Minnesota Multiphasic Personality Inventory-2 Restructured Form®

Yossef S. Ben-Porath, PhD, & Auke Tellegen, PhD

SAMPLE REPORT

The following Police Candidate Interpretive Report was generated from Q-global®, Pearson's web-based scoring and reporting application, using Mr. C's responses to the MMPI-2-RF. Police Candidate Interpretive Reports can also be produced using Pearson's Q Local™ software and mail-in scoring service.

MMPI-2-RF®
Police Candidate Interpretive Report

David M. Corey, PhD, & Yossef S. Ben-Porath, PhD

ID Number:	Mr. C
Age:	34
Gender:	Male
Marital Status:	Married
Years of Education:	14
Date Assessed:	11/11/2013

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PsychCorp

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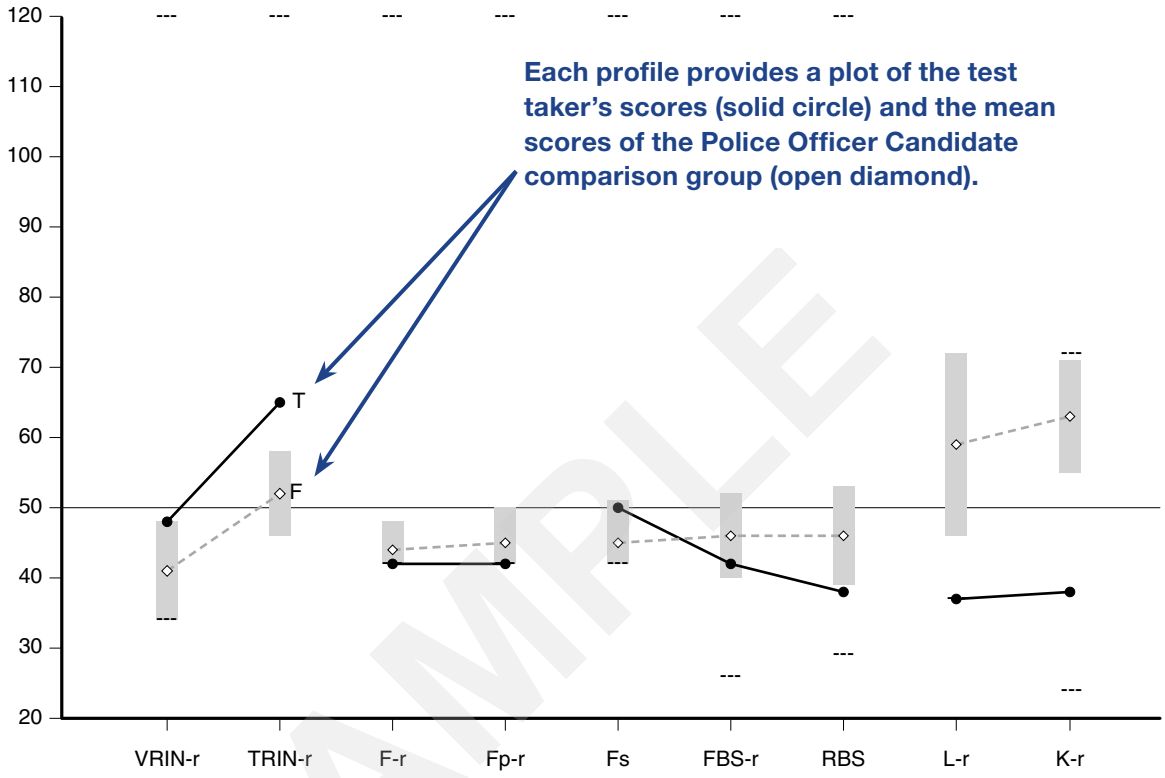
MMPI-2-RF Validity Scales



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	VRIN-r	TRIN-r	F-r	Fp-r	Fs	FBS-r	RBS	L-r	K-r
Raw Score:	3	13	0	0	1	5	2	0	4
T Score:	48	65 T	42	42	50	42	38	37	38
Response %:	100	100	100	100	100	100	100	100	100

