



## SAMPLE REPORT

### **Case Description: Arnold G. — Nuclear Power Facility Interpretive Report**

Arnold G., age 34, obtained a BS in electrical engineering at a state university. He has been employed by an electronics firm for the past 10 years in product development. His recommendations from previous employers are strong, and no work-related problems were noted. He did not report any health problems or psychiatric consultations.

He was recently offered a position with a nuclear facility in the Midwest. The MMPI-2 was administered as part of the evaluation process to ensure that nuclear control employees are free of psychological adjustment problems.

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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](http://PearsonClinical.com/mmpi2).

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## Nuclear Power Facility Interpretive Report

MMPI®-2

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

*James N. Butcher, PhD*

Name:	Arnold G.
ID Number:	2522
Age:	34
Gender:	Male
Years of Education:	16
Date Assessed:	1/31/14

### Standard Level Addiction Potential



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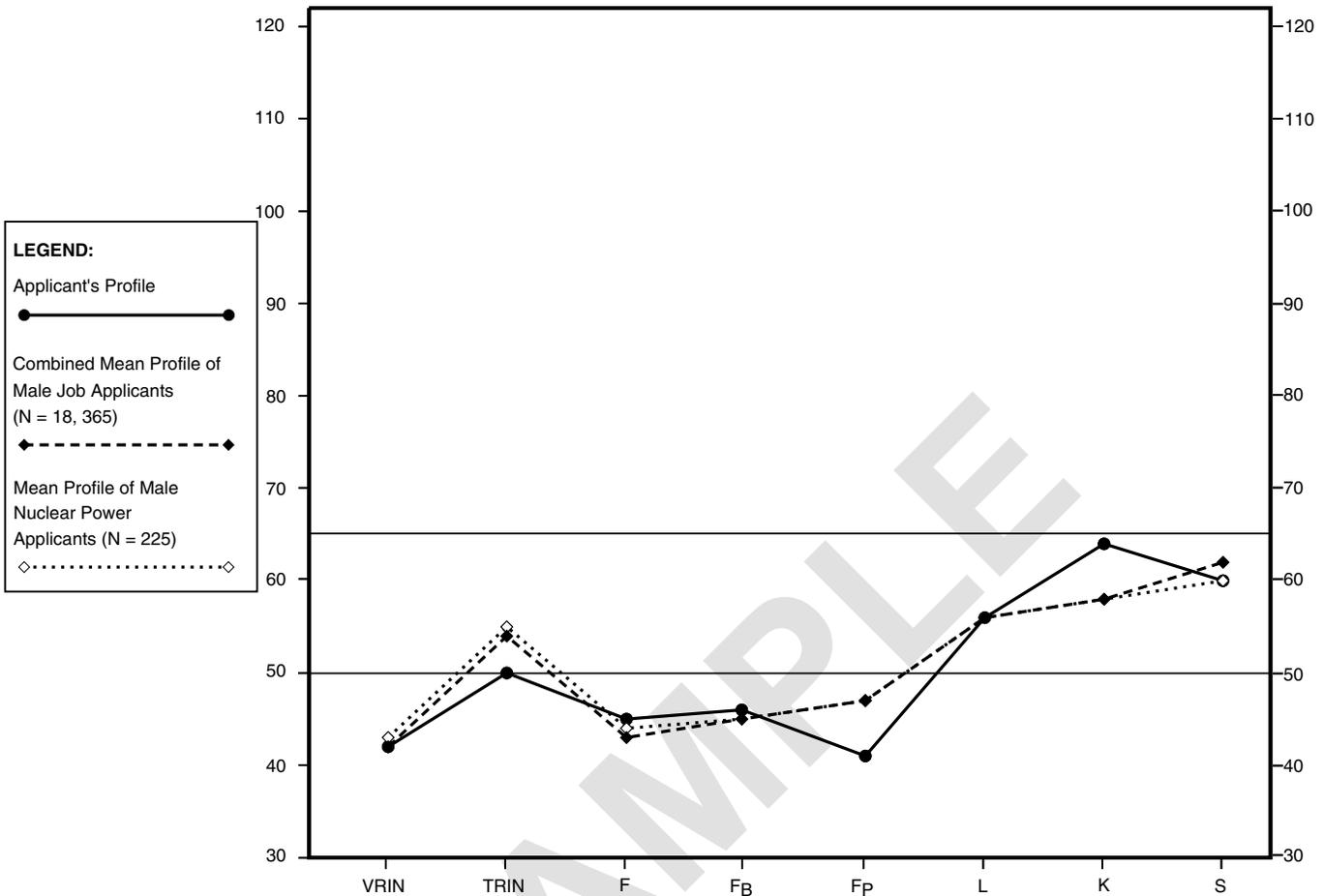
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[ 7.9 / 1 / QG ]

