

**PERSONALITY ASSESSMENT
IN
POLICE PSYCHOLOGY**

ABOUT THE EDITOR

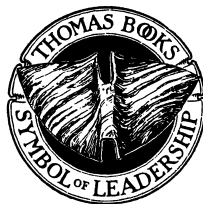
Peter A. Weiss is currently Assistant Professor of Psychology at the University of Hartford, where he teaches courses in psychological assessment, forensic psychology, and psychotherapy in their APA-accredited doctoral program in clinical psychology. He earned his B.S. in Psychology from the College of William and Mary and his Ph.D. in Clinical Psychology (2001) from Long Island University. Prior to coming to the University of Hartford, Dr. Weiss worked at Interfaith Medical Center in New York City, where he supervised psychology interns in their APA-accredited internship program, and was the unit chief for two inpatient psychiatric units there. Dr. Weiss has been very active as a practitioner and researcher in police psychology and forensic psychology, especially with regards to applications of personality assessment instruments to these fields. He is the current (2009) President of the Society for Police and Criminal Psychology and has been an editorial board member of the *Journal of Police and Criminal Psychology* since 2002. He maintains an active research program, mainly focusing on the MMPI-2, Personality Assessment Inventory, and Rorschach Comprehensive System. He is the senior author of one other book, *Self-Esteem: A Study of Methods of Measurement* (Weiss, Mcguire, Ritzler, Kose, & Watson, 2008) published by VDM. He has also published numerous articles and book chapters, mainly on personality assessment, but also on psychotherapy and counseling as well. He has been a regular presenter and symposium chair at professional meetings, particularly the Society for Police and Criminal Psychology and the Society for Personality Assessment. He lives in Hartford, Connecticut.

PERSONALITY ASSESSMENT IN POLICE PSYCHOLOGY

A 21st Century Perspective

Edited by

PETER A. WEISS, PH.D.



CHARLES C THOMAS • PUBLISHER, LTD.
Springfield • Illinois • U.S.A.

Published and Distributed Throughout the World by

CHARLES C THOMAS • PUBLISHER, LTD.
2600 South First Street
Springfield, Illinois 62704

This book is protected by copyright. No part of
it may be reproduced in any manner without
written permission from the publisher.
All rights reserved.

©2010 by CHARLES C THOMAS • PUBLISHER, LTD.

ISBN 978-0-398-07914-7 (hard)
ISBN 978-0-398-07915-4 (paper)

Library of Congress Catalog Card Number: 2009037926

With THOMAS BOOKS careful attention is given to all details of manufacturing and design. It is the Publisher's desire to present books that are satisfactory as to their physical qualities and artistic possibilities and appropriate for their particular use. THOMAS BOOKS will be true to those laws of quality that assure a good name and good will.

*Printed in the United States of America
CR-R-3*

Library of Congress Cataloging-in-Publication Data

Personality assessment in police psychology : a 21st century
perspective / edited by Peter A. Weiss.

p. cm.

Includes bibliographical references and index.

ISBN 978-0-398-07914-7 (hard) -- ISBN 978-0-398-07915-4 (paper)

1. Police psychology. 2. Law enforcement--Psychological aspects.
3. Personality and occupation. 4. Personality tests. I. Weiss, Peter A.
II. Title.

HV7936.P75P47 2010
363.201'9--dc22

2009037926

CONTRIBUTORS

Michael G. Aamodt, Ph.D., was a professor at Radford University for 26 years, then he took advantage of an early retirement option in 2009 and is now a Principal Consultant with DCI Consulting Group. Mike is the author of several books including *Research in Law Enforcement Selection*, *Industrial-Organizational Psychology: An Applied Approach* (6th edition), *Human Relations in Business*, and *Understanding Statistics in I/O Psychology*. He has published extensively in such areas of police psychology as employee selection methods, police suicide rates, and police divorce rates. He received his bachelor's degree from Pepperdine University and his Ph.D. from the University of Arkansas.

