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CONFIDENTIAL
PSYCHOLOGICAL EVALUATION
Pre-employment

CANDIDATE:

ADDRESS:

DATE OF BIRTH:

DATE OF EVALUATION:

AGE:

REFERENT:

Christine Cadegan, NP-C
Director Specialty Clinics
Occupational Health Services
Quincy Medical Center
114 Whitwell Street
Quincy, MA 02169
Chief Robert Leary
Weymouth Fire Department
636 Broad Street
Weymouth, MA 02189

AUTHORITY:

POSITION

Firefighter, Weymouth Fire Department, Weymouth, Massachusetts

Pre-employment Psychological Evaluation

A Pre-Employment Psychological Evaluation consists of an authorized referral from the appointing authority, Weymouth Fire Department, Weymouth, Massachusetts, as part of the application process for a Firefighter candidate. The evaluation process consists of a series of interviews and standard psychological tests. Firefighter candidates are informed as to the nature and extent of the evaluation and are deemed competent to offer informed consent for their full and willing participation in the assessment process.

POLICY & PROCEDURES:

Candidate was presented with the necessary and sufficient information concerning the psychological evaluation process, was judged to be fully aware of the purpose of the present assessment, the nature and extent of this assessment, and the bounds of Confidentiality, all of which were discussed, with ample opportunity for questions and clarification prior to the commencement of the evaluation.

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Confidentiality

Candidate understood the bounds of Confidentiality involved in this assessment and was a willing participant in the assessment process.

Candidate understood that ownership of this report would reside with Hull Fire and Rescue Department, Hull, Massachusetts, as would the responsibilities for insuring Confidentiality in adherence to state and federal rules governing the report of psychological evaluation.

Candidate also understood that the test findings and original information obtained in the process of this assessment would reside with this psychologist in a confidential file, where Confidentiality would be insured under state and federal regulations.

Procedure

Candidate was seen for a three (3) hour session, consisting of interviews and standard psychological testing. The psychological test results were scored and these results compiled. A letter was then written to the appointing authority, Weymouth Fire Department, Weymouth, Massachusetts, indicating successful completion of the assessment. This full report follows this letter and successfully concludes the pre-employment psychological evaluation process for this candidate.

BACKGROUND INFORMATION

TESTS ADMINISTERED

Clinical Interview and Mental Status Examination; Wechsler Adult Intelligence Scale, Third Edition (WAIS-III), Working Memory Index, Processing Speed Index; Wechsler Memory Scale, Third Edition, Logical Memory; Minnesota Multiphasic Personality Inventory (MMPI-2); Rotter Sentence Completion Test; Beck Depression Inventory (BDI); Beck Anxiety Inventory (BAI); Detailed Assessment of Post Traumatic Stress (DAPS); and Rorschach.

TEST RESULTS

Clinical Interview

Clinical Background

Structured Interview

Candidate was posed a number of specific questions as part of a structured clinical interview. Questions were posed regarding: psychiatric and psychological history; drug and alcohol history; legal history and history of any criminal investigation or any other legal matters. Questions were posed as to any history of trauma which could suggest possible Post Traumatic Stress Disorder and/or vulnerability to this disorder. Questions were posed directly to candidate; no additional sources of information were available nor were they sought for purposes of this evaluation. Questions were posed in a direct manner and candidate was asked consider each question carefully and to reflect upon the question and recall any information which might pertain explicitly or implicitly to the questions.

Candidate was then asked to attest, with informed consent, and to the best level of present knowledge and awareness to the statements ruling out any of the possible psychological problems related to the questions posed in this structured interview. Based on this structured interview and on candidates attestations, clinical impressions and professional opinions were formed and the following statements were made and attested to by this candidate as being true and verifiable:

- no psychiatric/psychological condition
- no history of in-patient or out-patient treatment/therapy
- no alcohol or drug treatment/therapy
- no criminal proceedings or pending legal matters
- no history of psychological trauma requiring treatment
- no emotional/behavior problems requiring treatment

Conclusion

Interview found candidate suitable and acceptable.