### MMPI-2 VALIDITY PATTERN



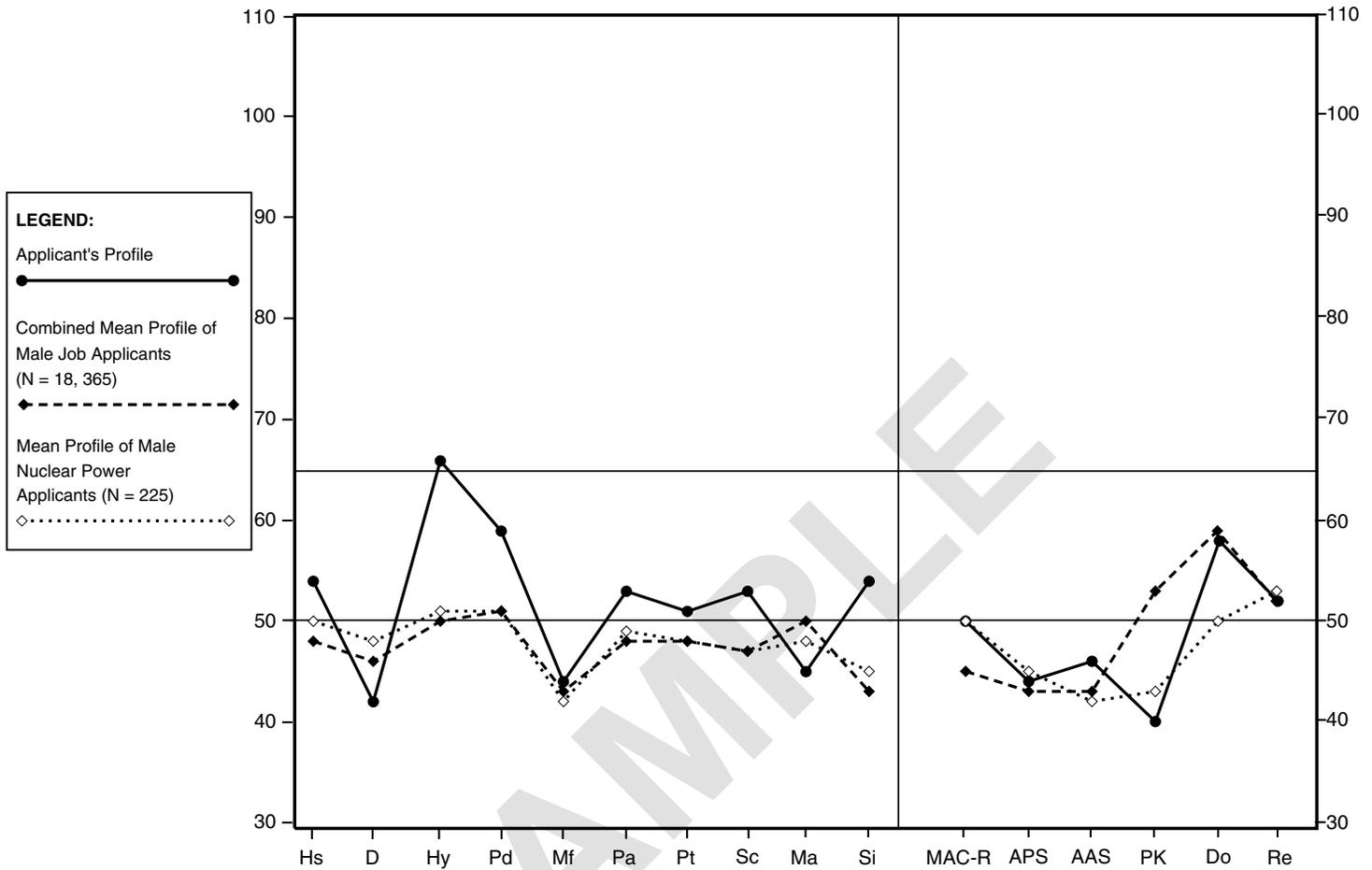
General Applicant								
Sample Mean Score:	42	54	43	45	47	56	58	62
Nuclear Power								
Sample Mean Score:	43	55	44	45	47	56	58	60