Cannot Say (Raw): 0 Percent True (of items answered): 42 %

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

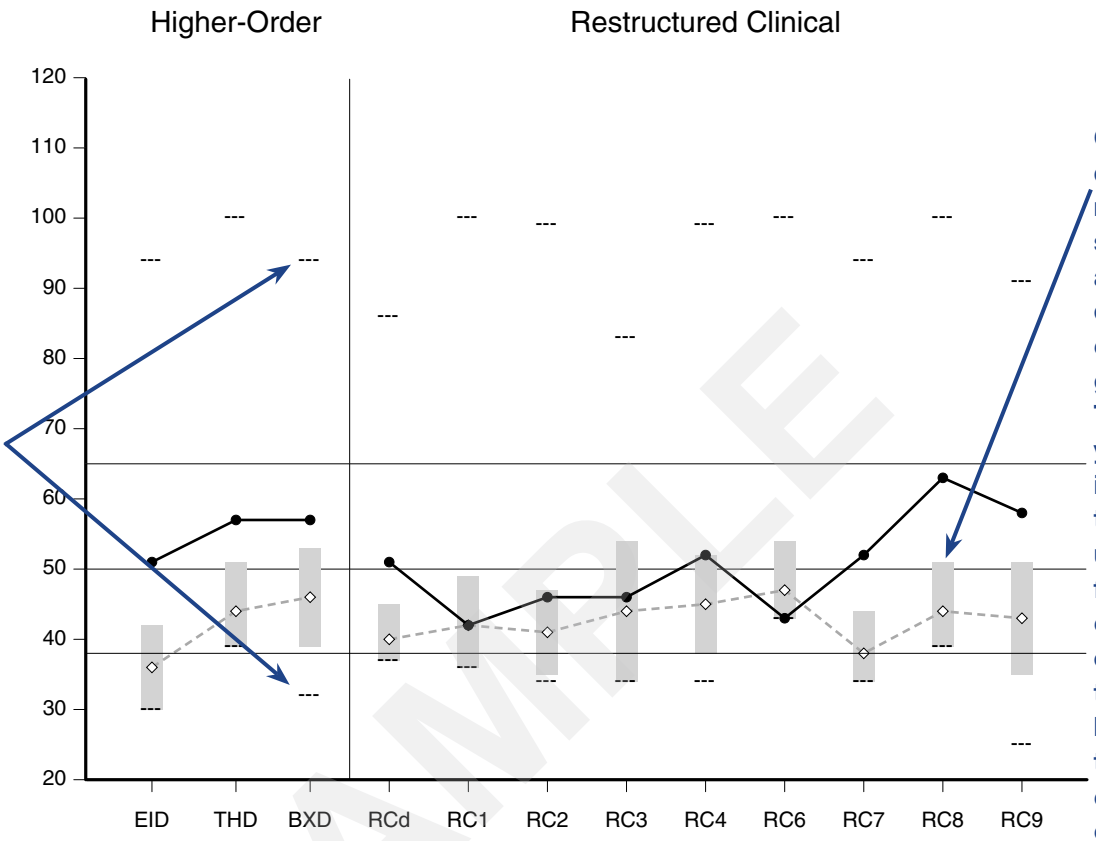
Mean Score (◇- - -◇):	41	52 F	44	45	45	46	46	59	63
Standard Dev (±1 SD):	7	6	4	5	6	6	7	13	8
Percent scoring at or below test taker:	92	99	75	78	92	32	20	4	0.7

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				

Only 0.7% of the comparison group scored at or below Mr. C's T Score of 38 on K-r, illustrating how rare this score is among police candidates.

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



T-score floor and ceiling are conveniently marked for every scale to help you more easily evaluate scores.

Gray bars depict a range of scores within a standard deviation of the comparison group mean. This enables you to quickly identify scores that are uncommon for police candidates, even though they may fall below the traditional cutoff for clinical signficance (65T).

	EID	THD	BXD	RCd	RC1	RC2	RC3	RC4	RC6	RC7	RC8	RC9
Raw Score:	10	3	9	4	1	3	4	5	0	7	5	16
T Score:	51	57	57	51	42	46	46	52	43	52	63	58
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

	EID	THD	BXD	RCd	RC1	RC2	RC3	RC4	RC6	RC7	RC8	RC9
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:	98	96	96	97	68	88	65	87	75	97	98	97

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
THD Thought Dysfunction
BXD Behavioral/Externalizing Dysfunction

RCd Demoralization
RC1 Somatic Complaints
RC2 Low Positive Emotions
RC3 Cynicism
RC4 Antisocial Behavior

RC6 Ideas of Persecution
RC7 Dysfunctional Negative Emotions
RC8 Aberrant Experiences
RC9 Hypomanic Activation

