



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

Date: 4/21/2009

Candidate Name: Johnny Badguy

Social Security Number: xxxxx6249

Department: Major SO

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

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 Badguy revealed the following:

Historical Factors of Concern:

- 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.
- The candidate has experienced unusual stress (e.g., death of a family member, separation, divorce, medical illness, etc.) in recent times. If indicated by observation, supportive counseling is recommended.
- The candidate has received negative comments/warnings during previous employment due to negligence on the candidate's part. Investigation into this issue by supervisory officials is indicated.
- The candidate endorses an unfavorable departure (e.g., discharged, asked to resign, quit under pressure, etc.) 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 employment separation.

- 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 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 revealed a history of learning difficulties that indicate a need for further attention by supervisory officials. A formal testing inquiry into the candidate's intellectual or cognitive functioning may be indicated to determine job performance impact.
- 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.

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

M-PULSE Profile of Johnny Badguy
4/21/2009

Prediction of Risk by Liability Category

LIABILITY INDICATORS	LOW	AVERAGE	HIGH
Interpersonal Difficulties	[Blue bar from LOW to mid-AVERAGE]		
Chemical Abuse/Dependency	[Red bar from LOW to mid-AVERAGE]		
Off-Duty Misconduct	[Blue bar from LOW to mid-AVERAGE]		
Procedural and Conduct Mistakes	[Blue bar from LOW to mid-AVERAGE]		
Property Damage	[Blue bar from LOW to mid-AVERAGE]		
Misuse of Vehicle	[Blue bar from LOW to mid-AVERAGE]		
Motor Vehicle Accidents	[Blue bar from LOW to mid-AVERAGE]		
Discharge of Weapon	[Blue bar from LOW to mid-AVERAGE]		
Inappropriate Weapon Use	[Blue bar from LOW to mid-AVERAGE]		
Unprofessional Conduct	[Blue bar from LOW to mid-AVERAGE]		
Excessive Force	[Blue bar from LOW to mid-AVERAGE]		
Racially Offensive Conduct	[Blue bar from LOW to mid-AVERAGE]		
Sexually Offensive Conduct	[Blue bar from LOW to mid-AVERAGE]		
Lawsuit Potential	[Red bar from LOW to mid-AVERAGE]		
Criminal Conduct	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Reprimand/Suspension Potential	[Blue bar from LOW to mid-AVERAGE]		
Resignation Potential	[Grey bar from LOW to mid-AVERAGE]		
Termination Potential	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]

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

MISCONDUCT INDICES	LOW	AVERAGE	HIGH
Immaturity Index	[Blue bar from LOW to mid-AVERAGE]		
Aggression Index	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Neglect of Duty Index	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Sexual Inappropriateness Index	[Blue bar from LOW to mid-AVERAGE]		
Racial Inappropriateness Index	[Blue bar from LOW to mid-AVERAGE]		
Reprimand/Suspension Index	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Termination Index	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Bad Cop Index	[Red bar from LOW to mid-AVERAGE]		[Red bar extending into HIGH]
Overall Liability Risk: HIGH M-PULSE Outcome: FAIL			

M-PULSE Summary Tables for Johnny Badguy
4/21/2009
Candidate Comparison to Normative Reference Groups
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BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	1.34	0.21	0.18	-0.01	0.00
Medical/ Cognitive Indicators	1.46	0.08	0.10	-0.01	0.00
Substance Abuse Potential	0.46	0.25	0.19	-0.01	0.00
Verbal Knowledge	-0.85	-0.02	-0.05	-0.02	0.00
Abstraction Ability	-2.34	-0.02	-0.03	-0.02	0.00
Intelligence Estimate	-2.09	-0.04	-0.03	-0.02	0.00

M-PULSE INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	0.77	-0.29	-0.20	-0.13	0.00
Aggression Index	1.75	-0.24	-0.16	-0.10	0.00
Neglect of Duty Index	2.31	-0.21	-0.07	-0.01	0.00
Sexual Misconduct Index	1.27	-0.36	-0.18	-0.06	0.00
Racial Misconduct Index	-1.22	0.08	0.09	0.01	0.00
Reprimand/Suspension Index	1.69	-0.13	-0.10	-0.11	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-0.49	0.04	0.07	-0.02	0.00
F	1.71	0.14	0.10	0.00	0.00
K	0.64	-0.08	-0.07	-0.03	0.00
HS	0.89	0.12	0.07	-0.01	0.00
D	0.41	0.11	0.05	0.00	0.00
HY	0.94	0.01	-0.03	-0.01	0.00
PD	1.38	0.03	-0.02	-0.01	0.00
MF	0.60	0.04	0.00	0.00	0.00
PA	-0.23	0.08	0.02	-0.01	0.00
PT	0.26	0.06	0.06	-0.01	0.00
SC	1.20	0.02	0.03	-0.01	0.00
MA	-0.58	-0.05	0.00	0.01	0.00
SI	-1.16	0.08	0.07	0.01	0.00
MAC-R	-0.27	0.07	0.05	0.01	0.00

