

Using the MMPI-2 in Law Enforcement Selection

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MMPI-2 Prediction

- Individual Scales
 - Linear
 - Cut-off scores
 - Regression
- Overall Pattern Interpretation
- Special Scale Combinations

Special Scale Combinations

- Good Cop/Bad Cop
 - Hy, Hs, Pd, and Ma scales lower than 60
 - Other clinical scales lower than 70
- Goldberg Index (measure of psychosis)
 - $L + Pa + Sc + Hy + Pt$
- Husemann Index (aggression)
 - $F + Pd + Ma$
- Aamodt Index (impulsivity)
 - $F + Ma$
- Clinical Elevation Method
 - Any clinically elevated scale is a disqualification

- Five-Factor Model
 - I. General Pathology
 - $Hs + Pd + Pa + Pt + Sc + Ma$
 - II. Bipolar
 - $Hy + Hs + K - Ma$
 - III. Introversion (Si)
 - IV. $Pa + MF - L - K$
 - V. Malingering
 - $F - K$

Method

- Contact researchers with relevant data
 - Brewster & Stoloff (2004)
 - Davis & Rostow (2004)
 - Gonder & Gilmore (2004)
 - Matyas (2004)
 - Raynes (2004)
 - Surrette, Aamodt, & Serafino (2004)
 - Thomas & Kauder (2004)
- Conduct a meta-analysis of the results
 - Fall, 2004 issue of *Applied HRM Research*
- Continue to add new studies
 - Macintyre, Ronken, & Prenzler (2005)
 - Clinical elevation method

Officers with Clinical Elevations

Scale	% with T > 65
Hs	2.6
D	1.6
Hy	1.9
Pd	4.5
MF	6.1
Pa	1.8
Pt	1.6
Sc	2.6
Ma	8.5
Si	7.9
At least one scale > 65	21.5

MMPI Validity (r)

Scale	Academy	Performance	Commend	Discipline	Absenteeism
L	-.02	-.01	-.01	.01	.03
F	-.11*	-.08*	-.01	.02	.01
K	.08*	.05	-.04	-.01	-.05
Hs	-.09*	-.01	-.05	-.02	-.05
D	-.07*	-.04	.02	-.02	-.03
Hy	.02	.01	-.01	-.01	-.06*
Pd	-.04	-.07	-.06	.03	.00
Mf	-.02	-.05*	-.02	-.01	.00
Pa	.04	.00	-.01	.02	-.03
Pt	-.03	-.05	-.07	-.02	-.05
Sc	-.07*	-.07	-.05	.00	-.06*
Ma	-.11*	-.09*	-.01	.03	.01
Si	-.01	-.01	-.03	.00	-.01

Special Scales Meta-Analysis

Scale	Performance Ratings			Discipline Problems		
	K	N	r	K	N	r
Good Cop/Bad Cop	7	481	-.17*	5	2,546	.10*
Aamodt Index	5	412	-.04	5	2,546	.18*
Husemann Index	5	412	-.05	6	2,653	.11*
Goldberg Index	5	412	.06	6	2,707	.14*
Clinical Elevation				4	2,311	.16*
Factor I (Pathology)	5	412	-.04	6	2,637	.10*
Factor II (Bipolar)	5	412	.00	6	2,637	-.06*
Factor III (Si)	24	2,928	-.01	16	4,252	.00
Factor IV	5	412	.06	6	2,637	.01
Factor V (F-K)	5	412	.01	7	2,837	.09*

Aamodt Index Cutoff Score

Score	% problems	N in Band	r
<109	6.9%	140/2009	.19
109-119	20.0%	26/130	
120-129	34.1%	14/41	.03
130+	50.0%	8/16	-.05
TOTAL	8.6%	188/2196	

Clinical Elevation Results

Clinical Elevation	Serious Discipline Problems		% Problems
	No	Yes	
No	1786	130	6.8%
Yes	324	71	18.0%

QUESTIONS



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