Multidimensional Personality Questionnaire™

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MPQ™
Police Preemployment Interpretive Report (Preoffer)

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ID Number:	Sample Applicant
Age:	25
Gender:	Female
Marital Status:	Not reported
Years of Education:	Not reported
Date Assessed:	11/07/2023

SAMPLE

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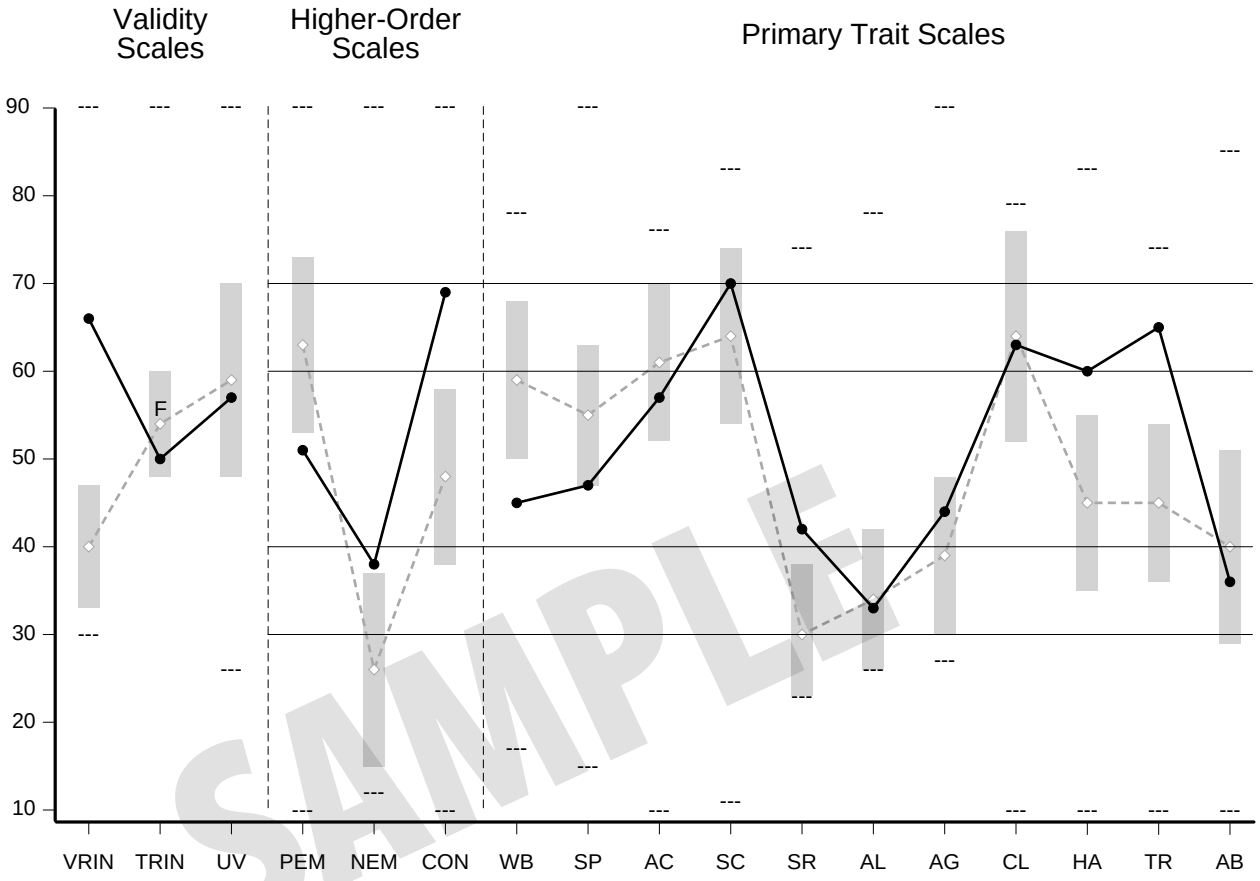
[1.0 / RE1 / QG1]

Pearson

MPQ Scale Scores



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	VRIN	TRIN	UV	PEM	NEM	CON	WB	SP	AC	SC	SR	AL	AG	CL	HA	TR	AB
Raw Score:	9	20	5	24	4	25	13	8	14	19	5	1	2	20	22	14	7
T Score:	66	50	57	51	38	69	45	47	57	70	42	33	44	63	60	65	36
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Cannot Say (Raw):	0																