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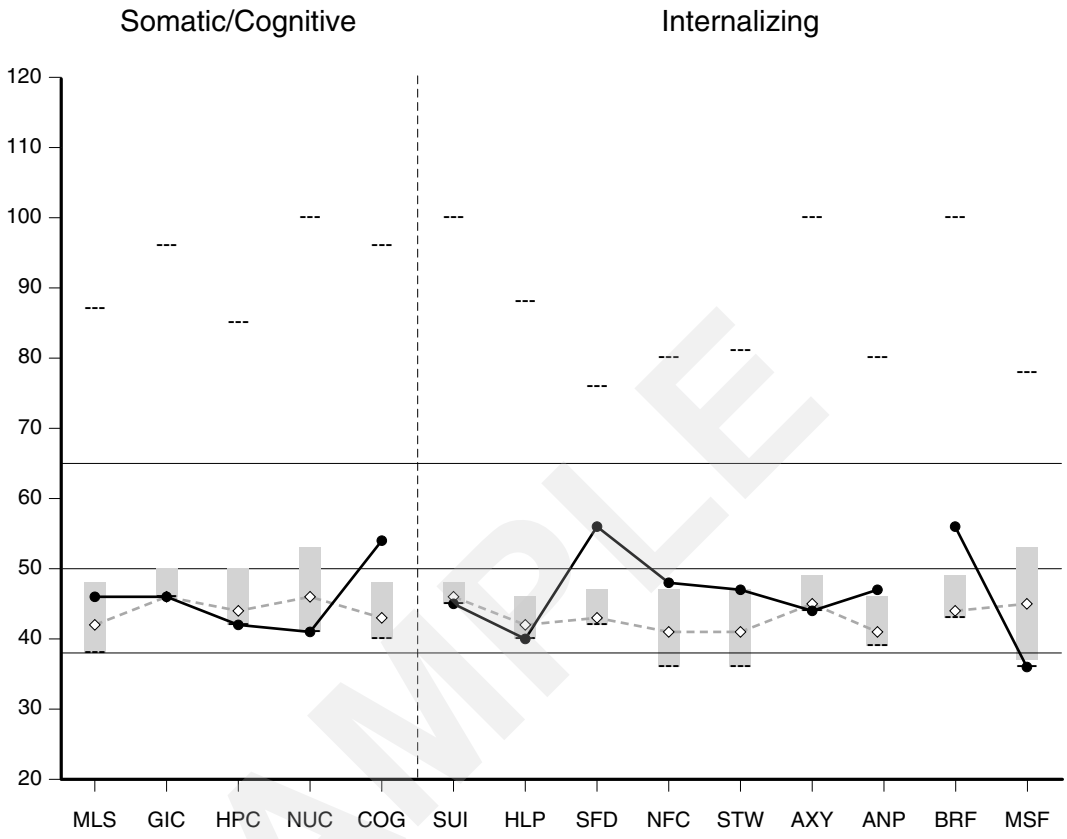
MMPI-2-RF Somatic/Cognitive and Internalizing Scales



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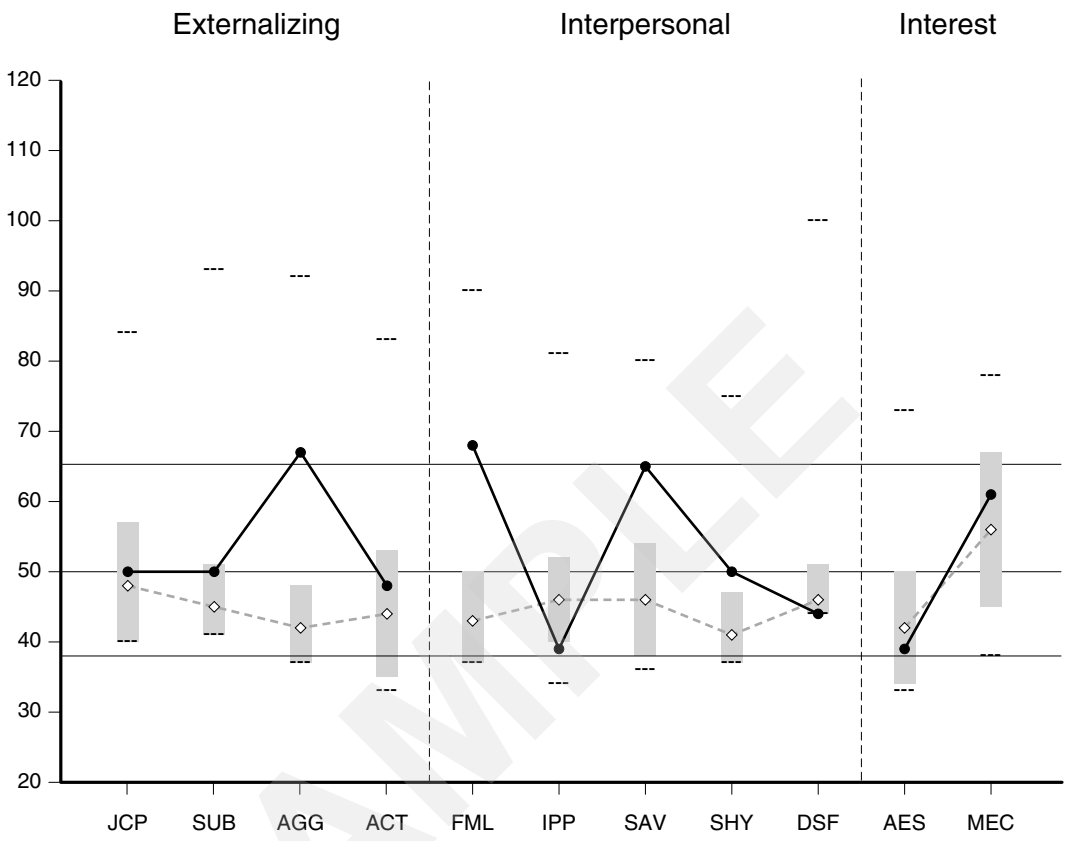
	MLS	GIC	HPC	NUC	COG	SUI	HLP	SFD	NFC	STW	AXY	ANP	BRF	MSF
Raw Score:	1	0	0	0	2	0	0	2	2	2	0	1	1	0
T Score:	46	46	42	41	54	45	40	56	48	47	44	47	56	36
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Comparison Group Data: Police Officer Candidate (Men and Women), N = 2,074														
Mean Score (◇ - - ◇):	42	46	44	46	43	46	42	43	41	41	45			
Standard Dev (±1 SD):	6	4	6	7	5	2	4	4	6	6	4			
Percent scoring at or below test taker:	87	95	83	65	97	99.3	88	99.1	91	91	94			

The Police Officer Candidate Comparison Group includes pre-employment MMPI-2-RF findings for 1,037 men and 1,037 women tested throughout North America.

