

MULLALY ASSOCIATES
Robert W. Mullaly, Ph.D., ABPP
Forty South Street
Marblehead, MA 01945
(781) 631-2114

CONFIDENTIAL
PSYCHOLOGICAL EVALUATION
Pre-Employment Evaluation

POLICE OFFICER CANDIDATE:
SOCIAL SECURITY NUMBER:
ADDRESS:
DATE OF BIRTH:
DATE OF EVALUATION:
AGE:
POLICE DEPARTMENT:
REFERENT:

REASON FOR REFERRAL

Candidate is seeking the position of **Police Officer** with the _____. Chief _____ has referred candidate for a pre-employment, psychological evaluation.

POLICY & PROCEDURES:

Psychological Evaluation

This Psychological Evaluation began with an authorized referral. Candidate was informed as to nature and extent of evaluation and deemed competent to offer informed consent.

Confidentiality

Candidate understood the bounds of Confidentiality and understood the results and findings of these tests would be reported and the ownership of this report would reside with the appointing authority, as would the responsibilities for insuring Confidentiality in adherence to state and federal rules governing the report of psychological evaluation.

Policy/Procedure

Candidate was presented with necessary and sufficient information, 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 and this full report concluded the pre-employment psychological evaluation process for this candidate.

CONFIDENTIAL
Psychological Evaluation
Pre-employment
Police Officer

Candidate:
Page 2 of

BACKGROUND INFORMATION

This is a

HISTORY

Family:

Education:

Employment:

Medical:

TESTS ADMINISTERED

Clinical Interview ; 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: Law Enforcement Profile); Rotter Sentence Completion Test; and Rorschach.

TEST RESULTS

Clinical Interview

Candidate was posed a number of specific questions as part of a structured clinical interview. No additional sources of information were available. Clinical impressions and professional opinions were formed solely on candidates self reports and were considered true to the best of candidates present knowledge:

- 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

Mental Status Examination

Candidate was

Stress Profile:

Character:

Conclusion: Mental Status Examination found candidate suitable and acceptable and failed to reveal any indications of underlying serious emotional or behavioral problems, psychological issues or psychopathology.

Cognitive Assessment

Candidate was presented with a series of cognitive tests. The purpose of the cognitive assessment was to provide a profile of candidates ability to process complex information, and to think and reason efficiently and effectively and to provide a profile of candidates basic cognitive abilities.

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
- Working Memory Index
- 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
- Processing Speed Index
- 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
- Scores
- no deficits were noted in either short term or long term memory

Conclusion: Cognitive testing found candidate _____

Personality Assessment

Candidate was presented with a series of standard personality tests. The purpose of the personality assessment was to provide a profile of candidates personality

and potential risk of psychopathology, which could adversely effect performance. Candidates ability to present in a normal and acceptable manner on these standard tests would provide some assurance to the absence of any serious underlying emotional, behavioral or psychological problems.

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 Law Enforcement Interpretive Report, part of the Minnesota Report Revised Personnel System, Third Edition, 2003.

Profile Validity/Profile Frequency:

Interpretation:

Caution:

The Law Enforcement 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

Conclusion

Law Enforcement Interpretive Report supported candidate.

Law Enforcement Interpretive Report supported candidate, with caution.

Rotter Sentence Completion Test

The Rotter Sentence Completion Test is a standard projective test, involving the presentation of forty (40) stimulus items, which consist of the beginning of a sentence, to which candidate then completes this sentence using his own impressions. Candidates impressions are then examined in light of the overall pattern of his responses, reflecting aspects of his own personality.

_____.

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 test results supported candidate

IMPRESSIONS

Character:

Strengths:

Weaknesses:

Caution:

RECOMMENDATION

This report finds candidate suitable and acceptable to proceed in the application process having successfully completed this Psychological Evaluation.

The results of this Confidential Psychological Evaluation will be provided to the referring authority, _____.

Thank you for this referral and for the opportunity of working with you and with the _____.

Respectfully submitted on _____, 2006

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