

# SAMPLE REPORT



## Case Description: Mr. R – Correctional Candidate Interpretive Report

Mr. R is a 32-year-old, married male candidate for a correctional officer position with a state correctional department. He revealed in the evaluation that he was recently evaluated for a military service-connected disability following honorable discharge from the U.S. Marine Corps after 8 years of service, including two 1-year deployments to combat zones. He disclosed that he was awarded a 70% disability rating for posttraumatic stress disorder from the Veterans Benefits Administration (VBA), which the examining psychologist confirmed by reviewing the VBA Rating Decision. He said he had never received treatment for PTSD.

Case descriptions do not accompany MMPI-3 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. R's responses to the MMPI-3. Additional MMPI-3 sample reports, product offerings, training opportunities, and resources can be found at [PearsonAssessments.com/MMPI-3](https://PearsonAssessments.com/MMPI-3).

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Minnesota Multiphasic Personality Inventory®-3

Yossef S. Ben-Porath  
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**MMPI®-3**  
**Correctional Candidate Interpretive Report**  
**David M. Corey, PhD, & Yossef S. Ben-Porath, PhD**

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ID Number:	Mr. R
Age:	32
Gender:	Male
Marital Status:	Not reported
Years of Education:	Not reported
Date Assessed:	04/14/2022

SAMPLE

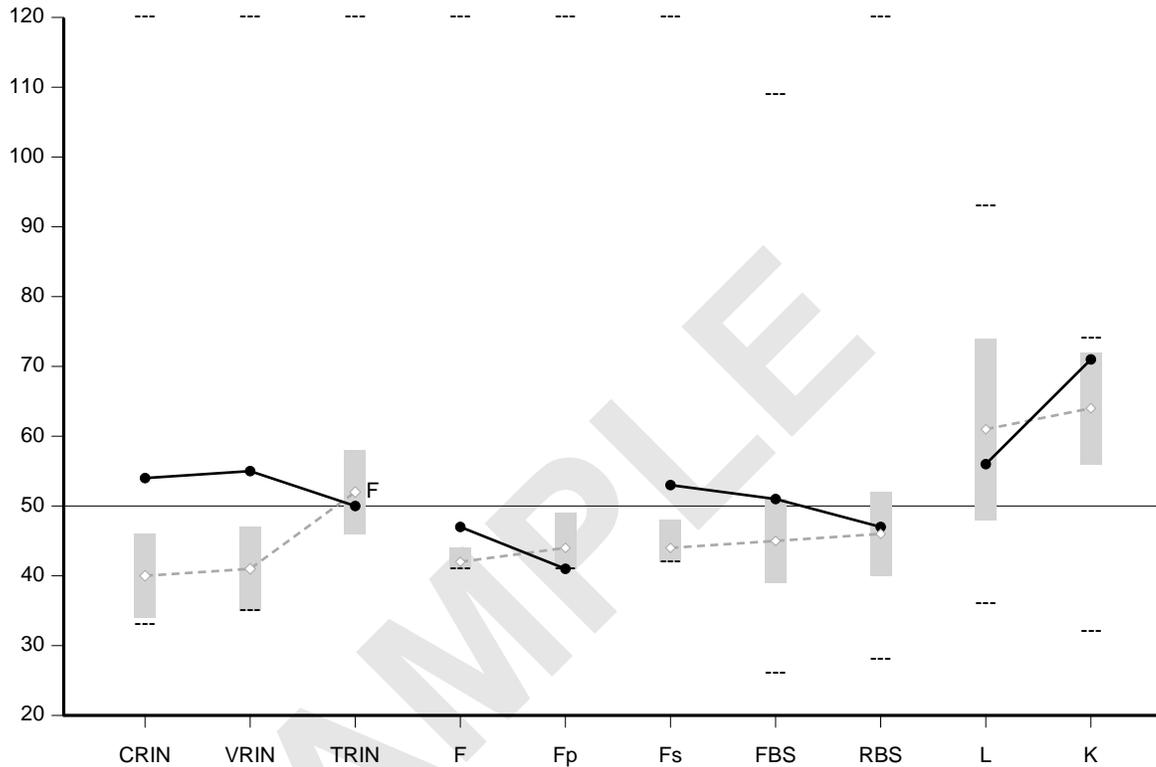
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[ 1.4 / RE1 / QG1 ]

## MMPI-3 Validity Scales



Raw Score:	7	5	13	2	0	2	9	5	5	13
T Score:	54	55	50	47	41	53	51	47	56	71
Response %:	100	100	100	100	100	100	100	100	100	100
Cannot Say (Raw):	1									