JoAnne Brewster received her Ph.D. in experimental psychology from McMaster University in 1978, and subsequently completed clinical training at the University of Virginia. She was in private practice until 1992, when she joined the faculty at James Madison University. She is currently a professor in the Department of Graduate Psychology, and teaches Abnormal Psychology, Forensic Psychology, and Police Psychology. She has been a consultant to police departments since 1981. She is a past president and current secretary of the Society for Police and Criminal Psychology, and a member of the Police Psychological Services Section of the International Association of Chiefs of Police and Division 18 of the American Psychological Association.

Michael R. Cunningham, Ph.D., completed his B.A. at Carleton College, his Ph.D. in Psychology at the University of Minnesota, and he taught at Macalester College, Elmhurst College, and the University of Louisville. Dr. Cunningham has worked as a Psychometrician with Vangent, Inc. and its predecessors, since 1984. Dr. Cunningham also served as a consultant for the Jefferson County, Kentucky Police Department for ten years. Dr. Cunningham has presented research at the Society of Industrial/Organizational Psychology, Association of Test Publishers, and the American Psychological Association, and has published in the *Journal of Applied Psychology*, *Journal of Business and Psychology*, and many other journals.

Kelly D. Dages, Ph.D., is a Senior Organizational Psychologist and Program Evaluator with Vangent, Inc.'s Human Capital Division. She has been with Vangent for eight years. She received her Ph.D. in I/O Psychology from Northern Illinois University. Dr. Dages oversees program evaluation activities measuring the business impact of client's assessment programs. She develops customized assessment solutions for customers in private and government organizations to assist clients in organizational development, selection, and performance management. She consults with clients to develop competency models and preemployment assessment content.

Robert D. Davis, Ph.D., M.P., is a licensed Medical Psychologist, Clinical Psychologist, and Clinical Neuropsychologist in Baton Rouge, Louisiana. He is a partner in Matrix, Inc., the Police Psychological Services Corporation. Dr. Davis is known nationally for the development of inferential statistical models for the actuarial prediction of discrete liabilities in law enforcement. Dr. Davis is the senior author for the M-PULSE Inventory, a stand-alone screening test used for officer selection in the pre-offer phase which can be used for rank ordering potential candidates. He is also senior author of the M-PULSE: Psychological Methodology, a comprehensive post-offer battery for police psychologists utilizing impressionistic decision-making models to predict each of 18 liabilities in law enforcement. He is also a co-author of *A Handbook for Psychological Fitness-For-Duty Evaluations in Law Enforcement* (Rostow & Davis, 2004), and more than two dozen peer reviewed publications.

Dr. James S. Herndon has been a police psychologist for more than twenty years. He served as the Staff Psychologist for the Orange County (FL) Sheriff's Office from 1992–2002. Prior to that, he was the Executive Director of Police Psychological Services of Hampton Roads, Inc. in Virginia. He is a past president of the Council of Police Psychological Services (COPPS), as well as a past president of the Society for Police and Criminal Psychology (SPCP). He holds a Diplomate in police psychology from SPCP, and is the current Chair of the Diplomate Committee. He also serves on the editorial board of the *Journal of Police and Criminal Psychology*. He consults with law enforcement agencies on organizational and operational issues and serves as an adjunct professor at four colleges and universities in Florida. His Ph.D. is in industrial/organizational psychology from Old Dominion University and his Ed.D. is in counseling psychology from the University of Sarasota.

Dr. John H. Hitchcock is an assistant professor in the Department of Educational Studies housed within the College of Education at Ohio University. His professional interests lie in promoting evidenced-based practice and developing psychological interventions for special needs populations. He is also interested in special education research, experimental

design, and mixed method (i.e., quantitative and qualitative) designs. He is currently serving as a principal investigator/consultant on several federal research initiatives in education, and he has produced several scholarly works presented in peer-reviewed journal articles and at national conferences.

