**Sierra Robinson Post to week 5 discussion 1**

I have two individuals here for an evaluation and will take the MMPI-3 to be considered for the police candidate. After interviewing Mr. E and Ms. F, I will go over the process to give the local police department the interpretive reports of the MMPI-3.

**Interview and History:** Mr. E and Ms. F

Mr. E is a 27-year-old male candidate applying for the urban agency's entry-level position here in Tennessee. The background information received did not contain reprimands or any legal conflicts that he has with anyone. Mr. E's work history is stable and consistent. His peers perceived Mr. E as entitled and bossy, while his boss (a high school friend) recognizes them as attributes. During the interview with Mr. E, he displayed personality traits by frequent interruption while I was speaking. He denies any friction with his coworkers as he labels himself highly regarded and respected. Mr. E does not display self-awareness and ability to read social cues, body language, provide empathy and assess the environmental factors.

Ms. F is a 25-year-old female from a small town applying to the rule police department as an entry-level officer. Ms. F's background came back indicating that she is an excellent student that follows the rules and well regarded by employers and former teachers. She completed an associate's degree in criminal justice while working part-time and living at home with her parents. Ms. F's references stated that she is reliable, conscientious, pleasant, but she is not an outgoing person. Her work-related references indicated that she has no discrepancies, no history of reprimands or disciplinary actions, and time-efficient. Ms. F presented herself as inhibited, rigid, and constrained when answering hypothetical questions outside her experience.

**Required Personality Test:**

Mr. E and Ms. F both were given the MMPI-3 assessment as a pre-employment screening. MMPI-3 is a self-reporting inventory with a reliability of .50 to 80; it is a self-reporting assessment (Morgeson et al., 2007). The MMPI-3 is a self-reporting assessment that is non-gendered and culturally acceptable to identify problems in individuals.

Based on the findings from my perspective, Mr. E's scores suggest that he has difficulty with interpersonal relationships, job-relevant problems, social competence, teamwork, integrity, conscientiousness, and dependability (Cory & Ben, 2020a). His scores indicate that he has a weakness in stress tolerance and the ability to work with others.

Based on the findings from my perspective, Ms. F's scores suggest that there is considerable under-reporting and that the results may not identify or may under estimate the candidate and the psychological problems that could potentially impede the individual's ability to perform their duties (Cory & Ben, 2020b). Ms. F's scores indicate that she does not enjoy social settings or social situations. She is known as an introvert and has issues building close bonds and relationships. Due to under-reporting somatic, cognitive, thought, or behavioral problems cannot be ruled out with her results.

**Other Testing Methods:**

Another testing method used on both Mr. E and Ms. F is the Myers-Briggs personality inventory (MBPI). The MBPI is an assessment used to reveal personality types and the success in project management (Cohen et al., 2013). The results will show if the individual is suited for the population of the job. The MBPI is a self-reporting survey that uses a short questionnaire. The Big five can also be used to test the personality of both Mr. E and Ms. F. The Big Five report extraversion, openness, conscientiousness, emotional stability, and organizational tenure (Rodrigues & Rebelo, 2013). The Big Five will allow the two candidates' personalities to align with the potential career path.

**Recommendations:**

**To communicate reservations:** I have examined Mr. E. It is my professional opinion that this person is psychologically at risk for exercising appropriate judgment and restraint to be certified as a police officer. Mr. E shows assertiveness, excessively authoritarian behavior and scored in the top percent in unusual thinking than other candidates.

**To communicate reservations:** I have examined Ms. F. It is my professional opinion that this person is psychologically at risk for exercising appropriate judgment and restraint to be certified as a police officer. Based on Ms. F's MMPI-3 assessment scores, she lacks quick decision-making abilities, interpersonal communication skills, and being able to create multiple relationships.

Sierra Robinson

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