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



SAMPLE

	JCP	SUB	AGG	ACT	FML	IPP	SAV	SHY	DSF	AES	MEC
Raw Score:	1	1	5	3	6	1	7	3	0	1	5
T Score:	50	50	67	48	68	39	65	50	44	39	61
Response %:	100	100	100	100	100	100	100	100	100	100	100

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

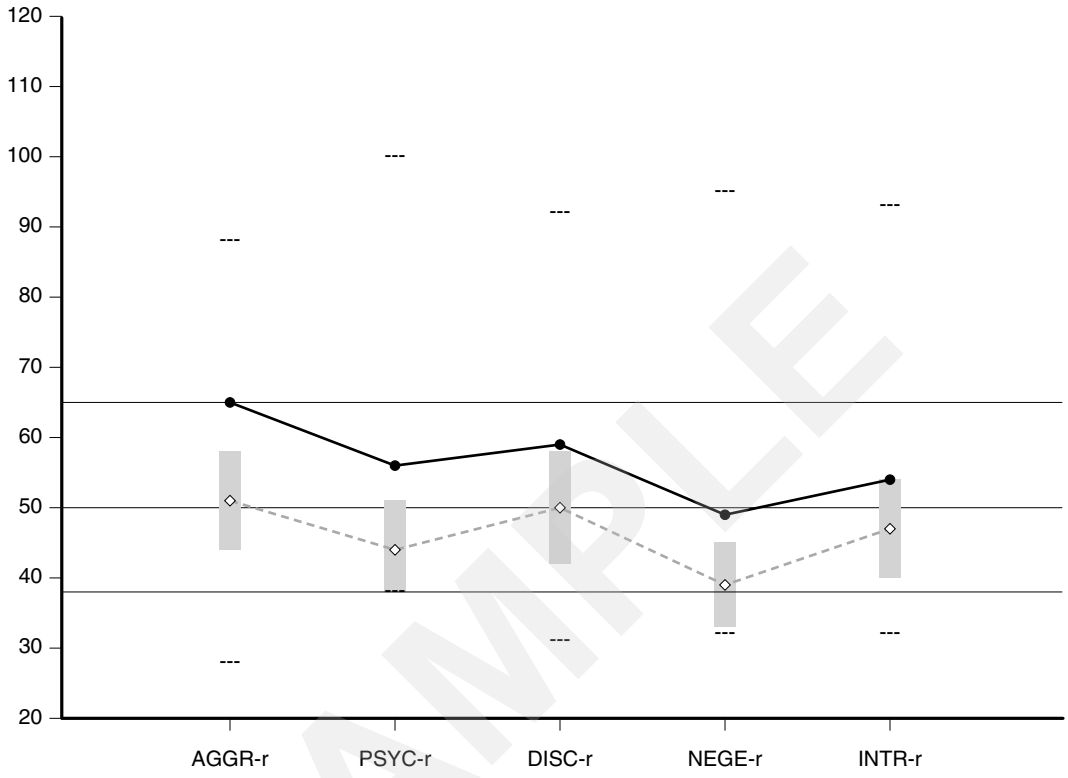
	JCP	SUB	AGG	ACT	FML	IPP	SAV	SHY	DSF	AES	MEC
Mean Score (◇---◇):	48	45	42	44	43	46	46	41	46	42	56
Standard Dev (±1 SD):	9	6	6	9	7	6	8	6	5	8	11
Percent scoring at or below test taker:	76	90	99.9	79	99.9	20	98	95	90	57	73

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

Mr. C responded to all 338 items, so the response percentage is 100 for all scales. Response percentages for every scale help you to assess the impact of nonresponding. The response percentage appears in bold if it drops below 90%.

MMPI-2-RF PSY-5 Scales



SAMPLE

	AGGR-r	PSYC-r	DISC-r	NEGE-r	INTR-r
Raw Score:	13	3	10	6	8
T Score:	65	56	59	49	54
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:	98	95	93	95	89

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	Introversion/Low Positive Emotionality-Revised

A legend with scale abbreviations and full names is provided on each profile as an easy reference guide.

MMPI-2-RF T SCORES (BY DOMAIN)

This summary allows you to easily evaluate scores by domain.

PROTOCOL VALIDITY

Content Non-Responsiveness	0 CNS	48 VRIN-r	65 T TRIN-r				
Over-Reporting	42 F-r	42 Fp-r		50 Fs	42 FBS-r	38 RBS	
Under-Reporting	**37 L-r**	**38 K-r**					

Scores interpreted in the PCIR are printed in bold.

