Candidate Name: Johnny Badfire

Social Security Number: xxxxx3147

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 suitable for firefighter work.

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 or events are discovered that may be relevant, or even critical, to the department's ultimate decision regarding employment of the candidate, as well as the focus of the candidate's training, continuing education, level and frequency of supervision, etc. The evaluation of Johnny Badfire revealed the following:

Historical Factors of Concern:

- 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.

- The candidate has been discharged from employment in the past. While this is not unusual, nor does it imply a problem for the candidate, supervisory officials may wish to investigate the details and circumstances of the discharge.

- The candidate reports illicit drug use in the past, but not within the past two years. There is no indication of current drug use.

Medical or Cognitive Concerns:

- The candidate appears to possess no medical, psychiatric, or educational factors that would negatively impact firefighting performance.

Psychometric Performance Criteria:

- The candidate's profile on the formal, objective measure(s) of personality and current emotional functioning revealed at least one elevation of import, but the finding(s) did not exceed acceptable risk or liability.

Training Recommendations:

Although this candidate's overall level of liability risk is acceptable, the pattern of responding was indicative of high risk potential in one or more categories.
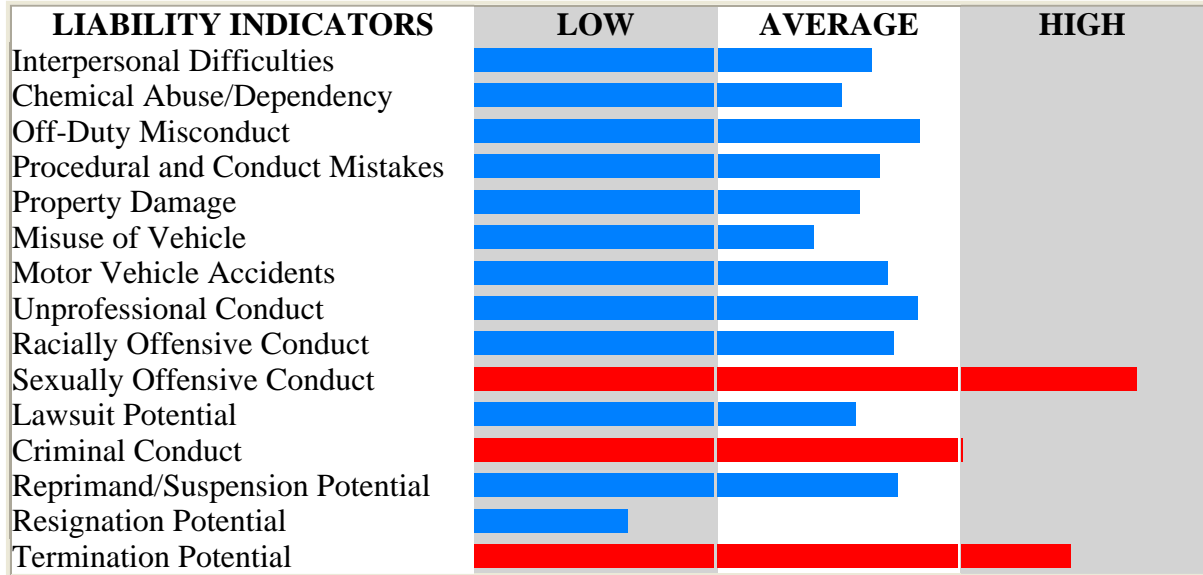
- **Sexually Offensive Conduct:** This candidate's approach to testing produced a pattern of responding consistent with the population of officers who have demonstrated significant violations of sexual boundaries. Typical behaviors that are part of this category include sexual harassment, inappropriate sexual verbalizations, sexual activity with fellow officers, frequenting prostitutes, and utilizing non-arrest discretion in lieu of sexual favors. Boundaries of this type are clearly bolstered by a departmental culture that is intolerant to trangressions of this variety, has unambiguous written policies regarding appropriate and inappropriate sexual conduct, and requires officers to demonstrate a thorough knowledge of the department's expectations and consequences regarding sexual behavior.

