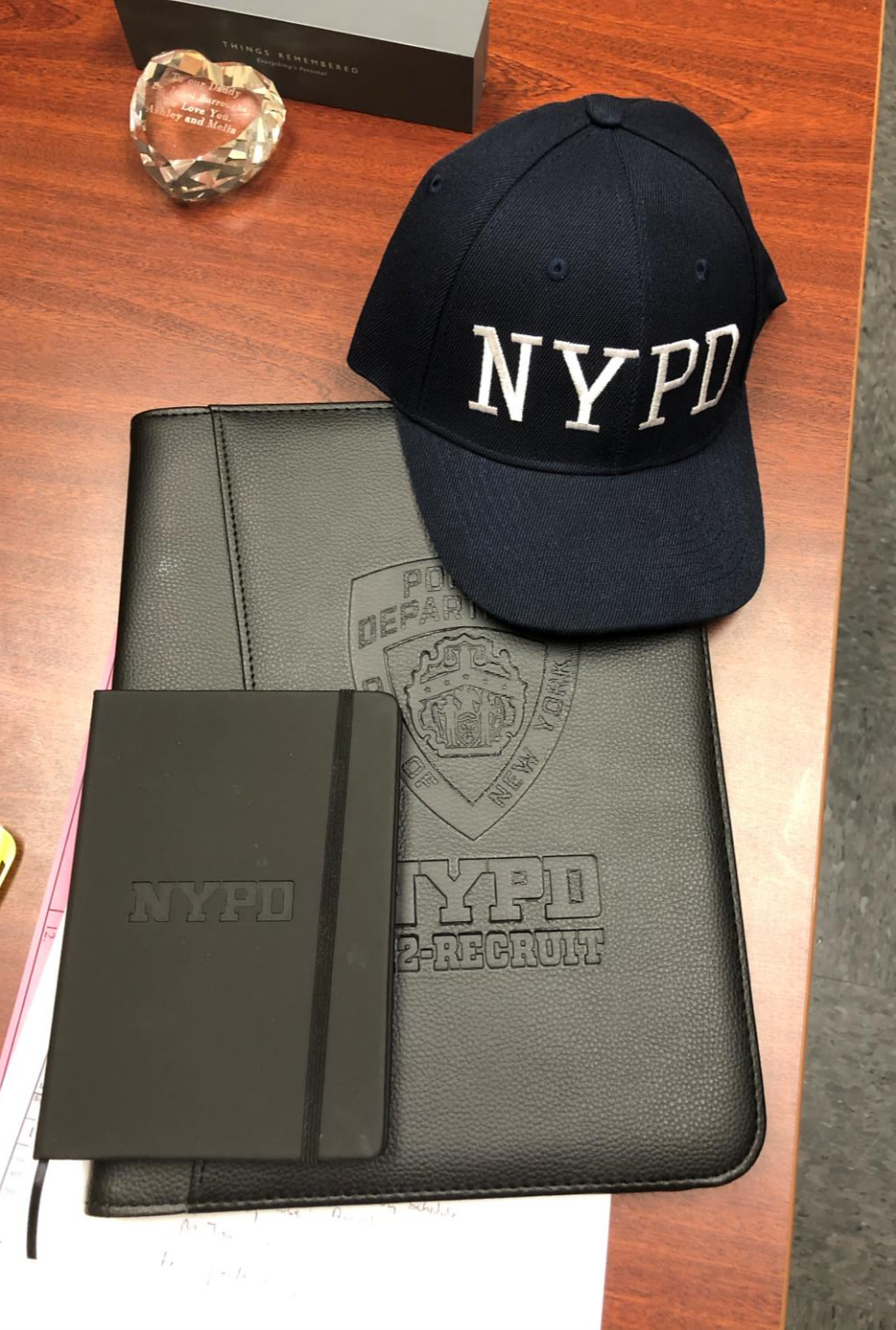




Pre-Employment Psychological Assessment of Police Officers

Jamel Burroughs, Ph.D.



The purpose of this presentation

- Introductory overview of the pre-employment psychological assessment process for police officers.
- Brief review of the history of the psychological assessment of Police Officers.
- The administration of psychological instruments.
- Relevant biographical data sections of the evaluation to include, education, employment military, legal, medical and psychological histories.
- Obtaining collateral data.
- Conceptualization of the data for qualification and disqualification decision making.



Why the Psychological Assessment of Police Officers?