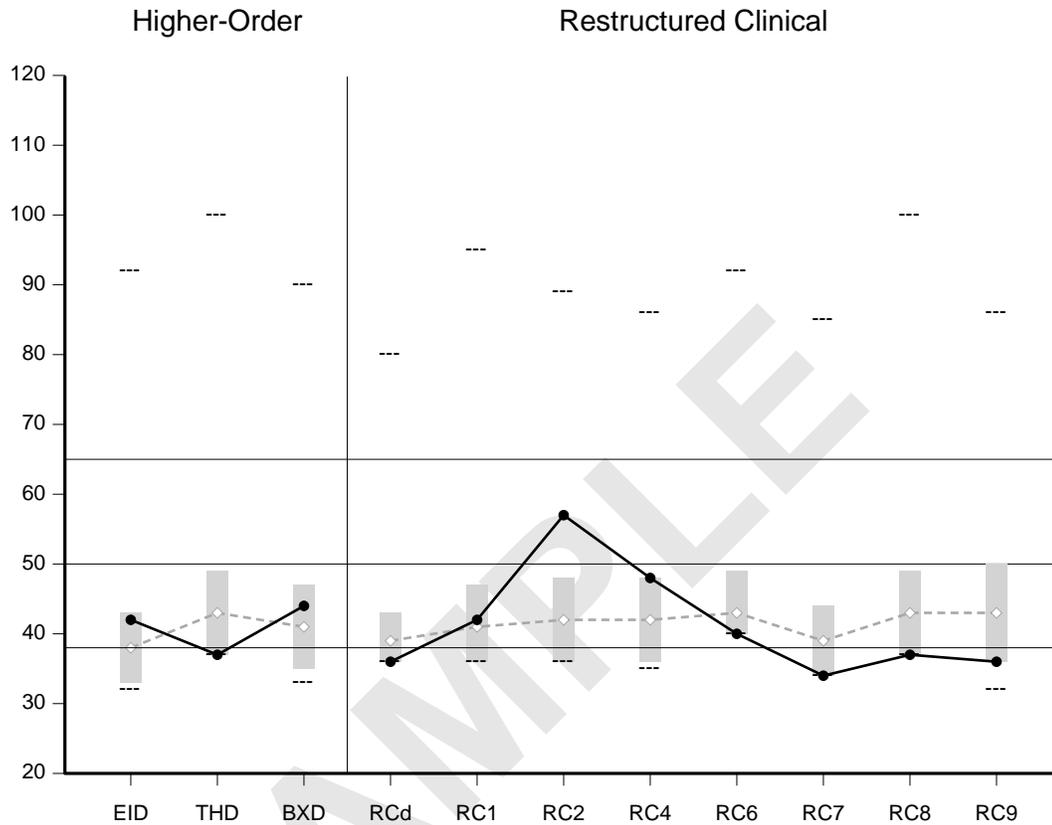
Comparison Group Data: Correctional Candidate (Men and Women), N = 536

Mean Score (◇---◇):	40	41	52 <sup>F</sup>	42	44	44	45	46	61	64
Standard Dev (±1 SD):	6	6	6	2	5	4	6	6	13	8
Percent scoring at or below test taker:	96	97	54	97	75	97	92	68	45	84

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

CRIN	Combined Response Inconsistency	F	Infrequent Responses	L	Uncommon Virtues
VRIN	Variable Response Inconsistency	Fp	Infrequent Psychopathology Responses	K	Adjustment Validity
TRIN	True Response Inconsistency	Fs	Infrequent Somatic Responses		
		FBS	Symptom Validity Scale		
		RBS	Response Bias Scale		

## MMPI-3 Higher-Order (H-O) and Restructured Clinical (RC) Scales



	EID	THD	BXD	RCd	RC1	RC2	RC4	RC6	RC7	RC8	RC9
Raw Score:	4	0	4	0	1	5	3	0	0	0	1
T Score:	42	37	44	36	42	57	48	40	34	37	36
Response %:	100	100	96	100	100	100	93	100	100	100	100

