



Multidimensional Personality Questionnaire®

Auke Tellegen
Martin Sellbom
John Kamp
Richard W. Handel

MPQ®

Police Preemployment Interpretive Report (Postoffer)

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

| | |
|---------------------|------------------|
| ID Number: | Sample Candidate |
| Age: | 27 |
| Gender: | Female |
| Marital Status: | Not reported |
| Years of Education: | Not reported |
| Date Assessed: | 11/07/2023 |

SAMPLE

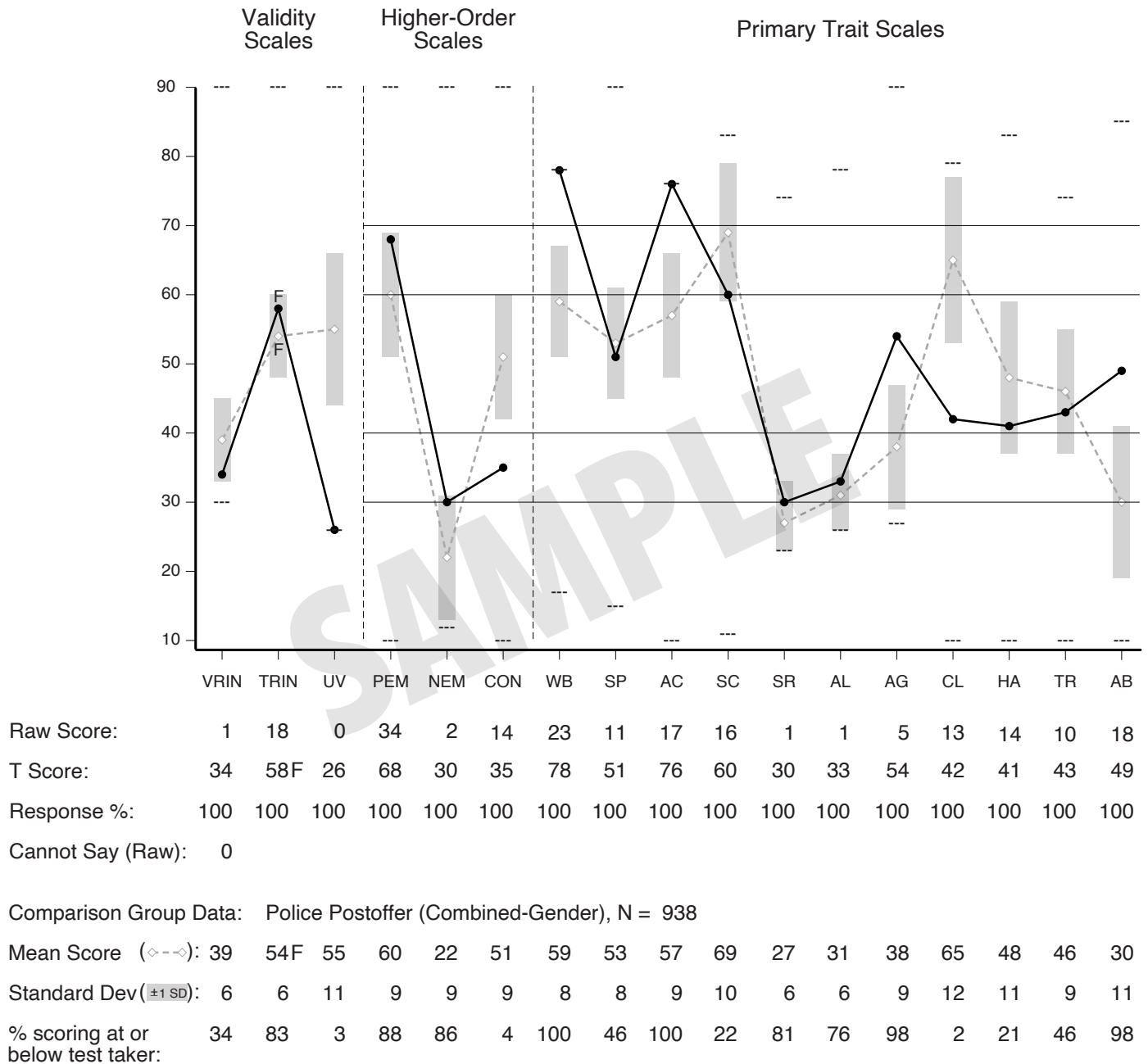
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[1.0 / RE1 / QG1]

MPQ Scale Scores



The highest and lowest T scores possible on each scale are indicated by a "---".