A Brief History



Timeline of Events

Lewis Terman (1917) best known for developing the Stanford-Binet

Predict the performance of police officers

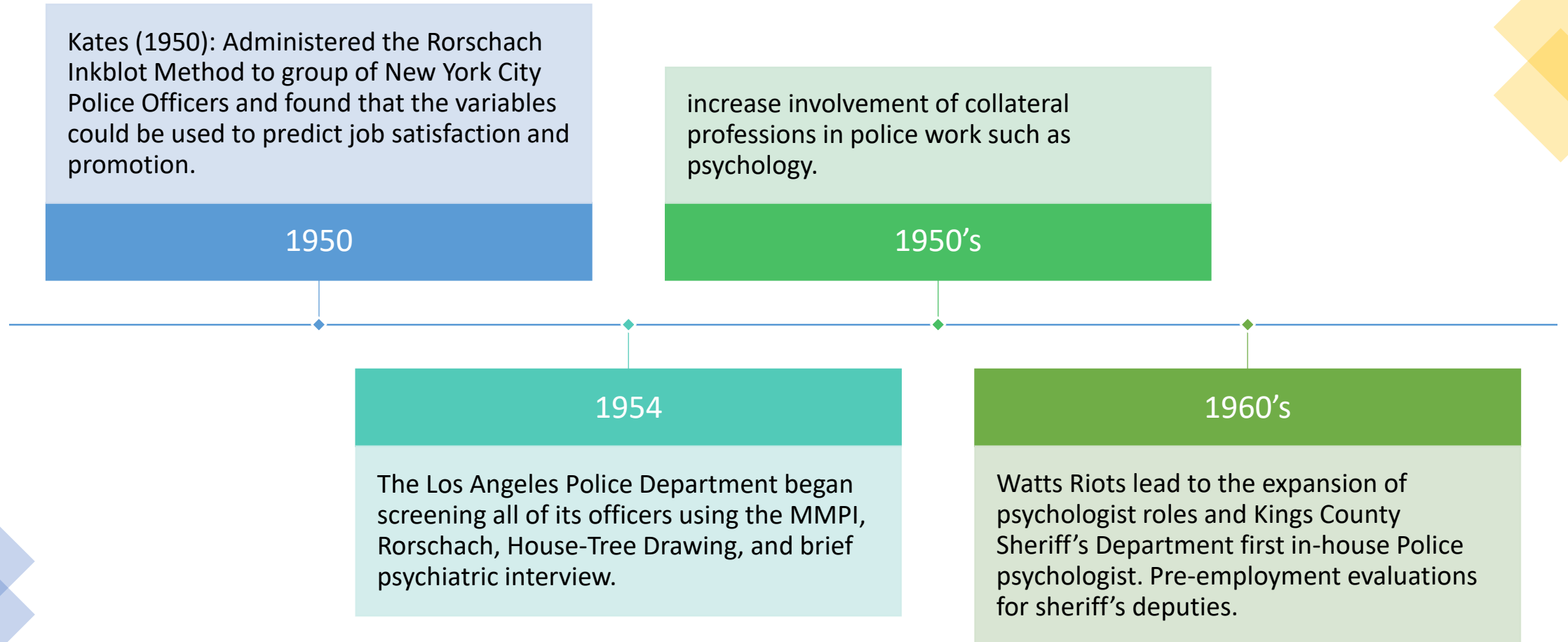
Identified external correlates that could impact applicant's performance

LL Thurstone (1922): Army Alpha Intelligence to a group in Detroit Police Department.

Promotional purposes.




Timeline Continued (WEISS, 2010)





Time
Continued
(Weiss,
2010)

- 1967: The Presidential Commission on Law Enforcement and Administration of Justice emphasized the importance of emotional stability in officer candidates with standards. (Pre-employment Assessment)
- 



Most Popular Psychological Instruments

California Personality Inventory (CPI)

Inwald Personality Inventory (IPI)

MMPI

PAI

Millon Clinical Multiaxial Inventory

Multi Health System: M-Pulse

Self Report Measures

Need for A Framework and Guidelines

- California POST Psychological Screening Dimensions.
- Professional Practice Guidelines for Occupationally Mandated Psychological Evaluations (OMPE Guidelines, APA, 2017).
- International Association of Police (IACP).

