PS T = 63)

252. For my age, my health is pretty good. (MT, 13%)

ANX-C - Cognitive/8 items (PS T = 64)

105. I'm often so worried and nervous that I can barely stand it. (ST, 2%)

ANX-A - Affective/8 items (PS T = 73)

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%)
204. I often feel as if something terrible is about to happen. (ST, 3%)

ANX-P - Physiological/8 items (PS T = 73)

73. I worry so much that at times I feel like I am going to faint. (ST, 0%)
113. Sometimes I feel dizzy when I've been under a lot of pressure. (ST, 2%)
313. I have very steady hands. (ST, 3%)
ARD-O - Obsessive-Compulsive/8 items (PS $T = 61$)

205. I'm usually aware of objects that have a lot of germs. (VT, 12%)

ARD-P - Phobias/8 items (PS $T = 83$)

146. I'm not easily frightened. (ST, 6%)
186. I don't mind driving on freeways. (ST, 1%)
226. I don't mind heights. (F, 5%)

ARD-T - Traumatic Stress/8 items (PS $T = 74$)

34. I keep reliving something horrible that happened to me. (ST, 2%)
74. Thoughts about my past often bother me while I'm thinking about something else. (ST, 4%)
194. I have had some horrible experiences that make me feel guilty. (ST, 6%)
274. Since I had a very bad experience, I am no longer interested in some things that I used to enjoy. (ST, 3%)

DEP-C - Cognitive/8 items (PS $T = 97$)

27. I feel that I've let everyone down. (ST, 2%)
67. Sometimes I think I'm worthless. (ST, 3%)
187. No matter what I do, nothing works. (ST, 2%)
227. I think good things will happen to me in the future. (ST, 2%)
307. I'm pretty successful at what I do. (ST, 1%)

DEP-A - Affective/8 items (PS $T = 73$)

126. Nothing seems to give me much pleasure. (MT, 0%)

DEP-P - Physiological/8 items (PS $T = 69$)

115. I rarely have trouble sleeping. (F, 3%)
155. I've been moving more slowly than usual. (ST, 2%)

PAR-H - Hypervigilance/8 items (PS $T = 75$)

8. Most of the people I know can be trusted. (F, 1%)
48. I have to be alert to the possibility that people will be unfaithful. (VT, 4%)
128. I usually assume people are telling the truth. (F, 3%)

PAR-P - Persecution/8 items (PS $T = 82$)

69. Some people do things to make me look bad. (MT, 0%)
189. There are people who want to hurt me. (ST, 4%)
269. People have had it in for me. (ST, 3%)
PAR-R - Resentment/8 items (PS \( T = 73 \))

37. People usually treat me pretty fairly. (F, 0%)

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

50. Other people sometimes put thoughts into my head. (ST, 13%)

SCZ-T - Thought Disorder/8 items (PS \( T = 86 \))

38. My thinking has become confused. (ST, 1%)
158. Sometimes it feels as if somebody is blocking my thoughts. (ST, 1%)
278. Thoughts in my head suddenly disappear. (ST, 6%)
318. I can concentrate now as well as I ever could. (ST, 2%)

BOR-A - Affective Instability/6 items (PS \( T = 68 \))

134. I have little control over my anger. (MT, 0%)
214. I've had times when I was so mad I couldn't do enough to express all my anger. (ST, 10%)

BOR-N - Negative Relationships/6 items (PS \( T = 81 \))

139. I rarely feel very lonely. (F, 4%)
179. I've made some real mistakes in the people I've picked as friends. (MT, 1%)

BOR-S - Self-Harm/6 items (PS \( T = 66 \))

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

ANT-A - Antisocial Behaviors/8 items (PS \( T = 66 \))

131. I used to lie a lot to get out of tight situations. (ST, 7%)
171. I like to see how much I can get away with. (ST, 6%)
291. I've never taken money or property that wasn't mine. (F, 23%)

ANT-E - Egocentricity/8 items (PS \( T = 92 \))

31. I've borrowed money knowing I wouldn't pay it back. (ST, 2%)
71. I'll take advantage of others if they leave themselves open to it. (MT, 0%)
111. I'll do most things if the price is right. (VT, 2%)

AGG-A - Aggressive Attitude/6 items (PS \( T = 71 \))

258. I have a bad temper. (ST, 8%)
298. My temper never gets me into trouble. (ST, 3%)
AGG-V - Verbal Aggression/6 items (PS T = 44)

98. When I get mad at other drivers on the road, I let them know. (MT, 2%)

AGG-P - Physical Aggression/6 items (PS T = 63)

61. Sometimes my temper explodes and I completely lose control. (ST, 4%)
221. I've never started a physical fight as an adult. (MT, 4%)
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.
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.

**Cold Control:** 13% 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 seen as well balanced in their expression of assertiveness, friendliness, and concern for others. However, when T scores are high or very high (T ≥ 56) on Dominance and low or very low (T ≤ 44) on Warmth, these individuals may impress others as overbearing, dictatorial, impersonal, egocentric, suspicious, and/or coldly pragmatic. Public safety applicants, particularly those at the high Dominance and low Warmth extremes, should be interviewed carefully to rule out a history of behavior that is characterized by these negative interpersonal features. Applicants classified in this quadrant are 33% more likely to be rated as “poorly suited” by psychologists experienced in public safety screening. Further, these applicants are somewhat more likely to report problems such as substance abuse and up to 25% more likely to exhibit job-related problems and anger management problems.
12. PAI item responses

<table>
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<tr>
<th>No.</th>
<th>ST</th>
<th>87. VT</th>
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End of Report