<b>Applicant's Raw Score:</b>	<b>3</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>22</b>	<b>34</b>
<b>Applicant's T Score:</b>	<b>42</b>	<b>50</b>	<b>45</b>	<b>46</b>	<b>41</b>	<b>56</b>	<b>64</b>	<b>60</b>
Non-Gendered T Score:	42	50	46	46	42	57	65	60
Response %:	100	100	100	100	100	100	100	100

Cannot Say (Raw): 0  
 Percent True: 32  
 Percent False: 68

	Raw Score	T Score	Resp. %
S1 -Beliefs in Human Goodness	11	60	100
S2 -Serenity	9	61	100
S3 -Contentment with Life	5	55	100
S4 -Patience/Denial of Irritability	5	54	100
S5 -Denial of Moral Flaws	3	51	100

### 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
Nuclear Power																
Sample Mean Score:	50	48	51	51	42	49	48	47	48	45	50	45	42	43	50	53

<b>Applicant's Raw Score:</b>	3	15	28	18	23	11	5	6	14	28	21	21	2	2	19	21
K Correction Score:	11			9				22	22	4						
<b>Applicant's T Score:</b>	54	42	66	59	44	53	51	53	45	54	50	44	46	40	58	52
Non-Gendered T Score:	53	41	64	60		53	50	53	46	52	53	44	48	40	59	51
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

[V.1.2]

Welsh Code: 3+-410687/952: K-L/F:

Profile Elevation: 52.9



## **PROFILE VALIDITY**

The applicant presented himself in a somewhat cautious manner, which is common in personnel settings. The MMPI-2 profile is valid and provides a reasonably good appraisal of the applicant's personality. It should be kept in mind, however, that he attempted to present a virtuous image and that the profile may somewhat underestimate his problems.

## **PERSONAL ADJUSTMENT**

The applicant is a generally fair-minded, mature person with positive attitudes about life. Optimistic and cheerful, he is also a somewhat nonassertive and noncompetitive person who prefers a cooperative environment to one with confrontation and open expression of anger. He may tend to react to conditions of high stress by denying and glossing over problems.

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.

## **INTERPERSONAL RELATIONS**

Such individuals tend to be socially facile and effective in interpersonal relationships. They are usually conciliatory and avoid interpersonal conflict.

He appears to be generally comfortable in social situations. Such individuals tend to have little trouble meeting and talking with other people.

## **PROFILE FREQUENCY**

It is usually valuable in MMPI-2 clinical profile interpretation to consider the relative frequency of a given profile pattern in various settings. An elevated score on the Hy scale was found in 12.1% of the MMPI-2 normative sample of men (N = 1,138). However, the elevated Hy scale T score was greater than or equal to 65 for only 3.95% of the normative sample of men. This high-point score on the Hysteria scale, at this level of profile elevation, was obtained by 1.34% of male nuclear power plant applicants (Pearson Assessments Archival Data, 1994).