- **Criminal Conduct:** This candidate's pattern of responding is similar to that of officers who have actually been arrested, charged, detained, or convicted of criminal activity or corruption involving misdemeanor or felony level offenses (whether or not the criminal activity was committed under color of law). A candidate's high risk potential in this category should prompt department executives and supervisory personnel to carefully examine the specific misconduct predictions (e.g., excessive force, sexual inappropriateness, racially offensive conduct, etc.) to identify the candidate's potential areas of vulnerability, and establish an appropriate plan for the unique training and supervision needs of this candidate.

- **Termination:** The analysis of this candidate's response style shows great similarity to that of officers whose behavior or conduct has resulted in termination for cause. There are many different reasons for terminations including the failure to complete training or otherwise meet the conditional requirements for employment, failure to comply with department regulations, insubordination, excessive citizen complaints, criminal activity/corruption, neglect of duty, absenteeism, etc. The department executive should carefully review this candidate's specific liability risk profile to determine the most likely category/categories of misconduct. This may allow planning the most appropriate strategies for preventing misconduct frequency and/or severity, and minimizing the likelihood of the serious disciplinary response of termination.

These issues are provided to assist the due diligence hiring efforts of the appropriate administrative personnel in the department or agency.

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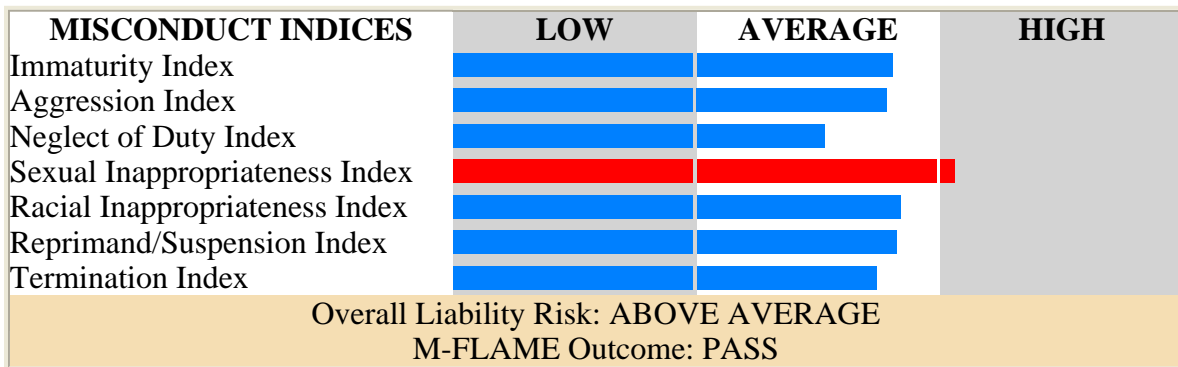
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Robert D. Davis, Ph.D., M.P.
Police Psychologist

M-FLAME Profile of Johnny Badfire

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			
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			
Aggression Index			
Neglect of Duty Index			
Sexual Inappropriateness Index			
Racial Inappropriateness Index			
Reprimand/Suspension Index			
Termination Index			
Overall Liability Risk: ABOVE AVERAGE			
M-FLAME Outcome: PASS			