VRIN Variable Response Inconsistency
TRIN True Response Inconsistency
UV Unlikely Virtues

PEM Positive Emotionality
NEM Negative Emotionality
CON Constraint

WB Wellbeing
SP Social Potency
AC Achievement
SC Social Closeness
SR Stress Reaction
AL Alienation

AG Aggression
CL Control
HA Harmavoidance
TR Traditionalism
AB Absorption

MPQ T SCORES (BY DOMAIN)

PROTOCOL VALIDITY

| | | | |
|---------------------------|-----|------|------|
| Content Nonresponsiveness | 0 | 34 | 58 F |
| | CNS | VRIN | TRIN |
| Underreporting | 26 | | |
| | UV | | |

SUBSTANTIVE SCALES

| | | | | | |
|-----------------------|-----|----|----|----|----|
| Positive Emotionality | 68 | 78 | 51 | 76 | 60 |
| | PEM | WB | SP | AC | SC |
| Negative Emotionality | 30 | 30 | 33 | 54 | |
| | NEM | SR | AL | AG | |
| Constraint | 35 | 42 | 41 | 43 | |
| | CON | CL | HA | TR | |
| Absorption | 49 | | | | |
| | AB | | | | |

Scale scores shown in bold font are interpreted in the report.

Note. This information is provided to facilitate interpretation following the recommended structure for MPQ interpretation in Chapter 6 of the *MPQ Manual for Administration, Scoring, and Interpretation*, which provides details in the text and an outline in Table 6-1.

This interpretive report is intended for use by a professional qualified to interpret the MPQ in the context of preemployment psychological evaluations of police and other law enforcement candidates. It focuses on identifying both positive and negative attributes, although in some cases only positive or only negative attributes are described. The information it contains should be considered in the context of the test taker's background, the demands of the position under consideration, findings from other tests and the interview, and other relevant information.

The interpretive statements in the Protocol Validity and the General Personality and Comparison Group Findings sections of the report are based on guidance in the MPQ Manual for Administration, Scoring, and Interpretation as well as scores obtained by the MPQ Police Postoffer sample. Statements in the Job Relevant Correlates section of the report are based on empirical findings cited in the Endnotes and Research Reference List sections of the report.

The report includes annotation that appears as superscripts following each statement in the narrative. The annotation is keyed to endnotes with accompanying research references that 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 MPQ User's Guide for the Police Preemployment Interpretive Report.

Note

Text in italics contains boilerplate language; provides guidance to the user.

SYNOPSIS

This is a valid MPQ protocol. Scores on the MPQ Higher-Order and Primary Trait scales indicate significant positive attributes, as well as negative attributes. Positive attributes include being cheerful and optimistic and valuing and exhibiting persistence and hard work. Negative attributes include being unconstrained and being impulsive.

Job-relevant correlates are identified in the following domains: Routine Task Performance, Decision-Making and Judgment, Assertiveness, Social Competence and Teamwork, Integrity, Conscientiousness and Dependability, Substance Use, and Impulse Control.

Note

Brief overview of the major findings.

PROTOCOL VALIDITY

This is a valid MPQ protocol. There are no problems with unscorable items. The candidate responded to the items relevantly based on their content, and there are no indications of underreporting.

It is noteworthy that the candidate claimed no uncommon virtues¹. This very rare pattern of responding is found in only 2.6% of the Police Postoffer Comparison Group.

Note

Provides information about two threats to protocol validity: content nonresponsiveness (unscorable and/or inconsistent responses) and underreporting.

GENERAL PERSONALITY AND COMPARISON GROUP FINDINGS

This section describes the MPQ substantive scale findings in the context of the Police Postoffer Comparison Group. Specific sources for each statement can be accessed with the annotation features of this report. Statements that begin with "The candidate reports" are based on responses to scale item content. Probabilistic statements are based on empirical correlates listed for that scale in the MPQ Manual for Administration, Scoring, and Interpretation.

Note

Describes the construct measured by the scale and the percentage of comparison group members who scored at and beyond this level.

Positive Attributes

The candidate reports having a cheerful, happy disposition; being optimistic and seeing a bright future ahead; living an interesting, exciting life; and enjoying the things they do². This level of positive affect is relatively uncommon among police candidates. Only 12% of comparison group members give evidence of this level of wellbeing. She also reports enjoying working hard and driving herself and being ambitious and putting work and accomplishment before many other things³. Indeed, the candidate is likely to be achievement striving; to feel competent and efficacious; to have a high activity level; and to be consistent in her interests⁴. This level of achievement striving is uncommon among police candidates. Only 6.0% of comparison group members report this level of achievement orientation.

