



Public  
Safety &  
Security

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# Inwald Personality Inventory-2 Report

**Richard Michaels**

**April 12, 2012**

**CONFIDENTIAL**

## Introduction

This report is intended to be used as an aid in assessing an individual's suitability for a job in the public safety/security field. It is not intended as a substitute for a clinical interview, as a final evaluative report regarding a candidate's ultimate job suitability, or as a sole source for denying employment to an applicant. It has been developed with the purpose of providing relevant information to be further explored in individual interviews and investigations. These results are also intended to provide supportive material with regard to "post-conditional offer" hiring decisions. It is expected that the results will be used as one component in a comprehensive selection procedure, including other sources such as written tests, interviews, and background investigations.

## Validity Measure

This scale evaluates the degree to which the individual minimized shortcomings. An elevated score suggests that the individual may have presented with a socially desirable self-image. Individuals answering in this fashion may not have been entirely honest or candid in their responses or may have limited self-insight.

Mr. Michaels appeared to be honest and candid when providing his responses. He was willing to admit minor faults and was not likely presenting a socially desirable self-image.

## Public Safety and Security Norms Profile Graph



**T Scores over 69** are 'significantly' elevated and point to areas for further exploration. Each scale over 69 falls outside the 'average range' and indicates Mr. Michaels has scored higher than 97.7% of the norm group.

**T Scores over 59** may point to areas for further exploration and indicate that Mr. Michaels has scored higher than 84.1% of the norm group.

### Scale\* Content Area

GD	Guardedness
SU	Substance Use
RG	Rigidity
PS	Passivity
IB	Admitted Illegal Behavior
CA	Criminal Accusations
SD	Social Difficulties
VT	Volatility
AX	Anxiety

### Scale\* Content Area

AT	Abnormal Thoughts
DM	Depressed Mood
EM	Elevated Mood
NC	Non-Conformity
UR	Unreliability
RT	Risk-Taking Tendencies
IR	Irritability
HC	Health Concerns

## Scale Descriptions and Interpretations

### Substance Use (SU)

This scale assesses an individual's propensity toward alcohol and/or illicit drug use. An elevated score on this scale suggests that the individual may have a tendency to engage in a pattern of habitual substance use, and/or may have a history of substance addiction or problematic level of use.

Mr. Michaels did not report a problematic level or habitual pattern of alcohol or illicit drug use. He is unlikely to engage in substance abusing behavior.

### Rigidity (RG)

This scale measures the degree to which an individual may have difficulties adapting to change. An elevated score on this scale suggests that the individual may have a rigid personality and difficulties adjusting to change as demanded by the environment or situation.

Mr. Michaels does not appear to be overly rigid or inflexible. In general, he is likely able to adjust well to change.

### Passivity (PS)

This scale assesses an individual's tendency to be submissive and how easily he or she is intimidated by others. An elevation on this scale suggests that the individual has low levels of assertiveness, a tendency to acquiesce, and/or an unwillingness to defend his or her views and beliefs.

Mr. Michaels described himself as being assertive. He is likely willing to defend his views and beliefs, and is unlikely to be easily intimidated by others.

### Admitted Illegal Behavior (IB)

This scale evaluates a person's self-reported history of involvement in illegal activities and criminal behavior. Individuals who produce an elevated score on this scale tend to have less regard for rules and societal standards of behavior. An elevation on this scale may also be indicative of a possible history of convictions.

Mr. Michaels did not report a significant history of involvement in illegal activities. He is unlikely to engage in criminal behavior, and unlikely to have a history of convictions. He is likely to hold rules and social standards in high regard.

### Criminal Accusations (CA)

This scale evaluates the history of criminal accusations leveled against an individual. An elevation on this scale indicates a greater number of criminal accusations, and may also indicate a history of multiple arrests or altercations with law enforcement personnel. It is important to note that this scale only focuses on the admitted allegations of, not the actual commission of a crime.

Mr. Michaels did not report a significant history of criminal allegations. It is unlikely that he has had altercations with law enforcement personnel.