M-FLAME Profile of Johnny Badfire

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

LIABILITY INDICATORS	LOW	AVERAGE	HIGH
Historical			
Medical/Cognitive			
Substance Abuse Potential			
MMPI-2 Indicators			
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			
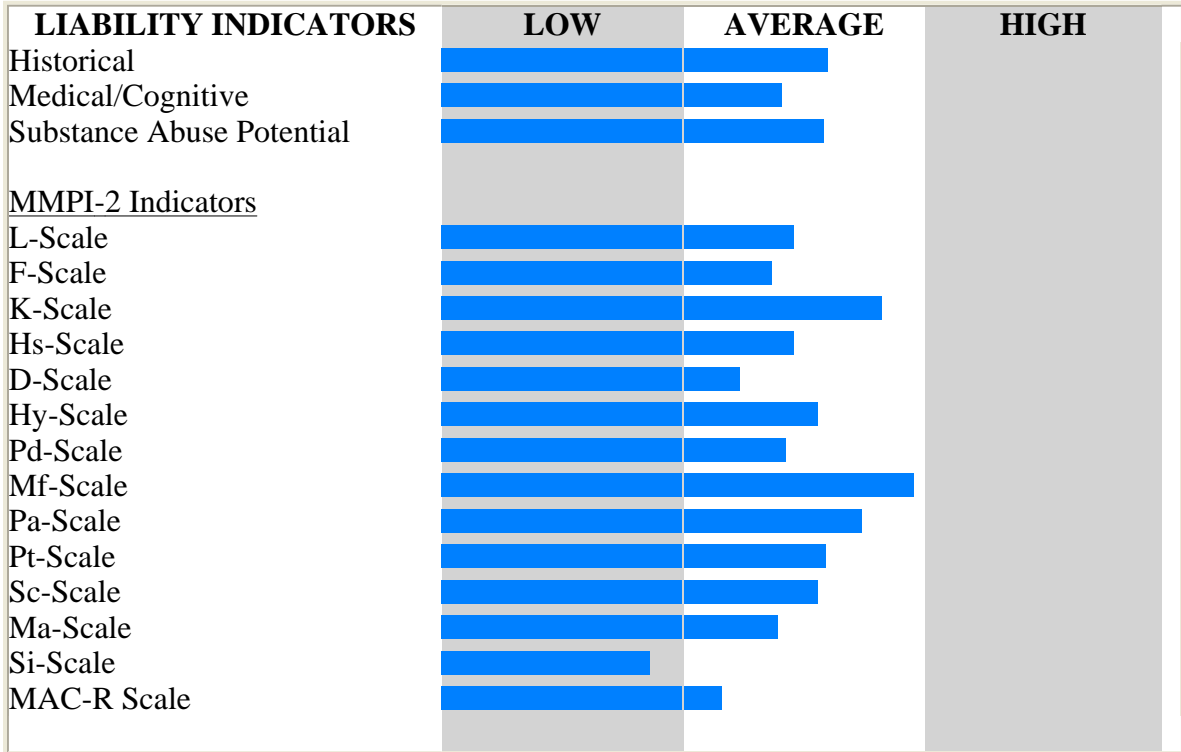
M-FLAME Summary Tables for Johnny Badfire

Candidate Comparison to Normative Reference Groups

BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	0.28	-0.06	-0.05	0.00	0.00
Medical/ Cognitive Indicators	-0.30	-0.04	-0.06	0.00	0.00
Substance Abuse Potential	0.23	-0.06	-0.05	0.00	0.00
Verbal Knowledge	0.30	0.02	0.02	0.00	0.00
Abstraction Ability	**1.35**	0.21	0.10	0.00	0.00
Intelligence Estimate	**1.04**	0.15	0.07	0.00	0.00

M-FLAME INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	0.93	0.01	0.06	0.00	0.00
Aggression Index	0.86	0.00	0.02	0.00	0.00
Neglect of Duty Index	0.09	0.13	0.00	0.00	0.00
Sexual Misconduct Index	**1.57**	-0.05	0.04	0.00	0.00
Racial Misconduct Index	**1.03**	0.03	0.00	0.00	0.00
Reprimand/Suspension Index	0.99	-0.02	0.03	0.00	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-0.15	0.17	0.01	0.00	0.00
F	-0.42	0.03	-0.01	0.00	0.00
K	0.97	0.16	-0.03	0.00	0.00
HS	-0.15	0.06	-0.05	0.00	0.00
D	-0.82	-0.16	-0.05	0.00	0.00
HY	0.16	-0.05	-0.02	0.00	0.00
PD	-0.25	0.06	0.00	0.00	0.00
MF	**1.35**	-0.03	-0.06	0.00	0.00
PA	0.71	-0.05	-0.01	0.00	0.00
PT	0.27	-0.02	-0.05	0.00	0.00
SC	0.15	0.09	-0.03	0.00	0.00
MA	-0.34	0.10	0.01	0.00	0.00
SI	-1.72	-0.05	-0.06	0.00	0.00
MAC-R	-1.03	0.09	0.06	0.00	0.00

Department Population = 89
Parish/County Population = 219
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.