Negative Attributes

The candidate reports being generally spontaneous, excitement-seeking, and lacking conventional attitudes⁵. This level of disconstraint is very uncommon among police candidates and may be incompatible with public safety requirements for avoidance of excessive risk-taking behavior. Only 4.0% of comparison group members give evidence of this or a lower level of constraint. More specifically, she reports being prone to act quickly and spontaneously rather than deliberately and cautiously⁶. Indeed, the candidate is likely to be impulsive and undercontrolled, lack discipline, be disorganized, be stimulus-seeking, and be unlikely to work well as part of a team⁷. This low level of deliberation is very uncommon among police candidates and may impede conformance with public safety requirements for good behavioral control and decision-making. Only 2.0% of comparison group members report this or a lower level of self-control.

Note

Describes the substantive scale findings (positive and negative attributes) in the context of the Police Postoffer Comparison Group.

JOB-RELEVANT CORRELATES

Job-relevant personality characteristics and behavioral tendencies of the test taker are described in this section and organized according to 10 problem domains commonly identified in the professional literature as relevant to public safety candidate suitability. (Please see MPQ User's Guide for the Police Preemployment Interpretive Report for details.) Statements that begin with "Compared with other police candidates" are based on correlations with other self-report measures obtained in candidate samples that included individuals who were subsequently hired as well as those who were not. Statements that begin with "Compared with other 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 postprobation period. Specific sources for each statement can be accessed with the annotation features of this report.

Routine Task Performance

Positive Attributes

Compared with other police candidates, the candidate is more likely to aspire to high levels of achievement⁸ and to persevere in the face of obstacles⁹.

Decision-Making and Judgment

Positive Attributes

Compared with other police candidates, the candidate is more likely to be self-assured when handling complex and demanding situations⁹.

Assertiveness

Positive Attributes

Compared with other police candidates, the candidate is more likely to be outgoing⁹; to think well of herself⁹; and to express her ideas easily and with clarity⁹.

Note

Job-relevant personality characteristics and behavioral tendencies of the test taker are described in this section.

Note

Organized according to 10 problem domains modeled after the California POST Psychological Screening Dimensions.

Social Competence and Teamwork

Negative Attributes

Compared with other police candidates, the candidate is more likely to be moralistic and judgmental⁸ and to have a history of social competence and teamwork problems¹⁰.

Integrity

Negative Attributes

Compared with other police candidates, the candidate is more likely to stretch the limits of what she can get away with¹¹ and to have a history of work-related integrity problems¹⁰.

Conscientiousness and Dependability

Negative Attributes

Compared with other police candidates, the candidate is more likely to be unpredictable in behavior and attitudes¹¹.

Compared with other police officers or trainees, the candidate is more likely to exhibit difficulties with conscientious performance of her duties¹².

Substance Use

Negative Attributes

Compared with other police candidates, the candidate is more likely to have a history of substance use problems¹⁰.

Impulse Control

Negative Attributes

Compared with other police candidates, the candidate is more likely to be self-indulgent¹¹; to be unable to delay gratification¹¹; and to be rebellious and nonconforming¹¹.

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

- Emotional Control and Stress Tolerance
- Feedback Acceptance

ITEM-LEVEL INFORMATION

Unscorable Responses

The test taker produced scorable responses to all the MPQ items.

User-Designated Item-Level Information

The following item-level information is based on the report user's selection of scales and cutoffs. When a selected T score cutoff of 55 or above for a scale is met, the items answered by the test taker in the keyed direction are listed, because those are the responses that contributed to the above-average score. When a selected cutoff of 45 or 40 is met for a Higher-Order or Primary Trait scale (i.e., the T score is at or below the cutoff), the items answered in the nonkeyed direction are shown, because those responses contributed to the below-average score. When a scale is selected for item-level information with no cutoff, items answered in both the keyed direction and the nonkeyed direction are listed. The percentage of the MPQ normative sample (NS) and of the Police Postoffer Comparison Group (CG) that answered each item in the direction indicated are provided in parentheses following the item content.

Note

Item-level information, including unscorable responses, user-designated item-level information, and critical follow-up items.

Constraint (CON, selected cutoff = 40, T Score = 35)

Answered in the Nonkeyed Direction

Item number and content omitted. (True; NS 41.3%, CG 15.2%)
Item number and content omitted. (False; NS 39.8%, CG 16.2%)
Item number and content omitted. (True; NS 48.8%, CG 16.7%)
Item number and content omitted. (False; NS 35.5%, CG 31.4%)
Item number and content omitted. (B; NS 32.5%, CG 57.2%)
Item number and content omitted. (True; NS 28.1%, CG 48.2%)
Item number and content omitted. (False; NS 59.0%, CG 91.9%)
Item number and content omitted. (A; NS 33.4%, CG 49.3%)
Item number and content omitted. (False; NS 14.4%, CG 10.8%)
Item number and content omitted. (A; NS 19.3%, CG 13.6%)
Item number and content omitted. (False; NS 26.6%, CG 52.6%)
Item number and content omitted. (True; NS 13.9%, CG 14.6%)
Item number and content omitted. (True; NS 34.7%, CG 25.5%)

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.