SUBSTANTIVE SCALES

Somatic/Cognitive Dysfunction		42 RC1	46 MLS	46 GIC	42 HPC	41 NUC	54 COG	
Emotional Dysfunction	51 EID	51 RCd	45 SUI	40 HLP	**56 SFD**	48 NFC		
		46 RC2	54 INTR-r					
		52 RC7	47 STW	44 AXY	47 ANP	56 BRF	36 MSF	49 NEGE-r
Thought Dysfunction	**57 THD**	43 RC6						
		63 RC8						
		56 PSYC-r						
Behavioral Dysfunction	**57 BXD**	52 RC4	50 JCP	50 SUB				
		58 RC9	**67 AGG**	48 ACT	65 AGGR-r	59 DISC-r		
Interpersonal Functioning		**68 FML**	46 RC3	39 IPP	**65 SAV**	50 SHY	44 DSF	
Interests		39 AES	61 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.

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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.*

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SYNOPSIS

Summary of major findings pertaining to the interpretability of the results; any Substantive Scale scores in the clinically interpretable range (T score 65 or higher); comparison group findings; job-relevant correlates.

This is a valid MMPI-2-RF protocol. Scores on the substantive scales indicate clinically significant behavioral and interpersonal dysfunction. Behavioral-externalizing problems relate to aggression. Interpersonal difficulties include family problems and social avoidance.

Comparison group findings point to additional possible concerns about self-doubt, odd perceptions and beliefs, and excitation.

Possible job-relevant problems are identified in the following domains: Emotional Control and Stress Tolerance, Routine Task Performance, Decision-Making and Judgment, Feedback Acceptance, Assertiveness, Social Competence and Teamwork, Integrity, Conscientiousness and Dependability, Substance Use, and Impulse Control.

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 candidate's scores show no evidence of under-reporting, indicating a cooperative test-taking approach.

The test taker claimed no uncommon virtues[1]. This very rare pattern of responding is found in only 4.0% of the Police Officer Candidate comparison group members.

In addition, he reported being much less well-adjusted than members of the general population[2]. Less than 1% of the Police Officer Candidate comparison group reported this low level of psychological adjustment. As detailed later in this report, his scores on the substantive scales do indeed raise significant concerns about the candidate's psychological adjustment.

Annotation provides information on the sources of each interpretive statement, including scale score(s), empirical correlates, item content, and authorial inferences. When viewing the report on Q-global or Q Local, the same information can be obtained by pointing the cursor at each statement.

CLINICAL FINDINGS

Clinical-level symptoms, personality characteristics, and behavioral tendencies of the test taker are described in this section and organized according to an empirically guided framework. (Please see Chapter 8, Yossef S. Ben-Porath, Interpreting the MMPI-2-RF*, for details.) Statements containing the word "reports" are based on the item content of MMPI-2-RF scales, whereas statements that include the word "likely" are based on empirical correlates of scale scores. Specific sources for each statement can be accessed with the annotation features of this report.*

The test taker reports engaging in physically aggressive, violent behavior and losing control[3], and is indeed likely to have a history of violent behavior toward others[4].

The test taker reports conflictual family relationships and lack of support from family members[5]. He is indeed likely to have family conflicts and to experience poor family functioning[6], to have strong negative feelings about family members[7], and to blame family members for his difficulties[7]. He reports not enjoying social events and avoiding social situations[8]. He is likely to be introverted[9], to have difficulty forming close relationships[10], and to be emotionally restricted[11].

There are no indications of clinically significant somatic, cognitive, emotional, or thought dysfunction in this protocol.

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DIAGNOSTIC CONSIDERATIONS

Diagnostic possibilities for further consideration, if indicated by the test results. This section of the report can be suppressed by user options.

This section provides recommendations for psychodiagnostic assessment based on the test taker's MMPI-2-RF results. It is recommended that he be evaluated for the following:

Behavioral-Externalizing Disorders

- Disorders associated with interpersonally aggressive behavior such as intermittent explosive disorder[12]

Interpersonal Disorders

- Disorders associated with social avoidance such as avoidant personality disorder[13]

COMPARISON GROUP FINDINGS

Construct-based statements that describe implications of clinically elevated Substantive Scale scores, as well as statements about possible implications of uncommonly high (but not clinically elevated) scores for police officer candidates.

This section describes the MMPI-2-RF substantive scale findings in the context of the Police Officer Candidate comparison group. Specific sources for each statement can be accessed with the annotation features of this report. ***Job-related correlates of these results, if any, are provided in the subsequent Job-Relevant Correlates section.***

Emotional/Internalizing Problems

The test taker reports a comparatively high level of self-doubt for a police officer candidate[14]. Only 2.8% of comparison group members convey this or a greater lack of confidence.

Unusual Thoughts, Perceptions, and Beliefs

The test taker reports a comparatively high level of unusual thinking for a police officer candidate[15]. Only 8.7% of comparison group members convey such thoughts at this or a higher level. More specifically, he reports a relatively high level of odd perceptions and thoughts for a police officer candidate[16]. Only 3.0% of comparison group members convey this or a greater level of unusual experiences.