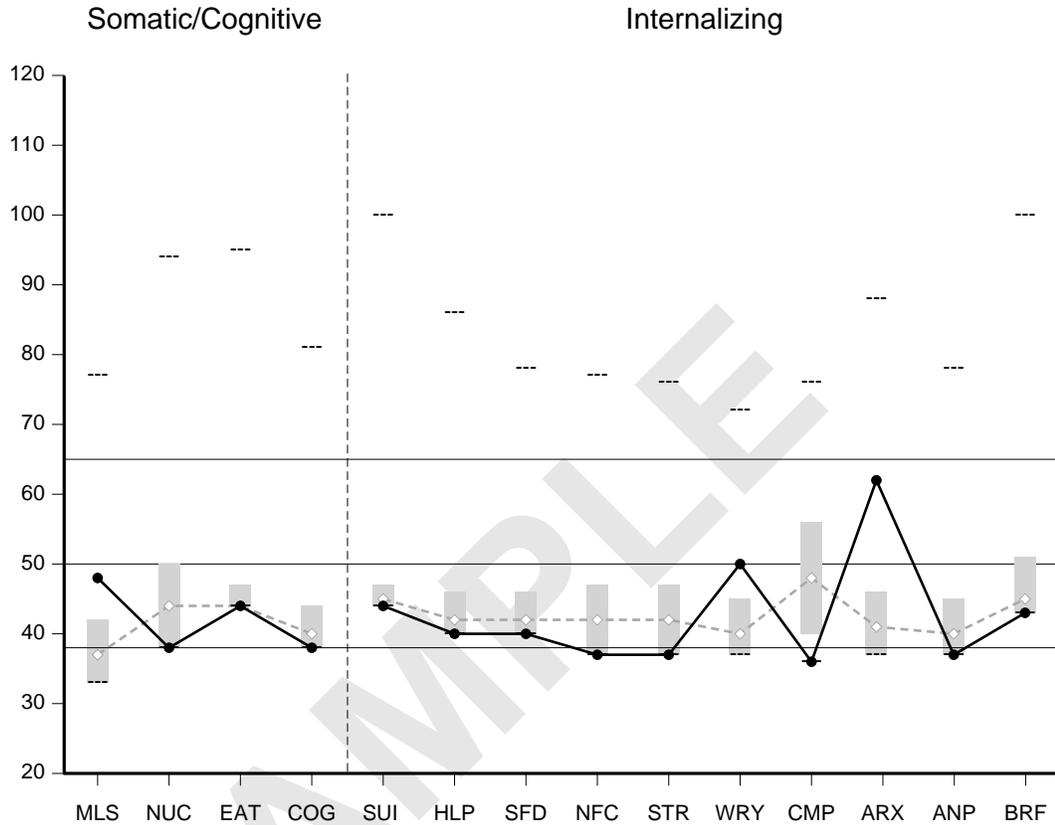
Comparison Group Data: Correctional Candidate (Men and Women), N = 536

	EID	THD	BXD	RCd	RC1	RC2	RC4	RC6	RC7	RC8	RC9
Mean Score (◇---◇):	38	43	41	39	41	42	42	43	39	43	43
Standard Dev (±1 SD):	5	6	6	4	6	6	6	6	5	6	7
Percent scoring at or below test taker:	80	49	80	54	74	99.3	87	73	36	49	26

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

EID	Emotional/Internalizing Dysfunction	RCd	Demoralization	RC6	Ideas of Persecution
THD	Thought Dysfunction	RC1	Somatic Complaints	RC7	Dysfunctional Negative Emotions
BXD	Behavioral/Externalizing Dysfunction	RC2	Low Positive Emotions	RC8	Aberrant Experiences
		RC4	Antisocial Behavior	RC9	Hypomanic Activation

## MMPI-3 Somatic/Cognitive Dysfunction and Internalizing Scales



Raw Score:	3	0	0	0	0	0	0	0	0	4	0	8	0	0
T Score:	48	38	44	38	44	40	40	37	37	50	36	62	37	43
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100