Comparison Group Data:	Police Preoffer (Combined-Gender), N = 298																
Mean Score (◇--◇):	40	54F	59	63	26	48	59	55	61	64	30	34	39	64	45	45	40
Standard Dev(±1 SD):	7	6	11	10	11	10	9	8	9	10	8	8	9	12	10	9	11
% scoring at or below test taker:	99.7	30	47	10	88	98	2	15	50	80	92	60	79	57	93	99	33

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	**66**	50
	CNS	**VRIN**	TRIN
Underreporting	57		
	UV		

SUBSTANTIVE SCALES

Positive Emotionality	51	**45**	47	57	70
	PEM	**WB**	SP	AC	SC
Negative Emotionality	38	42	33	44	
	NEM	SR	AL	AG	
Constraint	**69**	63	60	**65**	
	CON	CL	HA	**TR**	
Absorption		36			
		AB			

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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 applicants. 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 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 Preoffer 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.

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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 relate to having high moral standards. Negative attributes include rarely experiencing cheerfulness or enthusiasm in daily life, being overly cautious, and being rigid and closeminded.

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

PROTOCOL VALIDITY

Content Nonresponsiveness

Unscorable Responses

The applicant produced scorable responses to all the MPQ items.

Inconsistent Responding

There is some evidence of inconsistency in the form of variable responding to the MPQ items[1]. This may result from reading or language comprehension problems, cognitive impairment, errors in recording responses, or carelessness. This level of inconsistency does not invalidate the test protocol. However, scores on the remaining Validity and Higher-Order and Primary Trait scales should be interpreted with some caution.

Underreporting

The applicant's scores show no evidence of underreporting, indicating a cooperative test-taking approach.

GENERAL PERSONALITY AND COMPARISON GROUP FINDINGS

This section describes the MPQ substantive scale findings in the context of the Police Preoffer Comparison Group. Specific sources for each statement can be accessed with the annotation features of this report. Statements that begin with "The applicant 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.

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

Positive Attributes

The applicant reports having high moral standards; endorsing strict child-rearing practices; and valuing conventional propriety and a good reputation[2]. She is likely to be conscientious and orderly[3]. This level of moral conventionality is uncommon even among police applicants. Only 7.0% of comparison group members give evidence of this or a higher level of traditionalism.

Negative Attributes

The applicant reports a comparatively low level of cheerfulness or enthusiasm in her daily life[4]. Indeed, the applicant may frequently be unhappy; rarely experience positive emotions; be anhedonic; not react well to stress; be introverted and socially avoidant; and react poorly to social evaluations[5]. This level of life dissatisfaction and pessimism is very uncommon among police applicants and may be incompatible with public safety requirements for good emotional adjustment. Only 2.0% of comparison group members report this or a lower level of wellbeing.

She reports being very planful, cautious, and conventional[6]. However, this high level of cautiousness is very uncommon among police applicants and may be incompatible with public safety requirements for risk tolerance. Only 4.0% of comparison group members give evidence of this or a greater level of constraint. As noted earlier, the applicant reports having high moral standards; endorsing strict child-rearing practices; and valuing conventional propriety and a good reputation[2]. Although this trait is associated with conscientiousness and orderliness, it has also been shown to be associated with rigidity and inflexibility, close-mindedness to new ideas and experiences, and the endorsement of authoritarian attitudes[7]. This should be further explored during the interview.

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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 applicants" are based on correlations with background investigation findings and with other self-report measures obtained in applicant 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.*

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

Routine Task Performance

Negative Attributes

Compared with other police applicants, the applicant is more likely to lack ambition and initiative[8].

Compared with other police applicants, the applicant is more likely to be disqualified during the background investigation for difficulties in reading, comprehending, retaining, and applying written factual information[9].

Decision-Making and Judgment

Negative Attributes

Compared with other police applicants, the applicant is more likely to be uncomfortable with uncertainty and complexities[9] and to be hesitant to take firm or decisive actions[8].

Compared with other police applicants, the applicant is more likely to be disqualified during the background investigation for difficulties in analyzing situations quickly and objectively; recognizing actual and potential dangers; and determining a proper course of action[10].