California POST 10 Dimensions

Integrity

Impulse Control/Attention to Safety

Avoidance of Substance and other Risk Taking Behavior

Emotional Regulation and Stress Tolerance

Conscientiousness/Dependability

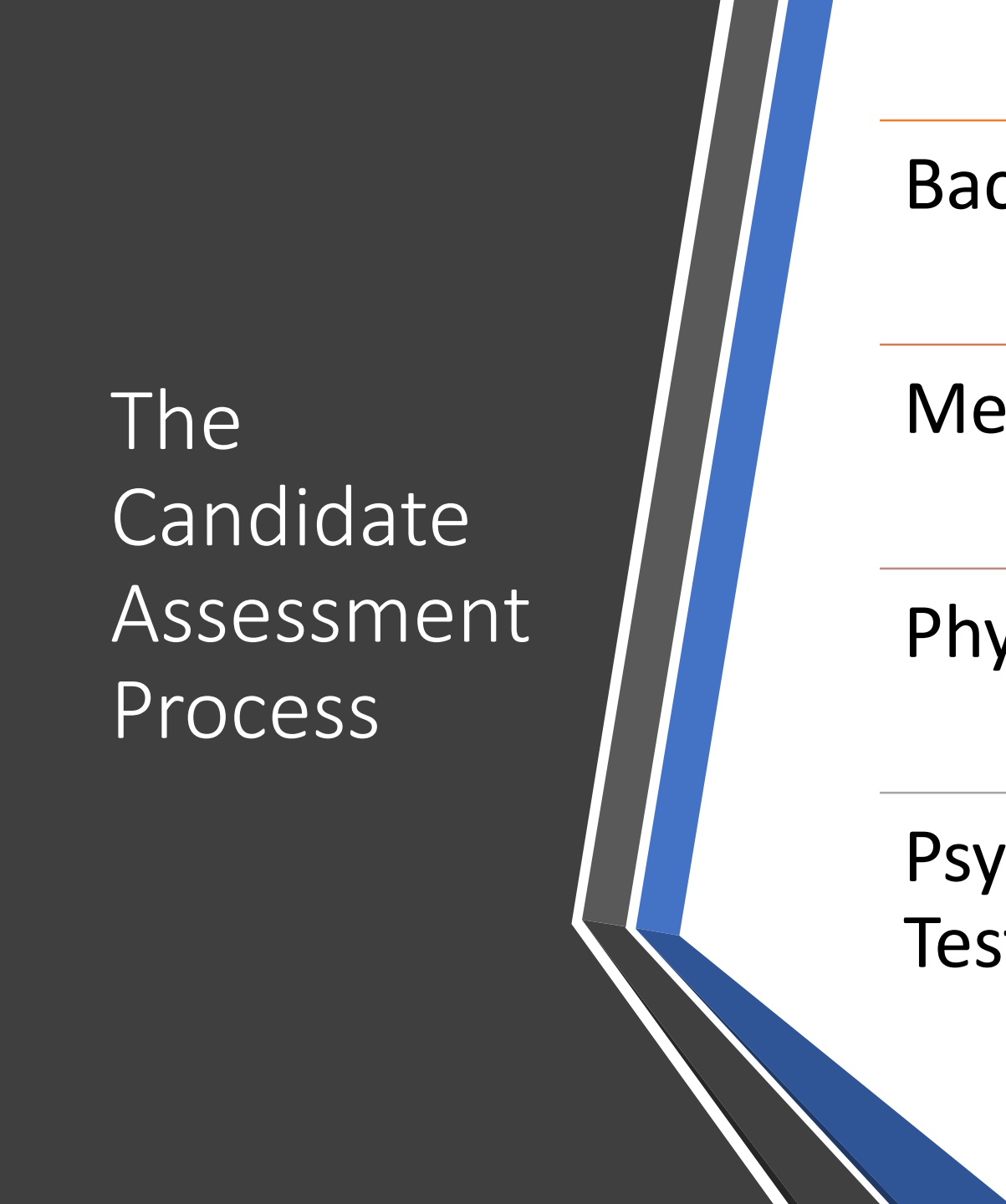
Decision-Making and Judgment

Social Competence

Teamwork

Assertiveness/Persuasiveness

Adaptability/Flexibility



The Candidate Assessment Process

Background Investigation

Medical Evaluation

Physical Fitness Exam

Psychological Evaluation (Written
Testing and Interview)

Focus of the Psychological Interview: Understanding the Story and Putting the Pieces Together.



Hypothesis Testing and the Biographical Data

Your Approach to the Interview

Developing Your Style

- The Interrogator: *Ex: I am having a hard time believing that and I need you to be honest.*
- Interpersonal-Relational-Psychodynamic: *EX: What did sadness look like for you?*
- Explorative, understanding the thought process (CBT): *EX: So let me make sure I understand...*

Rapport building, Maintaining controlling, Boundaries, and pacing the interview. Not a therapy session.