## CONTEMPORARY PERSONNEL BASE RATE INFORMATION

Additional contemporary base rate data are available to serve as a basis for profile interpretation of nuclear power plant applicants' profiles. An examination of the relative frequency of profile peaks in personnel selection samples can be of aid to the practitioner interpreting individual profiles. The relative frequency of this profile in various outpatient settings is informative. In the Pearson Assessments (Butcher et al., 2000) combined personnel sample (N = 18,365 males), this MMPI-2 high-point clinical scale score (Hy) occurs in 14.5% of the males when a given profile elevation is not set. Moreover, 4.9% of the male nuclear power plant applicants (N = 225) have the Hy scale spike at or above a T score of 65 and as a well defined score. In the nuclear power plant sample compiled by Pearson Assessments male applicants produced the Hy high point score with a frequency of 17.3%. Interestingly, 6.2% of male applicants had well-defined high-point Hy spikes at or above a T score of 65.

## PROFILE STABILITY

The relative elevation of the highest scales in his clinical profile reflects high profile definition. If he is retested at a later date, his peak scores are likely to retain their relative salience. His high-point score on Hy is likely to remain stable over time. Short-term test-retest studies have shown a correlation of .72 for this high-point score. Spiro, Butcher, Levenson, Aldwin, and Bosse (1993) reported a .65 stability index for a large study of normals in a five-year test-retest period.

## POSSIBLE EMPLOYMENT PROBLEMS

Individuals with this MMPI-2 profile tend to be conventional and conforming. There are no significant personality problems reflected in this profile that would recommend against employment as a nuclear power plant operator. The applicant wishes to see the brighter side of life and tends to deny problems to some extent. High stress might intensify his defensiveness.

## 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.

No significant content themes are apparent in this applicant's MMPI-2 profile.