Mental Status Examination

Conclusion

Mental Status Examination found candidate suitable and acceptable.

Cognitive Assessment

Candidate was presented with a series of cognitive tests including the Wechsler Adult Intelligence Scale, Third Edition (WAIS-III), the Working Memory Index and the Processing Speed Index.

The Working Memory Index consists of three (3) specific subtests: Arithmetic, Digit-Span and Letter-Number Sequencing. The scores on the Working Memory Index demonstrate a capacity for concentration, focus, and attention.

- Candidate displayed capacity for short term memory
- no deficits were noted in the concentration, focus, or attention

The Processing Speed Index consists of two (2) specific subtests: Digit Symbol-Coding and Symbol Search. The scores on the processing Speed Index demonstrate an ability to process visual and motor information in a fast and efficient manner.

- Candidate displayed capacity for processing speed
- no deficits were noted in processing speed in a simple visual-motor task

Candidate was also administered the Wechsler Memory Scale, Logical Memory Subtest, a verbal test consisting of the oral presentation of two (2) stories.

- Candidate demonstrated short and long term memory in a verbal test
- no deficits were noted in either short term or long term memory

Conclusion

cognitive testing found candidate within ___ranges

Personality Assessment

Minnesota Multiphasic Personality Inventory (MMPI-2)

The MMPI-2 is the present revised version of the standard MMPI, a respected measure of psychopathology and personality, with established norms and clinical profiles.

The results of the MMPI-2 were scored according to the Firefighter Interpretive Report, part of the Minnesota Report Revised Personnel System, Third Edition, 2003.

The Firefighters Interpretive Report reported on the following categories:

1. Profile Validity: Valid Profile
2. Personal Adjustment: no psychological conflicts or stresses; action-oriented, happy with life, optimistic, self-confident, good health and responsible to his obligations.
3. Interpersonal Relations: outgoing and sociable, effective in social situations, persuasive
4. Profile Frequency: high percentage of law enforcement applicants in this range
5. Caution: no caution
6. Possible Employment Problems: very few likely; little trouble adapting to work
7. Caution: no caution

The Firefighter Interpretive Report supported the following impressions:

- candidates profile was valid
- candidate failed to reveal any indications of psychopathology
- candidate presented as capable of adapting to a wide range of work situations

- candidate identified an ability to cope with stress and the demands of his position
- candidate asserted a capacity to cope with personal and professional life

The Firefighter Interpretive Report did not report any specific cautions.

Conclusion

The Firefighter Interpretive Report supported candidate, without reservations

Rorschach

The Rorschach or “inkblot” test is a standard projective test, involving the presentation of ten stimulus cards, some black-and-white, some colored, administered on this occasion to develop further insights and understanding into the candidates personality.

- Candidate developed a sufficient number of responses for interpretation
- Candidate developed a protocol with no unusual or unacceptable responses
- Candidate developed a protocol consistent with the other projective test results
- Candidate developed a protocol with no evidence of underlying psychopathology or serious emotional disturbance or personality disorder.

Conclusion

Rorschach and projective test results supported candidate

IMPRESSIONS:

- Candidate impressed with openness, honesty, disclosure and competence
- Candidate impressed with average cognitive skills and ability
- Candidate impressed with the absence of any psychopathology
- Candidate impressed with the absence of any personality disorder
- Candidate impressed with an appreciation for normal psychological functioning
- Candidate impressed with a desire and ability to become a Firefighter

Conclusion

candidate supported to proceed through the application process

RECOMMENDATION

This report finds Firefighter Candidate suitable and acceptable to proceed toward the completion of the application process having successfully completed the Pre-employment Psychological Evaluation.

Respectfully submitted on _____,

Robert W. Mullaly, Ph.D., ABPP (Clinical)
Massachusetts License Number 3310