Behavioral/Externalizing Problems

The test taker reports a comparatively large number of behavioral problems for a police officer candidate[17]. Only 7.3% of comparison group members convey this or a greater level of behavioral difficulties. More specifically, he reports a relatively high level of excitability for a police officer candidate[18]. Only 4.8% of comparison group members convey this or a greater level of stimulation and irritable temperament or disinhibition. In particular, his responses indicate a level of physically violent behavior that may be incompatible with public safety requirements for behavioral control[12]. This level of aggression is very uncommon among police officer candidates. Only 0.6% of comparison group members give evidence of this or a greater level of physically violent behavior.

Interpersonal Problems

The test taker's responses indicate a level of family problems that may be incompatible with public safety requirements for good interpersonal functioning[19]. This level of family conflict is very uncommon among police officer candidates. Only 0.5% of comparison group members give evidence of this or a

SAMPLE

greater level of family problems. His responses also indicate a level of social avoidance that may impede conformance with public safety requirements for good interpersonal functioning[20]. This level of socially avoidant behavior is very uncommon among police officer candidates. Only 4.0% of comparison group members demonstrate this or a greater level of social avoidance.

JOB-RELEVANT CORRELATES

Identifies potential problems in 10 job-relevant domains accompanied by citations to empirical studies that support each correlate-based interpretive statement.

Job-relevant personality characteristics and behavioral tendencies of the test taker are described in this section and organized according to ten problem domains commonly identified in the professional literature as relevant to police officer candidate suitability. (Please see User's Guide for MMPI-2-RF Police Candidate Interpretive Report *for details.) Statements that begin with "Compared with other police officer candidates" are based on correlations with other self-report measures obtained in police officer candidate samples that included individuals who were subsequently hired as well as those who were not. Statements that begin with "He is more likely than most police officers or trainees" are based on correlations with outcome data obtained in samples of hired candidates during academy or field training, probation, and/or the post-probation period. Specific sources for each statement can be accessed with the annotation features of this report.*

Emotional Control and Stress Tolerance Problems

Compared with other police officer candidates, the test taker is more likely to worry about problems and be uncertain about how to deal with them[21] and to become impatient with others over minor infractions[22].

He is more likely than most police officers or trainees to exhibit difficulties performing under stressful conditions[23].

Routine Task Performance Problems

The test taker is more likely than most police officers or trainees to exhibit difficulties carrying out tasks under non-stressful conditions[24].

Decision-Making and Judgment Problems

Compared with other police officer candidates, the test taker is more likely to have thoughts, perceptions, and/or experiences that are rarely reported[25].

Feedback Acceptance Problems

The test taker is more likely than most police officers or trainees to exhibit difficulties accepting and responding to constructive performance feedback[26].

Assertiveness Problems

Compared with other police officer candidates, the test taker is more likely to avoid situations that others generally view as benign and non-intimidating[27] and to be ill at ease in dealing with others[28].

He is more likely than most police officers or trainees to exhibit difficulties in demonstrating a command presence and controlling situations requiring order or resolution[29].

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Social Competence and Teamwork Problems

Compared with other police officer candidates, the test taker is more likely to have a history of problems getting along with others[22]; to be opinionated and outspoken[22]; and to be demanding[22]. He is also more likely to have a limited social support network[28] and to have difficulty trusting others[22].

He is more likely than most police officers or trainees to exhibit difficulties reading people, listening to others, and adapting his language and approach to the requirements of the situation[23]. He is also more likely to exhibit difficulties stemming from rude and/or overbearing behavior that results in complaints from the public[30] and cooperating with peers and/or supervisors[31].

Integrity Problems

Compared with other police officer candidates, the test taker is more likely to have skeptical and/or antisocial views of the world[22] and to believe that life is unfair and that exploiting opportunities for personal gain is justified[22].

He is more likely than most police officers or trainees to exhibit difficulties leading to integrity violations[32] and sustained internal affairs investigations[32].

Conscientiousness and Dependability Problems

The test taker is more likely than most police officers or trainees to exhibit difficulties reliably attending court[33]; with punctuality and attendance[23]; and with reliable work behavior and dependable follow-through[34].

Substance Use Problems

Compared with other police officer candidates, the test taker is more likely to have a history of substance use problems[35].

Impulse Control Problems

Compared with other police officer candidates, the test taker is more likely to behave impulsively or without adequate consideration of the consequences or implications of his actions[22].

He is more likely than most police officers or trainees to exhibit difficulties reacting to situations with the proper degree of emotional and behavioral restraint and control, and avoiding impulsive and/or unnecessarily risky behavior[36].

Four types of item-level information are available with the PCIR.

ITEM-LEVEL INFORMATION

Unscorable Responses

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

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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 his T score on that scale is 65 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.

Aggression (AGG, T Score = 67)

23. Item Content Omitted. (True; NS 39.0%, CG 7.8%)
26. Item Content Omitted. (True; NS 19.9%, CG 3.3%)
84. Item Content Omitted. (True; NS 12.1%, CG 1.8%)
316. Item Content Omitted. (True; NS 45.1%, CG 30.7%)
337. Item Content Omitted. (True; NS 50.2%, CG 17.4%)

ITEMS NOT SHOWN

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.