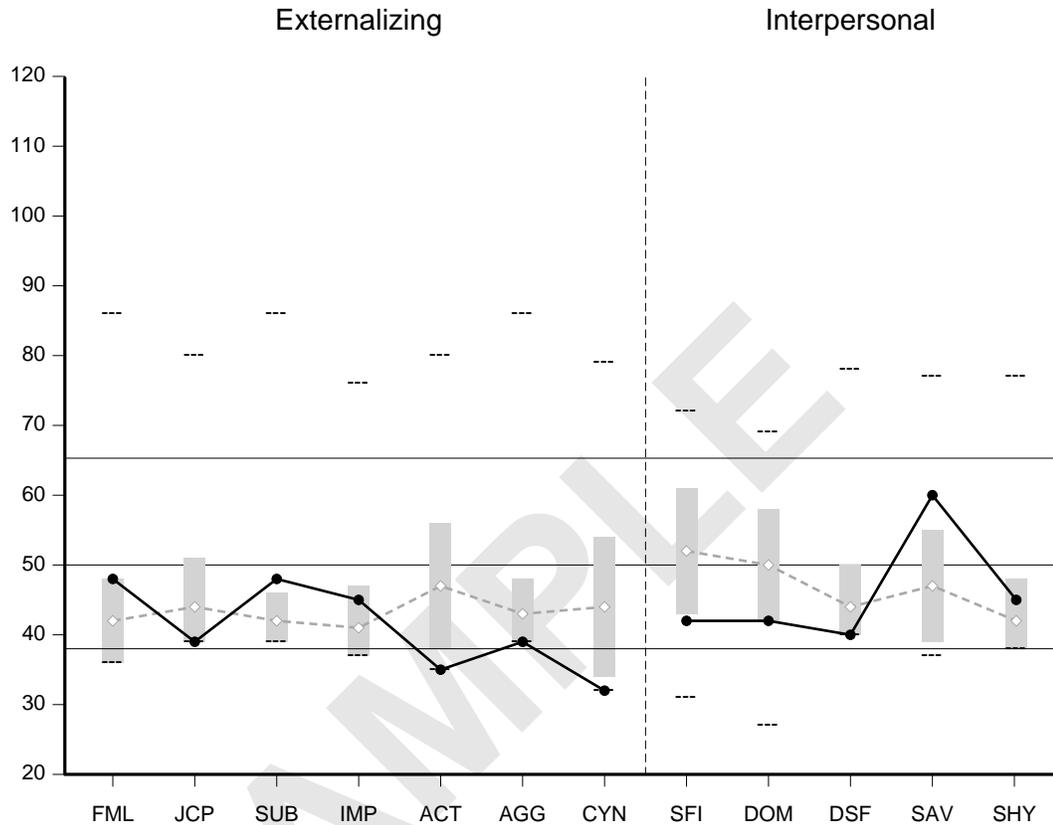
Comparison Group Data: Correctional Candidate (Men and Women), N = 536

Mean Score (◇---◇):	37	44	44	40	45	42	42	42	42	40	48	41	40	45
Standard Dev (±1 SD):	5	6	3	4	2	4	4	5	5	5	8	5	5	6
Percent scoring at or below test taker:	99.1	53	95	79	99	86	87	46	51	98	15	99.8	71	85

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

MLS	Malaise	SUI	Suicidal/Death Ideation	WRY	Worry
NUC	Neurological Complaints	HLP	Helplessness/Hopelessness	CMP	Compulsivity
EAT	Eating Concerns	SFD	Self-Doubt	ARX	Anxiety-Related Experiences
COG	Cognitive Complaints	NFC	Inefficacy	ANP	Anger Proneness
		STR	Stress	BRF	Behavior-Restricting Fears

## MMPI-3 Externalizing and Interpersonal Scales



Raw Score:	2	0	1	1	0	0	0	3	5	0	6	1
T Score:	48	39	48	45	35	39	32	42	42	40	60	45
Response %:	100	100	89	100	100	100	100	100	100	100	100	100

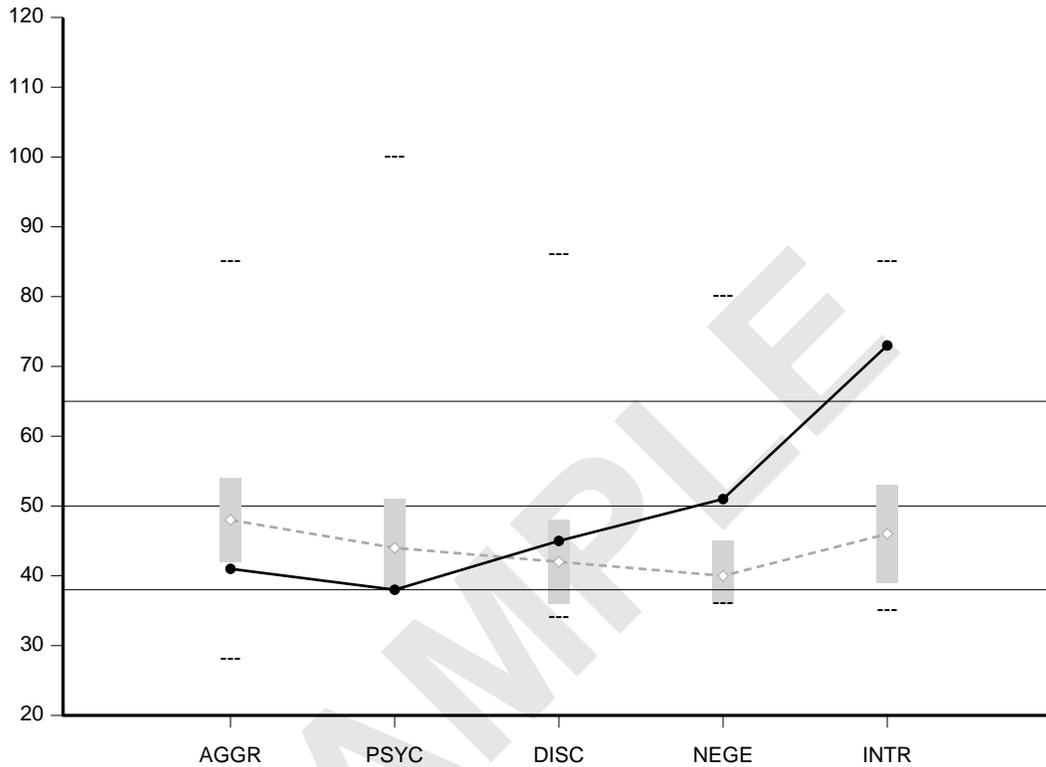
Comparison Group Data: Correctional Candidate (Men and Women), N = 536