Feedback Acceptance

Negative Attributes

Compared with other police applicants, the applicant is more likely to transfer or project blame onto others[9].

Assertiveness

Negative Attributes

Compared with other police applicants, the applicant is more likely to be seen as reticent, inhibited, and awkward around others[8].

Compared with other police applicants, the applicant is more likely to be disqualified during the background investigation for difficulties in willingness to confront a variety of problems and situations[9].

Social Competence and Teamwork

Negative Attributes

Compared with other police applicants, the applicant is more likely to be moralistic and judgmental[9].

Compared with other police applicants, the applicant is more likely to be disqualified during the background investigation for difficulties with interpersonal/public relations skills[9].

Integrity

Positive Attributes

Compared with other police applicants, the applicant is more likely to behave in an ethically consistent manner[9].

Conscientiousness and Dependability

Positive Attributes

Compared with other police applicants, the applicant is more likely to be dependable and responsible[9].

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

- Emotional Control and Stress Tolerance
- Substance Use
- Impulse Control

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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 Preoffer Comparison Group (CG) that answered each item in the direction indicated are provided in parentheses following the item content.

Constraint (CON, no cutoff selected, T Score = 69)

Answered in the Keyed Direction

Item number and content omitted. (True; NS 80.1%, CG 79.5%)
Item number and content omitted. (True; NS 90.5%, CG 95.6%)
Item number and content omitted. (False; NS 83.8%, CG 83.2%)
Item number and content omitted. (True; NS 89.6%, CG 97.0%)
Item number and content omitted. (True; NS 84.0%, CG 64.4%)
Item number and content omitted. (False; NS 58.2%, CG 76.8%)
Item number and content omitted. (True; NS 59.4%, CG 80.2%)
Item number and content omitted. (True; NS 79.7%, CG 90.6%)
Item number and content omitted. (True; NS 86.7%, CG 99.0%)
Item number and content omitted. (A; NS 81.7%, CG 87.6%)
Item number and content omitted. (False; NS 50.3%, CG 84.2%)
Item number and content omitted. (True; NS 63.7%, CG 53.7%)
Item number and content omitted. (A; NS 66.7%, CG 38.6%)
Item number and content omitted. (True; NS 83.4%, CG 95.0%)
Item number and content omitted. (True; NS 84.1%, CG 80.2%)
Item number and content omitted. (True; NS 40.2%, CG 13.1%)
Item number and content omitted. (B; NS 65.7%, CG 38.3%)
Item number and content omitted. (A; NS 72.4%, CG 71.1%)
Item number and content omitted. (True; NS 84.4%, CG 88.6%)
Item number and content omitted. (B; NS 79.7%, CG 84.9%)
Item number and content omitted. (True; NS 72.5%, CG 39.9%)
Item number and content omitted. (False; NS 85.2%, CG 71.1%)
Item number and content omitted. (False; NS 64.3%, CG 56.4%)
Item number and content omitted. (True; NS 86.7%, CG 90.6%)
Item number and content omitted. (B; NS 74.2%, CG 70.8%)

Answered in the Nonkeyed Direction

Item number and content omitted. (True; NS 28.1%, CG 61.7%)
Item number and content omitted. (True; NS 31.2%, CG 16.4%)

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.

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Wellbeing (WB, selected cutoff = 45, T Score = 45)

Answered in the Nonkeyed Direction

Item number and content omitted. (False; NS 49.9%, CG 28.5%)
Item number and content omitted. (False; NS 32.5%, CG 19.5%)
Item number and content omitted. (False; NS 24.6%, CG 5.7%)
Item number and content omitted. (True; NS 36.7%, CG 10.7%)
Item number and content omitted. (False; NS 22.2%, CG 2.3%)
Item number and content omitted. (False; NS 45.3%, CG 48.7%)
Item number and content omitted. (False; NS 52.9%, CG 42.6%)
Item number and content omitted. (False; NS 20.0%, CG 4.4%)
Item number and content omitted. (False; NS 25.3%, CG 20.5%)
Item number and content omitted. (False; NS 27.6%, CG 2.3%)

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 applicant at the postoffer interview by making related inquiries, rather than reciting the item(s) verbatim. Each item is followed by the applicant's response, the percentage of Police Preoffer 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.

