



740 Colonial Drive, Baton Rouge, Louisiana 70806  
225-216-9422 Fax 225-216-1260

**Date: 9/1/2009**

**Candidate Name: Johnny Ineligible**

**Social Security Number: xxxxx0280**

**Department: Anytown PD**

The above referenced candidate has completed a liability screening utilizing the Matrix-Psychological Uniform Law Enforcement Selection Evaluation for Anytown PD.

**The candidate is considered to be an unacceptable liability risk and unsuitable for armed, independent law enforcement work at this time.**

During the course of this evaluation, a wide range of information and data was collected regarding the candidate's history and current status. In some cases, issues, events, or findings exceed the acceptable limits of a favorable hiring decision because the risk of liability to the department or public safety and security is deemed to be excessive. Such adverse findings are based upon the current body of scientific research and methodology in the field of police psychology as it relates to law enforcement selection. The evaluation of Johnny Ineligible revealed the following:

**Historical Factors of Concern:**

- This candidate has a history of involuntary psychiatric commitment after eighteen years of age. An event of this magnitude is suggestive of serious emotional instability that exceeds acceptable risk for armed, independent law enforcement work.
- This candidate endorses a history of serious suicidal and/or homicidal thoughts and feelings, as well as an attempt to act on such emotions. This endorsement represents an unacceptable level of emotional instability for work in law enforcement.
- The candidate has a history of treatment and/or counseling by a mental health professional. This may indicate a vulnerability to stress or pressure, and may suggest a need for periodic monitoring. If difficulty of an emotional type is observed or reported, a fitness for duty evaluation should be initiated.

**Medical or Cognitive Concerns:**

- The candidate reports mental health treatment within the past six months. Psychiatric clearance by the treating doctor/therapist for purposes of determining the candidate's mental status and stability is required.

- The candidate reports the use of prescription medication(s) that suggest an ongoing medical or emotional condition. The medication may negatively impact the candidate's judgment, impulsivity, reaction time, vision, etc. Medical clearance by the prescribing physician for the purposes of determining these issues is required.
- The candidate endorses a medical condition that may impact the job requirements of a law enforcement officer. Medical clearance in this regard is required.

### **Psychometric Performance Criteria:**

- The candidate's profile on the formal, objective testing is abnormal for the law enforcement population. Similar patterns of responding have been demonstrated to be associated with an unacceptable risk of misconduct and liability.

Administrative and supervisory personnel should review and discuss the content of the M-PULSE report with the candidate in order to verify the accuracy of information, to clarify and specify the issues endorsed by the candidate, and to delineate how the findings will be handled by the department or agency.

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Robert D. Davis, Ph.D., M.P.  
Police Psychologist  
Medical Psychologist

**M-PULSE Profile of Johnny Ineligible  
9/1/2009**

**Prediction of Risk by Liability Category**

<b>LIABILITY INDICATORS</b>	<b>LOW</b>	<b>AVERAGE</b>	<b>HIGH</b>
Interpersonal Difficulties			
Chemical Abuse/Dependency			
Off-Duty Misconduct			
Procedural and Conduct Mistakes			
Property Damage			
Misuse of Vehicle			
Motor Vehicle Accidents			
Discharge of Weapon			
Inappropriate Weapon Use		<b>INELIGIBLE CANDIDATE*</b>	
Unprofessional Conduct			
Excessive Force			
Racially Offensive Conduct			
Sexually Offensive Conduct			
Lawsuit Potential			
Criminal Conduct			
Reprimand/Suspension Potential			
Resignation Potential			
Termination Potential			

**Note: The above comparisons do not determine the candidate's overall M-PULSE outcome. However, high risk elevations should serve as a focus for targeted training or supervision of this candidate.**

**Prediction of Risk by Misconduct Index**

<b>MISCONDUCT INDICES</b>	<b>LOW</b>	<b>AVERAGE</b>	<b>HIGH</b>
Immaturity Index			
Immaturity Index			
Aggression Index			
Neglect of Duty Index			
Sexual Inappropriateness Index		<b>INELIGIBLE CANDIDATE*</b>	
Racial Inappropriateness Index			
Reprimand/Suspension Index			
Termination Index			
Bad Cop Index			
Overall Liability Risk: HIGH M-PULSE Outcome: FAIL			