Mean Score (<math>\langle \diamond \text{---} \diamond ></math>):	42	44	42	41	47	43	44	52	50	44	47	42
Standard Dev (<math>\pm 1 \text{ SD}</math>):	6	7	4	6	9	5	10	9	8	6	8	6
Percent scoring at or below test taker:	89	55	94	85	21	71	17	6	21	62	97	81

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

FML	Family Problems	ACT	Activation	SFI	Self-Importance
JCP	Juvenile Conduct Problems	AGG	Aggression	DOM	Dominance
SUB	Substance Abuse	CYN	Cynicism	DSF	Disaffiliativeness
IMP	Impulsivity			SAV	Social Avoidance
				SHY	Shyness

### MMPI-3 PSY-5 Scales



Raw Score:	5	0	3	6	11
T Score:	41	38	45	51	73
Response %:	100	100	94	100	100

Comparison Group Data: Correctional Candidate (Men and Women), N = 536

Mean Score (◇---◇):	48	44	42	40	46
Standard Dev (±1 SD):	6	7	6	5	7
Percent scoring at or below test taker:	18	55	81	98	99.8

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

- AGGR Aggressiveness
- PSYC Psychoticism
- DISC Disconstraint
- NEGE Negative Emotionality/Neuroticism
- INTR Introversiion/Low Positive Emotionality

## MMPI-3 T SCORES (BY DOMAIN)

### PROTOCOL VALIDITY

Content Non-Responsiveness	1	54	55	50		
	CNS	CRIN	VRIN	TRIN		
Over-Reporting	47	41		53	51	47
	F	Fp		Fs	FBS	RBS
Under-Reporting	56	71				
	L	K				

### SUBSTANTIVE SCALES

Somatic/Cognitive Dysfunction	42	48	38	44	38				
	RC1	MLS	NUC	EAT	COG				
Emotional Dysfunction	42	36	44	40	40	37			
	EID	RCd	SUI	HLP	SFD	NFC			
		57	73						
		RC2	INTR						
		34	37	50	36	62	37	43	51
		RC7	STR	WRY	CMP	ARX	ANP	BRF	NEGE
Thought Dysfunction	37	40							
	THD	RC6							
		37							
		RC8							
		38							
		PSYC							
Behavioral Dysfunction	44	48	48	39	48*				
	BXD	RC4	FML	JCP	SUB				
		36	45	35	39	32			
		RC9	IMP	ACT	AGG	CYN			
		45							
		DISC							
Interpersonal Functioning	42	42	41	40	60	45			
		SFI	DOM	AGGR	DSF	SAV	SHY		

\*The test taker provided scorable responses to less than 90% of the items scored on this scale. See the relevant profile page for the specific percentage.

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-3 interpretation in Chapter 5 of the *MMPI-3 Manual for Administration, Scoring, and Interpretation*, which provides details in the text and an outline in Table 5-1.

