



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

**Candidate Name: Johnny Goodfire**

**Social Security Number: xxxxx5167**

**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 Goodfire revealed the following:

**Historical Factors of Concern:**

- Information obtained from structured interview and the biographical data questionnaire reveal no historical factors of significant concern which are known to be related to firefighter liability.

**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:**

- This candidate's pattern of responding resulted in an overall level of acceptable liability risk. Furthermore, the similarity of the candidate's response pattern to officers that have demonstrated each of the measured categories of liability or misconduct was average or less. Therefore, no specific or targeted training recommendations are warranted.

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 Goodfire

## 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	██████████	██████████	

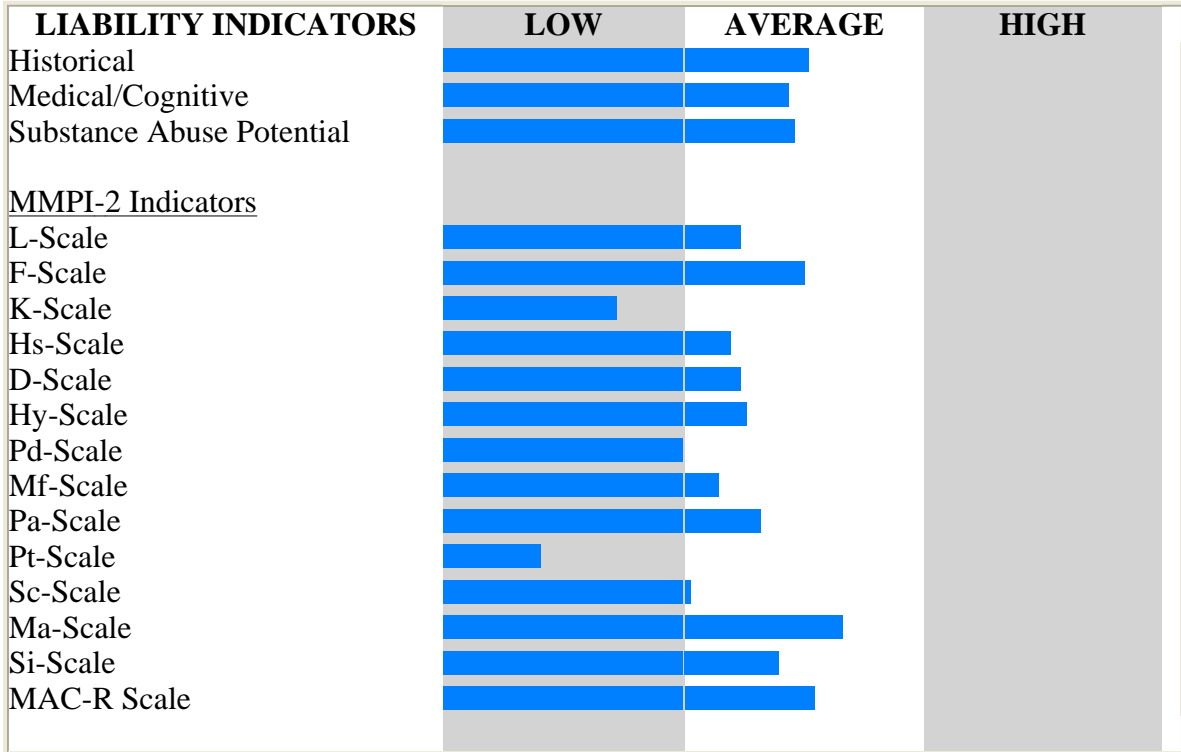
Note: The above factors, in isolation or individually, are not part of the determination criteria for pass or fail. However, average to high risk on the above factors may serve as a focus for targeted training or increased monitoring and supervision of this candidate.

## 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 Goodfire

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



## M-FLAME Summary Tables for Johnny Goodfire

### Candidate Comparison to Normative Reference Groups

<b>BACKGROUND VARIABLES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
Historical Indicators	0.03	0.00	-0.05	0.00	0.00
Medical/ Cognitive Indicators	-0.22	-0.08	-0.06	0.00	0.00
Substance Abuse Potential	-0.13	0.15	-0.05	0.00	0.00
Verbal Knowledge	-0.09	0.08	0.02	0.00	0.00
Abstraction Ability	0.33	0.04	0.10	0.00	0.00
Intelligence Estimate	0.10	0.05	0.07	0.00	0.00

<b>M-FLAME INDICES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
Immaturity Index	0.25	0.19	0.06	0.00	0.00
Aggression Index	0.14	0.25	0.02	0.00	0.00
Neglect of Duty Index	-0.53	0.21	0.00	0.00	0.00
Sexual Misconduct Index	-0.44	0.30	0.04	0.00	0.00
Racial Misconduct Index	-0.64	-0.27	0.00	0.00	0.00
Reprimand/Suspension Index	-0.06	0.11	0.03	0.00	0.00

<b>MMPI-2 VARIABLES</b>	<b>CANDIDATE SCORE</b>	<b>DEPARTMENT AVERAGE</b>	<b>PARISH/COUNTY AVERAGE</b>	<b>STATE AVERAGE</b>	<b>TOTAL POPULATION AVERAGE</b>
L	-0.82	-0.21	0.01	0.00	0.00
F	-0.02	0.12	-0.01	0.00	0.00
K	-1.92	-0.31	-0.03	0.00	0.00
HS	-0.93	-0.02	-0.05	0.00	0.00
D	-0.82	-0.15	-0.05	0.00	0.00
HY	-0.75	0.12	-0.02	0.00	0.00
PD	-1.51	0.30	0.00	0.00	0.00
MF	-1.08	0.05	-0.06	0.00	0.00
PA	-0.56	-0.04	-0.01	0.00	0.00
PT	-2.39	-0.26	-0.05	0.00	0.00
SC	-1.45	0.03	-0.03	0.00	0.00
MA	0.46	0.38	0.01	0.00	0.00
SI	-0.35	-0.37	-0.06	0.00	0.00
MAC-R	0.12	0.34	0.06	0.00	0.00

Department Population = 23  
 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.