\* See Graphs and Variables Tables

## M-PULSE Profile of Johnny Ineligible 9/1/2009

### Comparison of Candidate to the Total Population of Officers in the Current Database

LIABILITY INDICATORS	LOW	AVERAGE	HIGH
Historical			
Medical/Cognitive			
Substance Abuse Potential			
<u>MMPI-2 Indicators</u>			
L-Scale			
F-Scale			
K-Scale			
Hs-Scale			
D-Scale			
Hy-Scale			
Pd-Scale			
Mf-Scale			
Pa-Scale			
Pt-Scale			
Sc-Scale			
Ma-Scale			
Si-Scale			
MAC-R Scale			
<u>M-PULSE Inventory Indicators</u>			
Impression Management			
Test Attitude			
Negative Self-Issues			
Negative Perceptions Related to Law Enforcement			
Unethical Behavior			
Unpredictability			

\* One or more of the components of this factor meets or exceeds the criteria which require a "no hire" recommendation.

**M-PULSE Summary Tables for Johnny Ineligible  
9/1/2009  
Candidate Comparison to Normative Reference Groups  
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<b>BACKGROUND VARIABLES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
Historical Indicators	<b>2.63</b>	-1.15	-0.16	-0.01	0.00
Medical/ Cognitive Indicators	<b>1.14</b>	-1.22	-0.18	-0.01	0.00
Substance Abuse Potential	0.16	-0.66	-0.04	-0.01	0.00
Verbal Knowledge	-0.08	0.08	0.12	-0.02	0.00
Abstraction Ability	<b>1.20</b>	0.13	0.10	-0.02	0.00
Intelligence Estimate	0.83	0.14	0.13	-0.02	0.00

<b>M-PULSE INDICES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
Immaturity Index	-0.35	-0.08	-0.18	-0.13	0.00
Aggression Index	-1.21	-0.12	-0.19	-0.10	0.00
Neglect of Duty Index	-4.89	-0.16	-0.17	-0.01	0.00
Sexual Misconduct Index	-5.88	-0.29	-0.19	-0.06	0.00
Racial Misconduct Index	<b>3.69</b>	0.17	-0.04	0.01	0.00
Reprimand/Suspension Index	0.29	-0.10	-0.20	-0.11	0.00

<b>MMPI-2 VARIABLES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
L	-1.57	0.01	-0.10	-0.02	0.00
F	<b>2.11</b>	-0.09	-0.09	0.00	0.00
K	-1.92	0.11	0.07	-0.03	0.00
HS	-0.96	-0.09	-0.08	-0.01	0.00
D	0.27	-0.10	-0.09	0.00	0.00
HY	-1.16	-0.04	-0.01	-0.01	0.00
PD	0.24	-0.07	-0.03	-0.01	0.00
MF	-0.14	0.04	0.05	0.00	0.00
PA	<b>1.63</b>	-0.03	-0.02	-0.01	0.00
PT	<b>3.50</b>	-0.05	-0.01	-0.01	0.00
SC	<b>3.48</b>	-0.04	-0.02	-0.01	0.00
MA	-0.12	-0.05	-0.04	0.01	0.00
SI	<b>3.76</b>	-0.14	-0.07	0.01	0.00
MAC-R	<b>1.01</b>	-0.13	-0.11	0.01	0.00