*This interpretive report is intended for use by a professional qualified to interpret the MMPI-3 in the context of preemployment psychological evaluations of correctional officers and other related law enforcement personnel in institutional settings. **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-3 normative sample, as well as scores obtained by the multisite sample of 536 individuals that make up the Correctional 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-3 normative sample. Following recommended practice, only T scores of 65 and higher (with a few exceptions) are considered clinically significant. Scores at this clinical level are generally rare among correctional candidates.*

*Statements in the Comparison Group Findings and Job-Relevant Correlates sections are based on comparisons with scores obtained by the Correctional 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.*

*The report includes extensive annotation, which appears as superscripts following each statement in the narrative, keyed to Endnotes with accompanying Research References, which appear in the final two sections of the report. Additional information about the annotation features is provided in the headnotes to these sections and in the MMPI-3 User's Guide for the Public Safety Candidate Interpretive Reports.*

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## SYNOPSIS

Scores on the MMPI-3 Validity Scales raise concerns about the possible impact of unscorable responses on the validity of this protocol. With that caution noted, there are no indications of clinically significant somatic or cognitive complaints, or of clinically significant emotional, thought, behavioral, or interpersonal dysfunction.

Comparison group findings point to possible concerns about a low level of positive emotions, anxiety, and social avoidance.

Possible job-relevant problems are identified in the following domains: Emotional Control and Stress Tolerance, Routine Task Performance, Decision-Making and Judgment, Assertiveness, and Social Competence and Teamwork.

## PROTOCOL VALIDITY

### Content Non-Responsiveness

#### Unscorable Responses

The test taker answered less than 90% of the items on the following scale. The resulting score may therefore be artificially lowered. In particular, the absence of elevation on this scale is not interpretable<sup>1</sup>. A list of all items for which the test taker provided unscorable responses appears under the heading "Item-Level Information."

Substance Abuse (SUB): 89%

### Inconsistent Responding

The test taker responded to the items in a consistent manner, indicating that he responded relevantly.

### **Over-Reporting**

There are no indications of over-reporting in this protocol.

### **Under-Reporting**

The test taker's scores show no clear evidence of under-reporting. However, he presented himself as very well-adjusted<sup>2</sup>. This reported level of psychological adjustment is relatively rare in the general population but rather common among correctional candidates. If there is collateral evidence that this individual is not well-adjusted, any absence of elevation on the Substantive Scales should be interpreted with caution<sup>3</sup>. Elevated scores on the Substantive Scales may underestimate the problems assessed by those scales<sup>4</sup>.

## **CLINICAL FINDINGS**

**The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.**

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

## **DIAGNOSTIC CONSIDERATIONS**

No specific psychodiagnostic recommendations are indicated by this MMPI-3 protocol.

## **COMPARISON GROUP FINDINGS**

*This section describes the MMPI-3 substantive scale findings in the context of the Correctional 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.***

**The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.**

### **Emotional/Internalizing Problems**

The test taker's responses indicate a level of introversion and low positive emotions that is likely incompatible with public safety requirements for good interpersonal skills and emotional adjustment<sup>5</sup>. This level of introversion is uncommon in correctional candidates. Only 0.2% of comparison group members give evidence of this or a greater level of social withdrawal and low positive emotions.

He reports a comparatively high level of anxiety for a correctional candidate<sup>6</sup>. Only 0.6% of comparison group members convey this or a greater level of anxiousness.

### **Interpersonal Problems**

The test taker reports a comparatively high level of social avoidance for a correctional candidate<sup>7</sup>. Only 6.0% of comparison group members convey this or a greater preference for avoiding social interaction.

## JOB-RELEVANT CORRELATES

*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 public safety candidate suitability. (Please see MMPI-3 User's Guide for the Public Safety Candidate Interpretive Reports for details.) Statements that begin with "Compared with other correctional candidates" are based on correlations with other self-report measures obtained in correctional candidate samples that included individuals who were subsequently hired as well as those who were not.*

**The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.**

### **Emotional Control and Stress Tolerance Problems**

Compared with other correctional candidates, the test taker is more likely to worry about problems and be uncertain about how to deal with them<sup>8</sup>.

### **Routine Task Performance Problems**

Compared with other correctional candidates, the test taker is more likely to be lacking in confidence in his own abilities<sup>9</sup>.

### **Decision-Making and Judgment Problems**

Compared with other correctional candidates, the test taker is more likely to be made anxious by change and uncertainty<sup>10</sup> and to be disengaged from his environment<sup>11</sup>.

### **Assertiveness Problems**

Compared with other correctional candidates, the test taker is more likely to be ill at ease in dealing with others<sup>9</sup> and to be unsure and act hesitantly<sup>12</sup>.