## ADDITIONAL SCALES

	Raw Score	Non-Gendered		Resp %
		T Score	T Score	
<b>Personality Psychopathology Five (PSY-5) Scales</b>				
Aggressiveness (AGGR)	6	43	44	100
Psychoticism (PSYC)	5	56	56	100
Disconstraint (DISC)	13	46	51	100
Negative Emotionality/Neuroticism (NEGE)	9	49	48	100
Introversion/Low Positive Emotionality (INTR)	13	54	55	100
<b>Supplementary Scales</b>				
Anxiety (A)	5	43	42	100
Repression (R)	24	69	70	100
Ego Strength (Es)	41	58	60	100
Hostility (Ho)	14	45	46	100
<b>Harris-Lingoes Subscales</b>				
<b>Depression Subscales</b>				
Subjective Depression (D <sub>1</sub> )	3	40	39	100
Psychomotor Retardation (D <sub>2</sub> )	6	54	53	100
Physical Malfunctioning (D <sub>3</sub> )	2	43	42	100
Mental Dullness (D <sub>4</sub> )	1	43	43	100
Brooding (D <sub>5</sub> )	0	40	39	100
<b>Hysteria Subscales</b>				
Denial of Social Anxiety (Hy <sub>1</sub> )	6	61	62	100
Need for Affection (Hy <sub>2</sub> )	10	63	63	100
Lassitude-Malaise (Hy <sub>3</sub> )	0	38	39	100
Somatic Complaints (Hy <sub>4</sub> )	4	57	55	100
Inhibition of Aggression (Hy <sub>5</sub> )	6	71	70	100
<b>Psychopathic Deviate Subscales</b>				
Familial Discord (Pd <sub>1</sub> )	1	45	44	100
Authority Problems (Pd <sub>2</sub> )	5	60	64	100
Social Imperturbability (Pd <sub>3</sub> )	5	57	58	100
Social Alienation (Pd <sub>4</sub> )	4	50	50	100
Self-Alienation (Pd <sub>5</sub> )	1	38	39	100
<b>Paranoia Subscales</b>				
Persecutory Ideas (Pa <sub>1</sub> )	2	52	52	100
Poignancy (Pa <sub>2</sub> )	1	41	40	100
Naivete (Pa <sub>3</sub> )	5	51	50	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
<b>Schizophrenia Subscales</b>				
Social Alienation (Sc <sub>1</sub> )	0	39	38	100
Emotional Alienation (Sc <sub>2</sub> )	0	40	40	100
Lack of Ego Mastery, Cognitive (Sc <sub>3</sub> )	0	42	42	100
Lack of Ego Mastery, Conative (Sc <sub>4</sub> )	0	39	39	100
Lack of Ego Mastery, Defective Inhibition (Sc <sub>5</sub> )	2	54	53	100
Bizarre Sensory Experiences (Sc <sub>6</sub> )	2	51	50	100
<b>Hypomania Subscales</b>				
Amorality (Ma <sub>1</sub> )	1	42	44	100
Psychomotor Acceleration (Ma <sub>2</sub> )	3	39	39	100
Imperturbability (Ma <sub>3</sub> )	3	47	48	100
Ego Inflation (Ma <sub>4</sub> )	2	43	43	100
<b>Social Introversion Subscales (Ben-Porath, Hostetler, Butcher, &amp; Graham)</b>				
Shyness/Self-Consciousness (Si <sub>1</sub> )	2	42	41	100
Social Avoidance (Si <sub>2</sub> )	6	62	64	100
Alienation--Self and Others (Si <sub>3</sub> )	4	47	47	100
<b>Content Component Scales (Ben-Porath &amp; Sherwood)</b>				
<b>Fears Subscales</b>				
Generalized Fearfulness (FRS <sub>1</sub> )	0	44	43	100
Multiple Fears (FRS <sub>2</sub> )	2	45	42	100
<b>Depression Subscales</b>				
Lack of Drive (DEP <sub>1</sub> )	0	40	40	100
Dysphoria (DEP <sub>2</sub> )	1	50	48	100
Self-Depreciation (DEP <sub>3</sub> )	0	41	41	100
Suicidal Ideation (DEP <sub>4</sub> )	0	45	46	100
<b>Health Concerns Subscales</b>				
Gastrointestinal Symptoms (HEA <sub>1</sub> )	0	44	44	100
Neurological Symptoms (HEA <sub>2</sub> )	2	54	52	100
General Health Concerns (HEA <sub>3</sub> )	0	40	41	100
<b>Bizarre Mentation Subscales</b>				
Psychotic Symptomatology (BIZ <sub>1</sub> )	2	64	64	100
Schizotypal Characteristics (BIZ <sub>2</sub> )	2	54	54	100
<b>Anger Subscales</b>				
Explosive Behavior (ANG <sub>1</sub> )	1	45	46	100
Irritability (ANG <sub>2</sub> )	2	46	45	100
<b>Cynicism Subscales</b>				
Misanthropic Beliefs (CYN <sub>1</sub> )	5	47	48	100
Interpersonal Suspiciousness (CYN <sub>2</sub> )	1	39	40	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
<b>Antisocial Practices Subscales</b>				
Antisocial Attitudes (ASP <sub>1</sub> )	5	46	48	100
Antisocial Behavior (ASP <sub>2</sub> )	2	52	56	100
<b>Type A Subscales</b>				
Impatience (TPA <sub>1</sub> )	1	39	40	100
Competitive Drive (TPA <sub>2</sub> )	1	39	39	100
<b>Low Self-Esteem Subscales</b>				
Self-Doubt (LSE <sub>1</sub> )	0	39	40	100
Submissiveness (LSE <sub>2</sub> )	2	55	53	100
<b>Social Discomfort Subscales</b>				
Introversion (SOD <sub>1</sub> )	6	53	55	100
Shyness (SOD <sub>2</sub> )	2	47	46	100
<b>Family Problems Subscales</b>				
Family Discord (FAM <sub>1</sub> )	1	40	39	100
Familial Alienation (FAM <sub>2</sub> )	1	49	50	100
<b>Negative Treatment Indicators Subscales</b>				
Low Motivation (TRT <sub>1</sub> )	0	42	42	100
Inability to Disclose (TRT <sub>2</sub> )	2	52	53	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.

15. Item Content Omitted. (True) [N = 37%, P = 28%]



**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

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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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