



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

**Candidate Name: Johnny Careless**

**Social Security Number: xxxxx8134**

**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 Careless revealed the following:

**Historical Factors of Concern:**

- 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 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.
- There is a history of arrest for a minor infraction or infractions of law. Further investigation 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.

**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 was within normal limits. No findings in the profile have been reliably or scientifically related to firefighting job performance 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.

- **Property Damage:** Officers that have damaged official property, or generally demonstrate a lack of concern for the care and keeping of property that does not belong to them, approach testing in a way that is comparable to this candidate. Carelessness of this variety may be minimized through both disciplinary and financial cost policies which should be made clear to the candidate.

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 Careless

## 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	██████████	██████████	

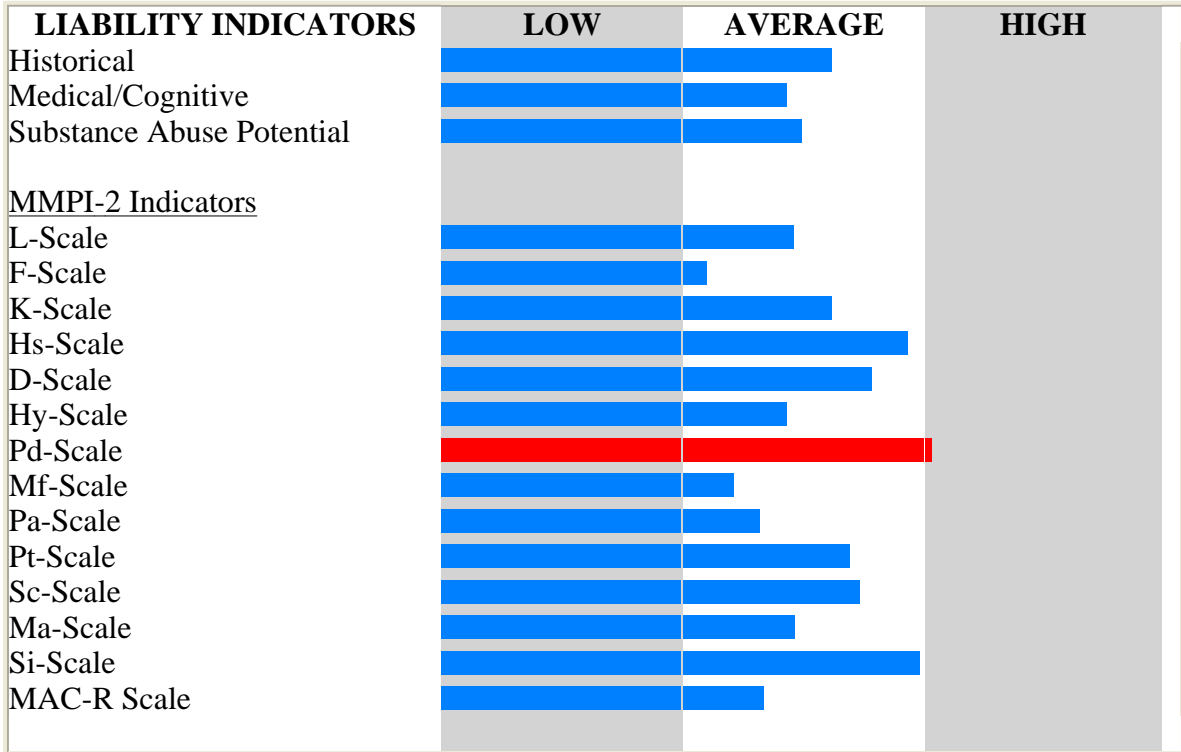
Note: The above factors, in isolation or individually, are not part of the determination criteria for pass or fail. However, average to high risk on the above factors may serve as a focus for targeted training or increased monitoring and supervision of this candidate.

## 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: AVERAGE M-FLAME Outcome: PASS			

## M-FLAME Profile of Johnny Careless

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



## M-FLAME Summary Tables for Johnny Careless

### Candidate Comparison to Normative Reference Groups

BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	0.33	0.13	0.13	0.00	0.00
Medical/ Cognitive Indicators	-0.22	-0.10	-0.10	0.00	0.00
Substance Abuse Potential	-0.04	0.55	0.55	0.00	0.00
Verbal Knowledge	-1.65	-0.27	-0.27	0.00	0.00
Abstraction Ability	0.03	0.04	0.04	0.00	0.00
Intelligence Estimate	-0.83	-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	0.05	0.11	0.11	0.00	0.00
Aggression Index	-0.25	0.12	0.12	0.00	0.00
Neglect of Duty Index	0.12	0.15	0.15	0.00	0.00
Sexual Misconduct Index	-0.70	-0.26	-0.26	0.00	0.00
Racial Misconduct Index	0.03	0.37	0.37	0.00	0.00
Reprimand/Suspension Index	0.11	0.06	0.06	0.00	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-0.15	0.18	0.18	0.00	0.00
F	-1.22	-0.08	-0.08	0.00	0.00
K	0.33	0.11	0.11	0.00	0.00
HS	<b>1.27</b>	0.16	0.16	0.00	0.00
D	0.84	0.18	0.18	0.00	0.00
HY	-0.23	-0.05	-0.05	0.00	0.00
PD	<b>1.53</b>	0.27	0.27	0.00	0.00
MF	-0.90	-0.22	-0.22	0.00	0.00
PA	-0.56	-0.03	-0.03	0.00	0.00
PT	0.55	0.00	0.00	0.00	0.00
SC	0.68	0.08	0.08	0.00	0.00
MA	-0.11	0.12	0.12	0.00	0.00
SI	<b>1.44</b>	0.16	0.16	0.00	0.00
MAC-R	-0.52	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.