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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Validity Scales					
Impression Management	-1.70	-0.08	0.01	0.05	0.00
Test Attitude	-1.00	0.02	0.02	-0.04	0.00
Liability Scales					
Interpersonal Difficulties	-1.80	-0.21	-0.10	-0.04	0.00
Chemical Abuse/Dependency	1.60	0.15	0.13	0.00	0.00
Off-Duty Misconduct	1.10	0.00	0.03	0.01	0.00
Procedural and Conduct Mistakes	1.00	-0.21	-0.15	-0.02	0.00
Property Damage	-0.70	-0.08	-0.07	-0.04	0.00
Misuse of Vehicle	2.60	-0.14	-0.07	0.01	0.00
Motor Vehicle Accidents	-3.00	-0.08	-0.11	-0.04	0.00
Discharge of Weapon	0.30	-0.10	-0.06	0.00	0.00
Inappropriate Use of Weapon	1.00	-0.03	-0.05	0.03	0.00
Unprofessional Conduct	0.40	-0.12	-0.06	0.00	0.00
Excessive Force	0.00	-0.02	-0.01	0.01	0.00
Racially Offensive Conduct	0.30	-0.16	-0.10	-0.04	0.00
Sexually Offensive Conduct	-3.10	-0.18	-0.07	0.01	0.00
Lawsuit Potential	1.80	0.12	0.05	0.02	0.00
Criminal Conduct	1.50	0.03	-0.02	0.02	0.00
Potential for Reprimand/Suspension	0.70	-0.13	-0.09	-0.05	0.00
Potential for Resignation	-0.60	-0.18	-0.10	-0.01	0.00
Potential for Termination	-0.30	-0.10	-0.08	-0.02	0.00

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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Empirical Scales					
Negative Self-Issues	-1.30	0.07	0.03	-0.03	0.00
--- Negative Emotions	-1.30	0.12	0.05	-0.05	0.00
--- Egocentricism	-1.40	0.11	0.06	-0.05	0.00
--- Inadequate Views of Police Work	-0.70	0.04	0.04	0.00	0.00
--- Poor Emotional Control	1.00	0.14	0.07	-0.06	0.00
Negative Perceptions Related to Law Enforcement	-1.11	0.21	0.17	0.01	0.00
--- Inappropriate Attitude About Use of Force	-0.60	0.30	0.21	-0.02	0.00
--- Overly Traditional Officer Traits	0.20	0.29	0.19	0.05	0.00
--- Suspiciousness	-1.50	0.13	0.15	0.07	0.00
Unethical Behavior	-1.30	-0.09	-0.05	-0.06	0.00
--- Lack of Personal Integrity	-0.80	-0.03	0.00	-0.05	0.00
--- Negative Views of Department/Leadership	-1.50	-0.15	-0.08	-0.02	0.00
--- Amorality	-1.11	-0.07	-0.04	-0.07	0.00
Unpredictability	0.10	-0.13	-0.07	-0.08	0.00
--- Risk Taking	-0.10	0.01	0.01	-0.09	0.00
--- Novelty Seeking	0.40	-0.12	-0.04	-0.03	0.00
P.O.S.T. Dimensions					
Social Incompetence	-1.30	0.16	0.12	-0.03	0.00
Lack of Teamwork	-1.40	-0.02	-0.03	-0.03	0.00
Unreliability	-0.90	0.09	0.06	-0.03	0.00
Reckless Impulsivity	-0.10	0.17	0.13	-0.08	0.00
Rigidity	-1.11	0.03	0.04	-0.05	0.00
Lack of Integrity/Ethics	-0.90	0.07	0.04	-0.03	0.00
Emotional Instability - Stress Intolerance	-1.40	0.16	0.07	-0.04	0.00
Poor Decision-Making & Judgement	-1.70	0.05	0.04	-0.06	0.00
Passivity-Submissiveness	-1.50	0.14	0.10	-0.05	0.00
Substance Abuse	-0.50	0.09	0.05	-0.10	0.00

Department Population = 307
Parish/County Population = 626
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.