### Social Difficulties (SD)

This scale measures the degree to which an individual may have trouble creating and sustaining positive interpersonal relationships. An elevated score on this scale suggests that the individual may have difficulty in forming and maintaining normal social relationships with others. An elevation on this scale may also suggest that the individual has a narrow world view, and either lacks or has a very limited social support network.

Mr. Michaels does not appear to have any difficulty in creating and sustaining positive relationships. He is unlikely to have a narrow world view, and probably has an adequate to strong social support network.

### Volatility (VT)

This scale assesses an individual's tendency to lose his temper and display violent outbursts. An elevated score on this scale suggests that the individual may be prone to physical manifestations of anger. An elevated score may also be indicative of a history of aggressive, violent, and/or vengeful behavior.

Mr. Michaels endorsed items suggesting that he occasionally loses his temper. At times he may display violent outbursts and demonstrate physical manifestations of anger. He may also have a history of engaging in aggressive, violent, and vengeful behavior.

### Anxiety (AX)

This scale measures an individual's propensity toward worry and anxiety. An elevated score on this scale suggests that the individual may be prone to excessive and often unwarranted worry or phobic tendencies. An elevation on this scale may also indicate that the individual tends to engage in avoidant behaviors.

Mr. Michaels did not report abnormal levels of anxiety. He is unlikely to exhibit unwarranted worry or display avoidant behaviors or phobic tendencies.

### Abnormal Thoughts (AT)

This scale assesses the degree to which an individual may have difficulties distinguishing between reality and fantasy. An elevated score on this scale suggests that the individual may have unusual beliefs or experiences. An elevated score may also be indicative of a history of abnormal or paranoid thinking.

Mr. Michaels did not report a history of abnormal or paranoid thinking. He appears to be able to distinguish between reality and fantasy, and is unlikely to have unusual beliefs or experiences.

### Depressed Mood (DM)

This scale evaluates the degree to which an individual may be experiencing depressive feelings. Individuals who produce an elevated score on this scale may have low self-worth, feelings of hopelessness, and/or a tendency to withdraw from others. An elevated score may also indicate that the individual is experiencing suicidal thoughts and feelings.

Mr. Michaels reported a relative absence of depressive feelings. He is likely to have an adequate to high level of self-worth. He is unlikely to express a sense of hopelessness or withdraw from others.

### Elevated Mood (EM)

This scale evaluates the degree to which an individual may be experiencing a pattern of abnormally elevated mood and energy. Individuals who produce an elevated score on this scale may frequently be overly energetic, restless, and have difficulty slowing down their thoughts and behaviors. An elevated score on this scale may also suggest that the individual has a pattern of engaging in impulsive behavior.

Mr. Michaels did not report any problems related to bouts of elevated mood or energy. He is unlikely to experience prominent levels of restlessness, and does not appear to have any

difficulties with controlling the pace of his thoughts or behaviors. He is unlikely to engage in a pattern of impulsive behavior.

### Non-Conformity (NC)

This scale measures the degree to which an individual possesses antisocial attitudes. An elevated score on this scale may indicate that the individual has a tendency to bend rules, and may gain satisfaction from manipulating or operating outside of established procedures or policies.

Mr. Michaels is unlikely to exhibit an antisocial attitude. He tends to respect rules, and it is unlikely that he will try and operate outside of established policies and procedures.

### Unreliability (UR)

This scale assesses the degree to which an individual may have difficulties with fulfilling responsibilities and meeting expectations. An elevated score on this scale may indicate that the individual has difficulties related to holding a job, excessive tardiness, and/or absence abuse.

Mr. Michaels is likely to demonstrate a pattern of fulfilling responsibilities expected of him. He is unlikely to have difficulties in holding a job. He is also unlikely to have issues pertaining to tardiness or absence abuse.