**M-PULSE Summary Tables for Johnny Ineligible  
9/1/2009  
Candidate Comparison to Normative Reference Groups  
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<b>M-PULSE INVENTORY</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
<b>Validity Scales</b>					
Impression Management	0.20	0.11	0.00	0.05	0.00
Test Attitude	1.00	-0.18	-0.12	-0.04	0.00
<b>Liability Scales</b>					
Interpersonal Difficulties	-1.00	-0.11	-0.12	-0.04	0.00
Chemical Abuse/Dependency	0.10	-0.04	-0.06	0.00	0.00
Off-Duty Misconduct	0.00	-0.11	-0.08	0.01	0.00
Procedural and Conduct Mistakes	-0.90	-0.02	0.02	-0.02	0.00
Property Damage	0.70	0.01	-0.02	-0.04	0.00
Misuse of Vehicle	-0.10	-0.02	-0.04	0.01	0.00
Motor Vehicle Accidents	-0.80	0.10	0.06	-0.04	0.00
Discharge of Weapon	-0.60	0.05	-0.02	0.00	0.00
Inappropriate Use of Weapon	-0.40	-0.04	-0.04	0.03	0.00
Unprofessional Conduct	-0.40	-0.12	-0.06	0.00	0.00
Excessive Force	-1.80	0.03	0.00	0.01	0.00
Racially Offensive Conduct	0.20	0.04	-0.01	-0.04	0.00
Sexually Offensive Conduct	-0.10	-0.07	-0.07	0.01	0.00
Lawsuit Potential	-0.40	-0.02	0.02	0.02	0.00
Criminal Conduct	<b>1.30</b>	-0.13	-0.06	0.02	0.00
Potential for Reprimand/Suspension	-1.20	-0.01	-0.03	-0.05	0.00
Potential for Resignation	-0.20	-0.05	0.05	-0.01	0.00
Potential for Termination	-1.60	-0.08	0.02	-0.02	0.00

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<b>Empirical Scales</b>					
Negative Self-Issues	<b>2.10</b>	-0.20	-0.11	-0.03	0.00
--- Negative Emotions	<b>1.50</b>	-0.21	-0.12	-0.05	0.00
--- Egocentricism	<b>2.20</b>	-0.20	-0.13	-0.05	0.00
--- Inadequate Views of Police Work	<b>2.10</b>	-0.12	-0.06	0.00	0.00
--- Poor Emotional Control	0.50	-0.19	-0.08	-0.06	0.00
Negative Perceptions Related to Law Enforcement	0.10	-0.11	-0.10	0.01	0.00
--- Inappropriate Attitude About Use of Force	0.90	-0.15	-0.13	-0.02	0.00
--- Overly Traditional Officer Traits	-1.00	0.07	-0.03	0.05	0.00
--- Suspiciousness	0.40	-0.12	-0.07	0.07	0.00
Unethical Behavior	1.00	-0.30	-0.13	-0.06	0.00
--- Lack of Personal Integrity	0.50	-0.24	-0.10	-0.05	0.00
--- Negative Views of Department/Leadership	0.90	-0.39	-0.15	-0.02	0.00
--- Amorality	<b>1.10</b>	-0.20	-0.10	-0.07	0.00
Unpredictability	0.00	0.08	-0.01	-0.08	0.00
--- Risk Taking	-0.10	0.03	-0.06	-0.09	0.00
--- Novelty Seeking	-0.80	0.01	0.01	-0.03	0.00
<b>P.O.S.T. Dimensions</b>					
Social Incompetence	<b>2.00</b>	-0.26	-0.15	-0.03	0.00
Lack of Teamwork	0.90	-0.30	-0.13	-0.03	0.00
Unreliability	<b>2.00</b>	-0.22	-0.12	-0.03	0.00
Reckless Impulsivity	1.00	-0.13	-0.13	-0.08	0.00
Rigidity	<b>1.60</b>	-0.25	-0.13	-0.05	0.00
Lack of Integrity/Ethics	0.90	-0.20	-0.11	-0.03	0.00
Emotional Instability - Stress Intolerance	<b>1.70</b>	-0.25	-0.11	-0.04	0.00
Poor Decision-Making & Judgement	<b>1.70</b>	-0.22	-0.14	-0.06	0.00
Passivity-Submissiveness	<b>1.60</b>	-0.18	-0.10	-0.05	0.00
Substance Abuse	-0.20	0.00	-0.04	-0.10	0.00

Department Population = 647  
Parish/County Population = 4320  
State Population = 9554  
Total Population = 9863

Scores of zero are average. Negative scores represent lower risk and positive scores represent higher risk. In general, scores between -1.00 and +1.00 are within the average range. Scores greater than or equal to +2.00 are deviant.