Research on Biographical Data

Predict job performance
(Schmidt, Oh, Shaffer,
2016).

Education, work history,
family history, interests,
social relationships, etc.

Disadvantage may lack
face validity.

Biographical Data

Education

Employment

Military

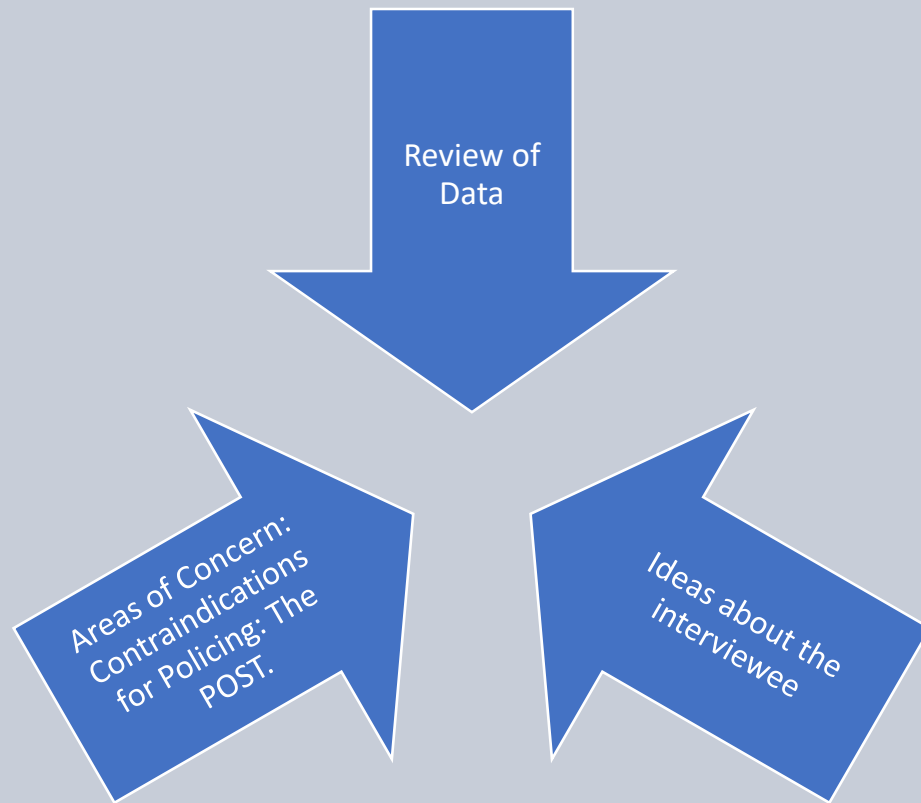
Legal

Medical

Substance Use

Psychological Testing

Initial Hypotheses to Hold in Mind



Education

High School disciplinary and IEP reports.

College transcripts, disciplinary, dorm violations, failing and dropping classes, academic probation, campus police records.

Employment

Chronology of work history



Any work place issues, verbal or written warnings, issues with customers or coworkers?

Military

Knowledge of the military

Disciplinary issues, Article 15, loss of rank, deployments.

Rank at discharge

Service Treatment Record

Legal

Arrest

Driving Record

Criminal
Summons

Car Accidents

Child Protective
Service
Involvement

OOP

Calling the
police on
others

Medical

Visits to the Emergency Room

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graph TD; A[Visits to the Emergency Room] --> B[Why what happen?]; B --> C[Taking any medication or current treatment?];
```

Why what happen?

Taking any medication or current treatment?

Substance Use

Marijuana and other drugs.

Prescription use.

Assessment of drinking: Different approaches.

Psychological History

Mental health treatment in/out patient.

Mental health medications.

Sleeping and eating patterns.

Case Conceptualization



Psychological Data

Patterns in Data

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graph TD; A[Patterns in Data] --> B[POST Guidelines]; B --> C[Consideration of Collaborative Record Data]; C --> D[Suitable or Not Suitable];
```


POST Guidelines

Consideration of Collaborative Record Data

Suitable or Not Suitable

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Professional
Organization
of Police
Psychology

American Board of Professional
Psychology (ABPP) Certification in
Police and Public Safety.

International Association of Chiefs
of Police (IACP).

Society for Police and Criminal
Psychology (SPCP).

Any Questions?

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