### Risk-Taking Tendencies (RT)

This scale assesses an individual's tendency to discount potential negative consequences in favor of pursuing immediate gain. Individuals who produce an elevated score on this scale may be impulsive, and either fail to consider or disregard the future impact of present actions.

Mr. Michaels appears to be able to anticipate the potential negative consequences associated with the pursuit of immediate gains. He is unlikely to demonstrate a pattern of impulsive behavior. He appears to possess the ability to understand and appreciate the potential future impact of his actions.

### Irritability (IR)

This scale assesses an individual's tendency to be emotionally tense and easily annoyed or irritated. An elevated score on this scale suggests that the individual has difficulty coping with mild stressors and minor problems that may arise throughout the course of an ordinary day.

Mr. Michaels reported a relative absence of emotional tension. He is unlikely to be easily annoyed or irritated. He appears to be able to effectively cope with mild stressors and minor problems as they emerge.

### Health Concerns (HC)

This scale evaluates an individual's pattern of lifestyle choices pertaining to health. An individual who produces an elevated score on this scale may encounter frequent bouts of illness, and experience or report a high degree of physical complaints. An elevated score may also indicate that the individual is preoccupied with his or her health.

Mr. Michaels reported having a relatively healthy lifestyle and reported usually being in good health. It is likely uncommon for him to experience physical symptoms or to report a high degree of physical complaints. He does not appear to be preoccupied with his health.

## Critical Items for Follow-up Evaluation

The following endorsed item(s) may provide useful leads for follow up interviews and/or further investigation. These individual items should not be used alone as a basis for making decisions, and should be verified by other testing information and/or by outside sources whenever possible.

### Admitted Illegal Behavior

29. More than once I have taken petty items from a store without paying. (T)

### Depressed Mood

142. There have been times when I have lost my appetite, had difficulty sleeping, and lost interest in my usual activities. (T)

### Critical Items

41. I once had counseling for a problem. (T)

42. I have been involved in a car accident while driving. (T)

**Critical Item Total = 4**

## Estimated Psychologist Recommendation

The Estimated Psychologist Recommendation for public safety/security professions is based on whether a psychologist would classify the candidate into one of the two following categories, "**likely to recommend**" or "**not likely to recommend**". Recommendations are based upon interview information and an interpretation of a battery of tests, which did not include the IPI-2. The IPI-2 scale scores were entered into a discriminant function analysis to classify the candidate into one of these two categories. Candidates classified in the **likely to recommend** category were identified with 76% accuracy, while candidates in the **not likely to recommend** category were identified with 61% accuracy.

Mr. Michaels falls into the category **likely to recommend** for employment in a public safety/security position.

The research to construct the Estimated Psychologist Recommendation from the IPI-2 included records from 204 candidates classified into the two categories by practicing psychologists. The discriminant function analysis demonstrated an overall accuracy of 73.0%, with a sensitivity for determining those identified as **likely to recommend** of 75.63%.



## Field Training Officer Predictions

The Field Training Officer (FTO) Predictions are based on data collected from actual ratings that Field Training Officers recorded during the probationary police offer period. The IPI-2 scale scores were used in a discriminant function analysis to determine into which category, "**likely to meet expectations**" or "**not likely to meet expectations**", a candidate taking the IPI-2 would fit.

### Control of Conflict

Mr. Michaels falls into the category **likely to meet expectations** in terms of his ability to control conflict.

The research to construct the Control of Conflict prediction from the IPI-2 included records from 89 candidates classified into the two categories by Field Training Officers. The discriminant function analysis demonstrated an overall accuracy of 88.8%, with a sensitivity for determining those identified as **likely to meet expectations** of 91.0%.

### Public Relations

Mr. Michaels falls into the category **likely to meet expectations** in his ability to relate and work with the public.

The research to construct the Public Relations prediction from the IPI-2 included records from 244 candidates classified into the two categories by Field Training Officers. The discriminant function analysis demonstrated an overall accuracy of 79.9%, with a sensitivity for determining those identified as **likely to meet expectations** of 80.4%.