Control (CL, no cutoff selected, T Score = 42)

Answered in the Keyed Direction

Item number and content omitted. (False; NS 56.9%, CG 90.4%)
Item number and content omitted. (True; NS 90.5%, CG 95.0%)
Item number and content omitted. (False; NS 68.5%, CG 98.2%)
Item number and content omitted. (True; NS 89.6%, CG 95.0%)
Item number and content omitted. (True; NS 84.9%, CG 99.6%)
Item number and content omitted. (False; NS 76.0%, CG 98.0%)
Item number and content omitted. (True; NS 86.7%, CG 98.9%)
Item number and content omitted. (True; NS 83.4%, CG 93.0%)
Item number and content omitted. (False; NS 55.9%, CG 82.1%)
Item number and content omitted. (False; NS 67.8%, CG 87.6%)
Item number and content omitted. (True; NS 84.1%, CG 89.3%)
Item number and content omitted. (True; NS 87.6%, CG 89.6%)
Item number and content omitted. (False; NS 51.3%, CG 85.4%)

Answered in the Nonkeyed Direction

Item number and content omitted. (False; NS 12.9%, CG 9.2%)
Item number and content omitted. (True; NS 41.3%, CG 15.2%)
Item number and content omitted. (False; NS 39.8%, CG 16.2%)
Item number and content omitted. (True; NS 42.1%, CG 9.2%)
Item number and content omitted. (True; NS 48.8%, CG 16.7%)
Item number and content omitted. (True; NS 48.2%, CG 7.7%)
Item number and content omitted. (False; NS 27.8%, CG 27.0%)
Item number and content omitted. (False; NS 34.5%, CG 20.6%)
Item number and content omitted. (False; NS 14.4%, CG 10.8%)

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 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 Police Postoffer Comparison Group members who gave this response, and the scale(s) on which the item appears.

The test taker did not respond to any critical follow-up items in the keyed direction.

ENDNOTES

This section lists for each statement in the report the MPQ score(s) that triggered it. In addition, each statement is identified as a Test Response if based on item content or a Correlate if based on empirical correlates. (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: UV=26

² Test Response: WB=78

³ Test Response: AC=76

⁴ Correlate: AC=76, Ref. 1, 3, 4, 6, 7

⁵ Test Response: CON=35

⁶ Test Response: CL=42

⁷ Correlate: CL=42, Ref. 3, 4, 5, 6, 7

⁸ Correlate: AC=76, Ref. 2

⁹ Correlate: WB=78, Ref. 2

¹⁰ Correlate: CL=42, Ref. 5

¹¹ Correlate: CL=42, Ref. 2

¹² Correlate: CL=42, Ref. 2, 5

SAMPLE

RESEARCH REFERENCE LIST

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

1. Church, T. A. (1994). Relating the Tellegen and five-factor models of personality structure. *Journal of Personality and Social Psychology*, 67(5), 898–909. <https://doi.org/10.1037//0022-3514.67.5.898>
2. Corey, D. M., Sellbom, M., & Ben-Porath, Y. S. (2023). *Multidimensional Personality Questionnaire (MPQ): User's guide for the Police Preemployment Interpretive Report*. University of Minnesota Press.
3. Eigenhuis, A., Kamphuis, J. H., & Noordhof, A. (2013). Development and validation of the Dutch brief form of the Multidimensional Personality Questionnaire (MPQ-BF-NL). *Assessment*, 20(5), 565–575. <https://doi.org/10.1177/1073191112444920>
4. Patrick, C. J., Curtin, J. J., & Tellegen, A. (2002). Development and validation of a brief form of the Multidimensional Personality Questionnaire. *Psychological Assessment*, 14(2), 150–163. <https://doi.org/10.1037/1040-3590.14.2.150>
5. Sellbom, M., Corey, D. M., & Ben-Porath, Y. S. (2021). Examining the validity of the Multidimensional Personality Questionnaire in the assessment of police candidates. *Assessment*, 28(1), 295–309. <https://doi.org/10.1177/1073191119887443>
6. Tellegen, A., Sellbom, M., Kamp, J., & Handel, R. W. (2023). *Multidimensional Personality Questionnaire (MPQ): Manual for administration, scoring, and interpretation*. University of Minnesota Press.
7. Tellegen, A., & Waller, N. G. (2008). Exploring personality through test construction: Development of the Multidimensional Personality Questionnaire. In G. J. Boyle, G. Matthews, and D. H. Saklofske (Eds.), *The SAGE handbook of personality theory and assessment: Personality measurement and testing* (Vol. 2, pp. 261–292). Sage. <https://doi.org/10.4135/9781849200479>

End of Report