### **Social Competence and Teamwork Problems**

Compared with other correctional candidates, the test taker is more likely to have difficulty creating and sustaining mutually satisfying relationships<sup>9</sup>; to have a limited social support network<sup>9</sup>; and to prefer to work out problems alone<sup>13</sup>.

**The candidate's test scores are not associated with problems in the following domains:**

- Feedback Acceptance
- Integrity
- Conscientiousness and Dependability
- Substance Use
- Impulse Control

## ITEM-LEVEL INFORMATION

### **Unscorable Responses**

*Following is the item to which the test taker did not provide a scorable response. Unanswered or double answered (both True and False) items are unscorable. The scale(s) on which the item appears are in parentheses following the item content.*

266. Item number and content omitted. (BXD, RC4, SUB, DISC)

#### Note

Item numbers and content are included in the actual reports. To protect test security, the item details do not appear in this sample report.

## Critical Responses

Seven MMPI-3 scales—Suicidal/Death Ideation (SUI), Helplessness/Hopelessness (HLP), Anxiety-Related Experiences (ARX), 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. However, any item answered in the keyed direction on SUI is listed.

The test taker has not produced an elevated T score ( $\geq 65$ ) on any of these scales or answered any SUI items in the keyed direction.

## User-Designated Item-Level Information

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-3 normative sample (NS) and of the Correctional Candidate Comparison Group (CG) that answered each item in the keyed direction are provided in parentheses following the item content.

### Low Positive Emotions (RC2, T Score = 57)

- Item number and content omitted. (False; NS 17.9%, CG 4.1%)
- Item number and content omitted. (False; NS 41.2%, CG 23.9%)
- Item number and content omitted. (True; NS 13.2%, CG 1.3%)
- Item number and content omitted. (False; NS 29.9%, CG 15.1%)
- Item number and content omitted. (False; NS 33.5%, CG 14.9%)

#### Note

Item numbers and content are included in the actual reports. To protect test security, the item details do not appear in this sample report.

### Anxiety-Related Experiences (ARX, T Score = 62)

- Item number and content omitted. (True; NS 31.2%, CG 2.2%)
- Item number and content omitted. (True; NS 31.4%, CG 3.7%)
- Item number and content omitted. (True; NS 9.4%, CG 0.2%)
- Item number and content omitted. (True; NS 27.3%, CG 6.3%)
- Item number and content omitted. (True; NS 28.6%, CG 3.0%)
- Item number and content omitted. (True; NS 41.7%, CG 10.1%)
- Item number and content omitted. (True; NS 14.9%, CG 1.5%)
- Item number and content omitted. (True; NS 35.8%, CG 7.3%)

### Social Avoidance (SAV, T Score = 60)

- Item number and content omitted. (False; NS 53.1%, CG 49.1%)
- Item number and content omitted. (False; NS 24.1%, CG 14.2%)
- Item number and content omitted. (False; NS 45.7%, CG 45.0%)
- Item number and content omitted. (False; NS 37.4%, CG 33.2%)
- Item number and content omitted. (False; NS 26.7%, CG 28.9%)
- Item number and content omitted. (True; NS 41.5%, CG 29.7%)

### Introversion/Low Positive Emotionality (INTR, T Score = 73)

- Item number and content omitted. (False; NS 17.9%, CG 4.1%)
- Item number and content omitted. (False; NS 52.0%, CG 57.6%)
- Item number and content omitted. (False; NS 53.1%, CG 49.1%)
- Item number and content omitted. (False; NS 13.1%, CG 5.4%)
- Item number and content omitted. (False; NS 24.1%, CG 14.2%)
- Item number and content omitted. (True; NS 13.2%, CG 1.3%)
- Item number and content omitted. (False; NS 45.7%, CG 45.0%)
- Item number and content omitted. (False; NS 37.4%, CG 33.2%)

Item number and content omitted. (False; NS 29.9%, CG 15.1%)  
Item number and content omitted. (False; NS 26.7%, CG 28.9%)  
Item number and content omitted. (True; NS 41.5%, CG 29.7%)

Note

Item numbers and content are included in the actual reports. To protect test security, the item details do not appear in this sample report.

