



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

Candidate Name: Johnny Walker

Social Security Number: xxxxx6599

Department: Big City Fire Department

The above referenced candidate has completed a psychological/liability screening utilizing the Matrix-Firefighter Liability and Management Evaluation for Big City Fire Department.

The candidate is considered unsuitable for firefighter work, and should not be considered for a position 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 likely. Such adverse findings are based upon the current body of scientific research and methodology in the field as it relates to firefighter selection. The evaluation of Johnny Walker revealed the following:

Historical Factors of Concern:

- This candidate endorses a history of involuntary or court-ordered chemical dependency treatment in the last five years. Even if the candidate reports sobriety at the current time, the magnitude of intervention required for this candidate to recognize the destructiveness of such behavior (which was obviously apparent to others) is suggestive of substantial risk for the recurrence of chemical abuse, both because of the recency of sobriety and the unique stressors of firefighting work. This event and its recency exceed acceptable risk.
- The candidate has a history of a psychological disorder requiring treatment. This may indicate a vulnerability to stress or pressure, and suggests a need for periodic monitoring. If difficulty of an emotional type is observed or reported, a fitness for duty evaluation should be initiated.
- This candidate was previously diagnosed and treated for a chemical dependency or abuse problem (e.g., alcohol, narcotics, etc.). Although the candidate reports current abstinence and sobriety, the department or agency administrative officials may wish to enter into a formal written contract with the candidate which involves "termination for cause" or other remedies if the use of abusable substances by the candidate is discovered by the administration, as well as the procedures for prevention and monitoring of such an occurrence.

- The candidate admitted a history of impulsive/explosive behaviors at an earlier life stage. While it is likely that the candidate has acquired internal control over such behaviors, observation of the candidate by supervisory officials should focus on the early detection of the re-emergence of these behaviors.
- The candidate reports being demoted during previous employment or while in military service. Investigation into this issue by supervisory officials is indicated.
- There are elements in the candidate's military service history that are deemed unusual. The impact of such events upon the likelihood that the candidate could perform standard duty is undetermined. Further investigation into this issue by supervisory officials is indicated.
- The candidate reports illicit drug use in the past, but not within the past two years. There is no indication of current drug use.
- The candidate has previously applied for a position with another organization, but was not offered employment. Further investigation into the issue by supervisory officials is indicated.

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.

Psychometric Performance Criteria:

- The candidate's profile on the formal, objective testing is abnormal for the firefighter population, and has been demonstrated to be associated with misconduct and liability.

Administrative and supervisory personnel should review and discuss the content of the M-FLAME 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.

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

M-FLAME Profile of Johnny Walker

Prediction of Risk by Liability Category

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

Note: The above factors, in isolation or individually, are not part of the determination criteria for pass or fail. However, average to high risk on the above factors may serve as a focus for targeted training or increased monitoring and supervision of this candidate.

Prediction of Risk by Misconduct Index

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

* See Graphs and Variables Tables

M-FLAME Profile of Johnny Walker

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			

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

M-FLAME Summary Tables for Johnny Walker

Candidate Comparison to Normative Reference Groups

BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	3.27	0.13	0.13	0.00	0.00
Medical/ Cognitive Indicators	-0.35	-0.10	-0.10	0.00	0.00
Substance Abuse Potential	9.44	0.55	0.55	0.00	0.00
Verbal Knowledge	0.69	-0.27	-0.27	0.00	0.00
Abstraction Ability	1.35	0.04	0.04	0.00	0.00
Intelligence Estimate	1.25	-0.13	-0.13	0.00	0.00

M-FLAME INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	0.00	0.11	0.11	0.00	0.00
Aggression Index	0.00	0.12	0.12	0.00	0.00
Neglect of Duty Index	0.00	0.15	0.15	0.00	0.00
Sexual Misconduct Index	0.00	-0.26	-0.26	0.00	0.00
Racial Misconduct Index	0.00	0.37	0.37	0.00	0.00
Reprimand/Suspension Index	0.00	0.06	0.06	0.00	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-1.24	0.18	0.18	0.00	0.00
F	0.38	-0.08	-0.08	0.00	0.00
K	-0.64	0.11	0.11	0.00	0.00
HS	-1.32	0.16	0.16	0.00	0.00
D	0.56	0.18	0.18	0.00	0.00
HY	-0.88	-0.05	-0.05	0.00	0.00
PD	2.16	0.27	0.27	0.00	0.00
MF	0.04	-0.22	-0.22	0.00	0.00
PA	-0.56	-0.03	-0.03	0.00	0.00
PT	2.93	0.00	0.00	0.00	0.00
SC	1.61	0.08	0.08	0.00	0.00
MA	1.94	0.12	0.12	0.00	0.00
SI	0.89	0.16	0.16	0.00	0.00
MAC-R	2.16	0.33	0.33	0.00	0.00

Department Population = 45
 Parish/County Population = 45
 State Population = 430
 Total Population = 430

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.