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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: VRIN=66
[2] Test Response: TR=65
[3] Correlate: TR=65, Ref. 5
[4] Test Response: WB=45
[5] Correlate: WB=45, Ref. 1, 4, 5, 6
[6] Test Response: CON=69
[7] Correlate: TR=65, Ref. 1, 3, 5, 6
[8] Correlate: WB=45, Ref. 2
[9] Correlate: TR=65, Ref. 2
[10] Correlate: CON=69, Ref. 2; TR=65, Ref. 2

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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. Sellbom, M., & Ben-Porath, Y. S. (2005). Mapping the MMPI-2 Restructured Clinical scales onto normal personality traits: Evidence of construct validity. *Journal of Personality Assessment, 85*(2), 179–187. https://doi.org/10.1207/s15327752jpa8502_10

5. Tellegen, A., Sellbom, M., Kamp, J., & Handel, R. W. (2023). *Multidimensional Personality Questionnaire (MPQ): Manual for administration, scoring, and interpretation.* University of Minnesota Press.

6. 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

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ITEM RESPONSES

1. 2	2. 1	3. 2	4. 1	5. 2	6. 2	7. 1	8. 1	9. 1	10. 2
11. 2	12. 2	13. 2	14. 2	15. 2	16. 1	17. 2	18. 1	19. 2	20. 2
21. 2	22. 2	23. 1	24. 2	25. 2	26. 1	27. 1	28. 2	29. 1	30. 2
31. 1	32. 1	33. 1	34. 2	35. 2	36. 2	37. 2	38. 1	39. 2	40. 2
41. 2	42. 1	43. 1	44. 2	45. 1	46. 2	47. 2	48. 2	49. 1	50. 1
51. 1	52. 2	53. 1	54. 2	55. 2	56. 2	57. 2	58. 2	59. 1	60. 2
61. 2	62. 2	63. 2	64. 2	65. 2	66. 2	67. 1	68. 1	69. 2	70. 1
71. 1	72. 1	73. 2	74. 1	75. 2	76. 2	77. 1	78. 2	79. 1	80. 2
81. 2	82. 2	83. 2	84. 1	85. 2	86. 1	87. 1	88. 1	89. 2	90. 2
91. 2	92. 2	93. 1	94. 2	95. 2	96. 2	97. 1	98. 1	99. 1	100. 1
101. 1	102. 2	103. 1	104. 1	105. 2	106. 2	107. 2	108. 2	109. 2	110. 1
111. 1	112. 2	113. 1	114. 1	115. 2	116. 2	117. 2	118. 1	119. 1	120. 2
121. 1	122. 2	123. 1	124. 2	125. 1	126. 2	127. 1	128. 2	129. 1	130. 2
131. 1	132. 1	133. 1	134. 1	135. 2	136. 1	137. 1	138. 1	139. 2	140. 1
141. 1	142. 2	143. 1	144. 1	145. 2	146. 2	147. 1	148. 2	149. 2	150. 2
151. 1	152. 2	153. 1	154. 2	155. 2	156. 2	157. 2	158. 1	159. 1	160. 2
161. 2	162. 2	163. 2	164. 2	165. 2	166. 2	167. 1	168. 2	169. 2	170. 2
171. 2	172. 1	173. 1	174. 2	175. 2	176. 1	177. 2	178. 2	179. 2	180. 2
181. 1	182. 2	183. 1	184. 1	185. 1	186. 1	187. 2	188. 1	189. 1	190. 2
191. 1	192. 2	193. 1	194. 1	195. 2	196. 2	197. 2	198. 2	199. 2	200. 2
201. 2	202. 2	203. 1	204. 2	205. 1	206. 2	207. 2	208. 1	209. 2	210. 2
211. 2	212. 1	213. 2	214. 2	215. 1	216. 1	217. 1	218. 1	219. 1	220. 2
221. 2	222. 1	223. 2	224. 1	225. 1	226. 1	227. 2	228. 2	229. 2	230. 2
231. 1	232. 2	233. 2	234. 1	235. 1	236. 2	237. 1	238. 2	239. 2	240. 2
241. 2	242. 1	243. 1	244. 2	245. 1	246. 2	247. 2	248. 2	249. 2	250. 2
251. 2	252. 1	253. 1	254. 2	255. 2	256. 1				

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