### Report Writing

Mr. Michaels falls into the category **likely to meet expectations** on his ability to write clear, complete, and accurate reports.

The research to construct the Report Writing prediction from the IPI-2 included records from 182 candidates classified into the two categories by Field Training Officers. The discriminant function analysis demonstrated an overall accuracy of 76.4%, with a sensitivity for determining those identified as **likely to meet expectations** of 76.7%.

### Overall FTO Rating

Mr. Michaels falls into the category **likely to meet expectations** in the overall rating by his Field Training Officer.

The research to construct the Overall FTO Rating prediction from the IPI-2 included records from 196 candidates classified into the two categories by Field Training Officers. The discriminant function analysis demonstrated an overall accuracy of 84.7%, with a sensitivity for determining those identified as **likely to meet expectations** of 85.5%.

## Item Printout

1	T	31	F	61	F	91	F	121	F	151	T	181	F
2	F	32	F	62	F	92	T	122	F	152	F	182	T
3	F	33	F	63	F	93	F	123	T	153	F	183	F
4	F	34	T	64	T	94	F	124	T	154	F	184	F
5	F	35	F	65	F	95	T	125	F	155	F	185	F
6	T	36	T	66	T	96	F	126	F	156	F	186	F
7	F	37	F	67	F	97	F	127	F	157	F	187	F
8	F	38	F	68	F	98	F	128	F	158	F	188	F
9	F	39	F	69	F	99	F	129	T	159	F	189	T
10	F	40	F	70	T	100	F	130	F	160	T	190	F
11	T	41	T	71	T	101	T	131	T	161	T	191	T
12	F	42	T	72	T	102	F	132	F	162	F	192	F
13	F	43	F	73	F	103	T	133	F	163	F	193	F
14	F	44	F	74	F	104	F	134	F	164	F	194	F
15	F	45	F	75	F	105	F	135	F	165	F	195	F
16	F	46	F	76	F	106	T	136	T	166	F	196	F
17	F	47	F	77	T	107	T	137	F	167	T	197	F
18	T	48	F	78	F	108	F	138	F	168	F	198	F
19	F	49	F	79	F	109	F	139	F	169	T	199	T
20	F	50	F	80	F	110	F	140	F	170	T	200	F
21	T	51	F	81	F	111	T	141	T	171	F	201	F
22	F	52	F	82	T	112	F	142	T	172	F	202	T
23	F	53	T	83	F	113	F	143	F	173	F		
24	F	54	T	84	F	114	T	144	F	174	T		
25	T	55	F	85	F	115	T	145	F	175	T		
26	T	56	F	86	F	116	F	146	F	176	T		
27	F	57	T	87	T	117	F	147	F	177	F		
28	F	58	F	88	F	118	F	148	F	178	F		
29	T	59	F	89	F	119	T	149	F	179	T		
30	F	60	F	90	T	120	F	150	F	180	F		

Guardedness (GD)

103 T 176 T 179 T

**Score = 3**

Substance Use (SU)

**Score = 0**

Rigidity (RG)

**Score = 0**

Passivity (PS)

**Score = 0**

Admitted Illegal Behavior (IB)

\*29 T 121 F 124 T 178 F

**Score = 4**

Criminal Accusations (CA)

**Score = 0**

Social Difficulties (SD)

34 T

**Score = 1**

Volatility (VT)

25 T 119 T 174 T

**Score = 3**

Anxiety (AX)

72 T 106 T 161 T 189 T

**Score = 4**

Abnormal Thoughts (AT)

**Score = 0**

Depressed Mood (DM)

\* 142 T

**Score = 1**

Elevated Mood (EM)

**Score = 0**

Non-Conformity (NC)

82 T

**Score = 1**

Unreliability (UR)

**Score = 0**

Risk-Taking Tendencies (RT)

**Score = 0**

Irritability (IR)

6 T 167 T

**Score = 2**

Health Concerns (HC)

18 T

**Score = 1**

**Omissions:**

**Total Omissions = 0**

\* Critical Item

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