* **History and Interview** of Mr. E and Ms. F

Mr. E is a 27-year-old single male applying for an entry level police officer position in a urban area.  The background didn’t reveal reprimands or legal conflict and a stable and consistent work history.  Also discovered, some peers perceived Mr. E as “entitled” and “bossy” periodically while is boss, a friend since high school recognizes those as attributes.  During the interview, these personality traits were displayed as he frequently interrupted the psychologist while denying any friction with co-workers, however he acknowledged the conflict as necessary and a reflection of his leadership.  Additionally, Mr. E was noted to be short on his self-awareness and ability to read social cues, body language, provide empathy and assess environmental factors.

Ms. F is a 25-year-old single female applying for a entry level position within a small rural area. The background check on Ms. Indicated she is an excellent student, followed rules and overall well regarded.  She has a humble upbringing as she attainted her criminal justice at a junior college while living at home and working part-time.  Additional resources defined Ms. As amiable, conscientious, easy to be around yet not overbearing.  It was also noted that during the interview, Ms. F was marked down as being described as rigid, reserved and struggled with hypothetical questions.  No criminal history was reported.

**Required Tests**

Mr. E. and Ms. F. were given the Minnesota Multiphasic Personality Inventory-3 (MMPI-3) assessments as a required test.  The MMPI-3 is only used and interpreting by certified and trained psychologists.  The assessment focuses on identifying problems, and  not strengths of the individual.  The test are non-gendered and compare group findings.  Based on the components of MMPI-3, the following results were produced as being noteworthy from a psychological perspective. In the case of Ms. F. is more likely to be discouraged and make decisive decisions.  Completing tasks timely can be a challenge along with anxiety from uncertainty.  She is more likely than most to accept coaching, be indecisive, and adapting her tone and disposition to the environment or audience.  Mr. E. MMPI-3 scores differed greatly from Ms. F.  Key indicators suggest difficulties with interpersonal relationships as he can become domineering, possess odd perceptions of self and others, along weakness with stress tolerance, and ability to work with others.

**Other Testing Methods**

Another testing method worthy of assessing competencies of potential law enforcement personnel is the MBTI, also known as the Myers Briggs Type Indicator.  This assessment helps

“fitting a person to a job and vice versa” (Cohen, et al 2013) the individual answering a relatively short questionnaire in which a person’s traits are categorized into The technique involves answering a short questionnaire, which enables classification of a person’s traits according to four types and within each are opposite descriptions.  For example, Extrovert/Introvert, Sensing/Intuitive, Thinking/Feeling; and Judging/Perceiving.  There is empirical data indicating personality types are often best suited for a job or role, however it’s important to note that it does not reflect an individual’s “ability, intelligence, likelihood of success, emotions, or normalcy.” (Cohen, et al 2013)

**Recommendations:**

I have examined Ms. F, and it is my professional opinion that this person is psychologically at risk for exercising appropriate judgment and restraint to be certified as a police officer.  Based on both the MBTI and MMPI-3 tests, Ms. F. lacked quick decision-making abilities and the MBTI assessment of Thinking and Sensing as a preference point may lead to freezing and analyzing in critical moments.  In addition, police officers role requires strong interpersonal communication skills.  The MBTI assessment displayed a strong desire or preference for introversion alongside the MMPI-3 to have difficulty creating mutual relationships.

I have examined Mr.  E, and it is my professional opinion that this person is psychologically at risk for exercising appropriate judgment and restraint to be certified as a police officer.  Mr. E’s over assertiveness, excessively domineering behavior, and scored in the top 1% of candidates on unusual thinking places him at great risk of sound judgment, impulse control, and potential for violence.  He self-reported that that he’s the leader and providing feedback to peers.  The MBTI assessment confirmed his preference as an extrovert, acts with feelings over thinking, and is quick to judge and take sides.  As a police officer, calmness and ability to assess situation before jumping to conclusions is a necessity to protect the public and self.

References:

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[*"Minnesota Multiphasic Personality Inventory (MMPI)" (Links to an external site.) (Links to an external site.)*](https://psychcentral.com/lib/minnesota-multiphasic-personality-inventory-mmpi/)*. Psych Central. 2016-05-17. Retrieved 2018-09-17.*

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