User-Designated Item-Level Information

Users are able to designate additional scales and/or alternative cutoff levels to generate this optional section of the report.

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 his 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.

Thought Dysfunction (THD, T Score = 57)

12. Item Content Omitted. (True; NS 22.2%, CG 5.8%)
199. Item Content Omitted. (True; NS 12.1%, CG 6.7%)
330. Item Content Omitted. (True; NS 15.2%, CG 3.5%)

The percentages of individuals in both the normative sample (NS) and the comparison group (CG) who answered the item in the same direction as the test taker.

Behavioral/Externalizing Dysfunction (BXD, T Score = 57)

61. Item Content Omitted. (False; NS 61.6%, CG 58.7%)
84. Item Content Omitted. (True; NS 12.1%, CG 1.8%)
107. Item Content Omitted. (True; NS 47.3%, CG 35.5%)
131. Item Content Omitted. (True; NS 43.3%, CG 32.9%)
156. Item Content Omitted. (True; NS 59.8%, CG 45.9%)
205. Item Content Omitted. (True; NS 13.0%, CG 8.6%)
226. Item Content Omitted. (True; NS 21.5%, CG 38.1%)
237. Item Content Omitted. (False; NS 27.4%, CG 17.2%)
316. Item Content Omitted. (True; NS 45.1%, CG 30.7%)

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Aberrant Experiences (RC8, T Score = 63)

12. Item Content Omitted. (True; NS 22.2%, CG 5.8%)
32. Item Content Omitted. (True; NS 21.1%, CG 15.0%)
199. Item Content Omitted. (True; NS 12.1%, CG 6.7%)
257. Item Content Omitted. (True; NS 12.4%, CG 4.3%)
330. Item Content Omitted. (True; NS 15.2%, CG 3.5%)

Hypomanic Activation (RC9, T Score = 58)

26. Item Content Omitted. (True; NS 19.9%, CG 3.3%)
39. Item Content Omitted. (True; NS 51.0%, CG 42.1%)
61. Item Content Omitted. (False; NS 61.6%, CG 58.7%)
72. Item Content Omitted. (True; NS 81.5%, CG 52.6%)
84. Item Content Omitted. (True; NS 12.1%, CG 1.8%)
97. Item Content Omitted. (True; NS 50.5%, CG 24.4%)
107. Item Content Omitted. (True; NS 47.3%, CG 35.5%)
118. Item Content Omitted. (True; NS 57.4%, CG 55.1%)
131. Item Content Omitted. (True; NS 43.3%, CG 32.9%)
143. Item Content Omitted. (True; NS 27.5%, CG 20.5%)
207. Item Content Omitted. (True; NS 66.9%, CG 43.2%)
219. Item Content Omitted. (True; NS 51.5%, CG 35.1%)
244. Item Content Omitted. (True; NS 56.9%, CG 84.9%)
305. Item Content Omitted. (True; NS 37.6%, CG 59.4%)
316. Item Content Omitted. (True; NS 45.1%, CG 30.7%)
337. Item Content Omitted. (True; NS 50.2%, CG 17.4%)

Self-Doubt (SFD, T Score = 56)

89. Item Content Omitted. (True; NS 35.9%, CG 6.1%)
232. Item Content Omitted. (True; NS 21.9%, CG 2.6%)

Family Problems (FML, T Score = 68)

19. Item Content Omitted. (False; NS 17.0%, CG 7.8%)
58. Item Content Omitted. (True; NS 57.3%, CG 37.4%)
103. Item Content Omitted. (True; NS 38.6%, CG 7.6%)

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180. Item Content Omitted. (True; NS 30.4%, CG 17.4%)
215. Item Content Omitted. (True; NS 23.8%, CG 5.2%)
307. Item Content Omitted. (True; NS 19.1%, CG 3.6%)

Social Avoidance (SAV, T Score = 65)

47. Item Content Omitted. (False; NS 57.1%, CG 49.5%)
57. Item Content Omitted. (False; NS 22.1%, CG 15.1%)
109. Item Content Omitted. (False; NS 40.0%, CG 24.6%)
153. Item Content Omitted. (False; NS 25.9%, CG 29.6%)
201. Item Content Omitted. (False; NS 24.8%, CG 12.0%)
222. Item Content Omitted. (False; NS 19.6%, CG 6.2%)
278. Item Content Omitted. (True; NS 28.3%, CG 13.8%)

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.

26. Item Content Omitted. (True; 3.3%; RBS, RC9, AGG, AGGR-r)
84. Item Content Omitted. (True; 1.8%; BXD, RC9, AGG, AGGR-r)
257. Item Content Omitted. (True; 4.3%; VRIN-r, RC8, COG)
318. Item Content Omitted. (True; 2.8%; VRIN-r, RC7, ANP)
322. Item Content Omitted. (True; 4.0%; TRIN-r, EID, RC7)
330. Item Content Omitted. (True; 3.5%; THD, RC8, PSYC-r)
337. Item Content Omitted. (True; 17.4%; VRIN-r, RC9, AGG)

Critical Items warranting follow-up that were identified on the basis of a survey of ten psychologists specializing in psychological screening of police officer candidates and who are certified as specialists by the American Board of Police and Public Safety Psychology.