### 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 public safety candidate 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 Correctional Candidate Comparison Group members who gave this response, and the scale(s) on which the item appears.*

Item number and content omitted. (True; 2.2%; VRIN, ARX, NEGE)  
Item number and content omitted. (True; 3.7%; ARX)  
Item number and content omitted. (True; 18.3%; BXD, RC9, IMP, DISC)  
Item number and content omitted. (True; 0.2%; Fs, ARX)  
Item number and content omitted. (True; 6.3%; VRIN, ARX)  
Item number and content omitted. (True; 3.0%; ARX)  
Item number and content omitted. (True; 4.9%; WRY, NEGE)  
Item number and content omitted. (True; 10.1%; ARX)  
Item number and content omitted. (True; 7.3%; EID, ARX, NEGE)

SAMPLE

## ENDNOTES

*This section lists for each statement in the report the MMPI-3 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.*

- <sup>1</sup> Correlate: Response % < 90, Ref. 5
- <sup>2</sup> Test Response: K=71
- <sup>3</sup> Correlate: K=71, Ref. 2, 4, 7, 8, 10
- <sup>4</sup> Correlate: K=71, Ref. 1, 6, 8, 9, 10
- <sup>5</sup> Inference: RC2=57; INTR=73
- <sup>6</sup> Test Response: ARX=62
- <sup>7</sup> Test Response: SAV=60
- <sup>8</sup> Correlate: RC2=57, Ref. 3; INTR=73, Ref. 3
- <sup>9</sup> Correlate: SAV=60, Ref. 3; INTR=73, Ref. 3
- <sup>10</sup> Correlate: INTR=73, Ref. 3
- <sup>11</sup> Correlate: RC2=57, Ref. 3
- <sup>12</sup> Correlate: RC2=57, Ref. 3; SAV=60, Ref. 3
- <sup>13</sup> Correlate: SAV=60, Ref. 3

## RESEARCH REFERENCE LIST

The following studies are sources for empirical correlates identified in the Endnotes section of this report.

1. Ben-Porath, Y. S., & Tellegen, A. (2020). *The Minnesota Multiphasic Personality Inventory-3 (MMPI-3): Technical manual*. University of Minnesota Press.
2. Brown, T. A., & Sellbom, M. (2020). The utility of the MMPI-2-RF validity scales in detecting underreporting. *Journal of Personality Assessment*, 102(1), 66–74. <https://doi.org/10.1080/00223891.2018.1539003>
3. Corey, D. M., & Ben-Porath, Y. S. (2022). *Minnesota Multiphasic Personality Inventory-3 (MMPI-3): User's guide for the public safety candidate interpretive reports*. University of Minnesota Press.
4. Crighton, A. H., Marek, R. J., Dragon, W. R., & Ben-Porath, Y. S. (2017). Utility of the MMPI-2-RF Validity Scales in detection of simulated underreporting: Implications of incorporating a manipulation check. *Assessment*, 24(7), 853–864. <https://doi.org/10.1177/1073191115627011>
5. Dragon, W. R., Ben-Porath, Y. S., & Handel, R. W. (2012). Examining the impact of unscorable item responses on the validity and interpretability of MMPI-2/MMPI-2-RF Restructured Clinical (RC) Scale scores. *Assessment*, 19(1), 101–113. <https://doi.org/10.1177/1073191111415362>
6. Forbey, J. D., Lee, T. T. C., Ben-Porath, Y. S., Arbisi, P. A., & Gartland, D. (2013). Associations between MMPI-2-RF validity scale scores and extra-test measures of personality and psychopathology. *Assessment*, 20(4), 448–461. <https://doi.org/10.1177/1073191113478154>
7. Marion, B. E., Sellbom, M., Salekin, R. T., Toomey, J. A., Kucharski, L. T., & Duncan, S. (2013). An examination of the association between psychopathy and dissimulation using the MMPI-2-RF Validity Scales. *Law and Human Behavior*, 37(4), 219–230. <https://doi.org/10.1037/lhb0000008>
8. Sellbom, M., & Bagby, R. M. (2008). Validity of the MMPI-2-RF (Restructured Form) L-r and K-r scales in detecting under-reporting in clinical and non-clinical samples. *Psychological Assessment*, 20(4), 370–376. <https://doi.org/10.1037/a0012952>
9. Tellegen, A., & Ben-Porath, Y. S. (2008/2011). *Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2-RF): Technical manual*. University of Minnesota Press.
10. Whitman, M. R., Tylicki, J. L., & Ben-Porath, Y. S. (2021). Utility of the MMPI-3 Validity Scales for detecting overreporting and underreporting and their effects on substantive scale validity: A simulation study. *Psychological Assessment*, 33(5), 411–426. <https://doi.org/10.1037/pas0000988>

**End of Report**

## ITEM RESPONSES

1. 2	2. 1	3. 2	4. 2	5. 2	6. 2	7. 2	8. 1	9. 2	10. 2
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