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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=37
[2] Test Response: K-r=38
[3] Test Response: AGG=67
[4] Correlate: AGG=67, Ref. 10
[5] Test Response: FML=68
[6] Correlate: FML=68, Ref. 2, 10
[7] Correlate: FML=68, Ref. 10
[8] Test Response: SAV=65
[9] Correlate: SAV=65, Ref. 1, 10
[10] Correlate: SAV=65, Ref. 4, 10
[11] Correlate: SAV=65, Ref. 10
[12] Inference: AGG=67
[13] Correlate: SAV=65, Ref. 11
[14] Test Response: SFD=56
[15] Test Response: THD=57
[16] Test Response: RC8=63
[17] Test Response: BXD=57
[18] Test Response: RC9=58
[19] Inference: FML=68
[20] Inference: SAV=65
[21] Correlate: FML=68, Ref. 9
[22] Correlate: RC9=58, Ref. 3, 9
[23] Correlate: SAV=65, Ref. 5, 8
[24] Correlate: RC8=63, Ref. 5, 7; FML=68, Ref. 5, 8
[25] Correlate: RC8=63, Ref. 3, 9
[26] Correlate: AGG=67, Ref. 6
[27] Correlate: SAV=65, Ref. 9
[28] Correlate: SAV=65, Ref. 3, 9
[29] Correlate: SAV=65, Ref. 5
[30] Correlate: RC9=58, Ref. 9; AGG=67, Ref. 8
[31] Correlate: AGG=67, Ref. 6, 7, 8
[32] Correlate: RC8=63, Ref. 9
[33] Correlate: RC8=63, Ref. 7
[34] Correlate: SAV=65, Ref. 5, 6
[35] Correlate: RC9=58, Ref. 3, 5, 9
[36] Correlate: RC9=58, Ref. 9

Statements based on empirical correlates are linked to specific research references listed on page 17 of this report.

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RESEARCH REFERENCE LIST

Sources of statements based on empirical correlates.
This list will be updated as additional studies are published.

1. Ayearst, L. E., Sellbom, M., Trobst, K. K., & Bagby, R. M. (2013). Evaluating the interpersonal content of the MMPI-2-RF Interpersonal Scales. *Journal of Personality Assessment, 95,* 187-196. doi: 10.1080/00223891.2012.730085

2. Block, A. R., Ben-Porath, Y. S., & Marek, R. J. (2013). Psychological risk factors for poor outcome of spine surgery and spinal cord stimulator implant: A review of the literature and their assessment with the MMPI-2-RF. *The Clinical Neuropsychologist, 27,* 81-107. doi: 10.1080/13854046.2012.721007

3. Detrick, P., Ben-Porath, Y.S., & Sellbom, M. (under review). Associations between MMPI-2-RF (Restructured Form) and Inwald Personality Inventory (IPI) scale scores in a law enforcement pre-employment screening sample.

4. Forbey, J. D., Lee, T. T. C., & Handel, R. W. (2010). Correlates of the MMPI-2-RF in a college setting. *Psychological Assessment, 22,* 737-744. doi: 10.1037/a0020645

5. Tarescavage, A. M., Brewster, J., Corey, D. M., & Ben-Porath, Y. S. (2014). Use of pre-hire MMPI-2-RF police candidate scores to predict supervisor ratings of post-hire performance. *Assessment*. doi: 10.1177/1073191114548445

6. Tarescavage, A. M., Corey, D. M., & Ben-Porath, Y. S. (2014). Minnesota Multiphasic Personality Inventory-2-Restructured Form predictors of police officer problem behavior. *Assessment*. doi: 10.1177/1073191114534885

7. Tarescavage, A. M., Corey, D. M., & Ben-Porath, Y. S. (under review). A prorating method for estimating MMPI-2-RF scores from MMPI responses: Examination of score fidelity and illustration of empirical utility in the PERSEREC police integrity study sample.

8. Tarescavage, A. M., Corey, D. M., Gupton, H. M., & Ben-Porath Y.S. (in press). Criterion validity and practical utility of the Minnesota Multiphasic Personality Inventory-2-Restructured Form in assessments of police officer candidates. *Journal of Personality Assessment*.

9. Tarescavage, A. M., Fischler, G., Cappo, B., Hill, D., Corey, D. M., & Ben-Porath, Y. S. (2014). Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2-RF) predictors of police officer problem behavior and collateral self-report test scores. Psychological Assessment. Advance Online publication. doi: 10.1037/pas0000041

10. 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.

11. Van der Heijden, P. T., Egger, J. I. M., Rossi, G., Grundel, G., & Derksen, J. J. L. (2012). The MMPI-2 Restructured Form and the standard MMPI-2 Clinical Scales in relation to DSM-IV. *European Journal of Psychological Assessment*. doi: 10.1027/1015-5759/a000140

When viewed online, the doi numbers provide hyper-links to the publisher website for each article.

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