Robin Inwald received her Ph.D. in psychology from Columbia University in 1976. She founded Hilson Research, Inc. in 1980 and has served as a psychological consultant to hundreds of law enforcement agencies and companies worldwide. The author of over 40 published psychological tests and several books, she is a Fellow of the American Psychological Association and holds diplomates in forensic psychology, assessment psychology and police psychology. In March, 2007, Dr. Inwald sold Hilson Research, which is now part of the Public Safety and Security Division of the Institute for Personality and Ability Testing, Inc. (IPAT). Dr. Inwald can be reached at Inwald Research, Inc. (CA-CI.com), PO Box 73, Cleverdale, NY 12820 or 917-757-9063.

John W. Jones, Ph.D., ABPP is Vice President and Chief Scientist of Vangent, Inc.'s Human Capital Division. Dr. Jones serves as the principal thought leader in the research, development, and delivery of Vangent's Assessment and Hiring Solutions portfolio. In more than 25 years of experience in the human capital management business, Dr. Jones has held a number of executive positions, including the role of President and Senior I-O Psychologist for IPAT, Inc. He has served as past Chair of both the Association of Test Publisher's Industrial Division and the Standards Committee where he oversaw the development of the Model Guidelines for Preemployment Integrity Testing. His numerous publications include *Personnel Testing: A Manager's Guide*; *Applying Psychology in Business: A Handbook for Managers and Organizations*, *Virtual HR*, and *Advances in e-Business and Psychology*. He is also the founder of the *Journal of Business and Psychology*. Dr. Jones received his Ph.D. in applied psychology from DePaul University and his MBA from the Keller Graduate School of Management. He was awarded diplomat status in I-O psychology from the American Board of Professional Psychology, and is a licensed clinical psychologist in both Illinois and Virginia. Dr. Jones is a member of the American Psychological Association, the American Psychological Society, the Society for Industrial-Organizational Psychology, the Society for Police and Criminal Psychology, and the Psychological Services Section of the International Association of Chiefs of Police, among others.

Ali Khadivi earned his Ph.D. at the New School in New York City. He is Associate Clinical Professor of Psychiatry and Behavioral Sciences at The

Albert Einstein College of Medicine, Division of Law and Psychiatry. He is a Chief of Psychology at the Bronx Lebanon Hospital Center and director of Clinical and Forensic Psychological Assessment Services. He has conducted conditional second opinion psychological evaluations for major law enforcement agencies. He has an active practice in forensic assessment and psychotherapy in New York City.

Rosemarie O'Conner, Ph.D., is an educational measurement and research scientist at ICF International. Dr. O'Conner has over 10 years experience as a program evaluator, research methodologist, survey designer, and applied statistician. Her research and evaluation interests are concentrated in the area of survey construction and validation, classroom assessment, adolescent literacy, intensive academic instruction for at-risk youth, and teacher professional development. She has published her research in peer-reviewed journals and is co-editor and author of the book *A Pig Don't Get Fatter the More You Weigh It* (Teachers College Press, 2007).

Eric Ostrov, Ph.D., J.D., ABPP, is a licensed attorney and licensed clinical psychologist who is board certified in Forensic Psychology (American Board of Professional Psychology). His expertise is in the fields of police psychology, violence risk assessment, child custody, sex offenders, tort cases, criminal cases, and psychological disability. He is the co-author of five books and 35 articles. He has provided consultation services as a police psychologist since 1982, conducting evaluations and implementing screening programs for agencies such as the Chicago Police Department, the Drug Enforcement Agency and the FBI. He has worked extensively as a forensic psychologist, providing assessment and expert testimony with respect to civil, criminal and administrative litigation-related issues.

Cary Dennis Rostow, Ph.D., M.P., grew up in Brooklyn, NY where his father was a NYC police commander. Dr. Rostow attended the University of Illinois in Chicago and received his Ph.D. in Clinical Psychology at Northern Illinois University in DeKalb, IL. He has held a number of academic appointments during his long career. He is licensed as a Clinical Psychologist, Clinical Neuropsychologist and Medical Psychologist (Prescribing Psychologist) in the State of Louisiana. He is a member of the American Psychological Association, the Association of State and Provincial Psychology Boards, the National Academy of Neuropsychologists, the Society for Police and Criminal Psychology and the Psychology Section of the International Association of Chiefs of Police. He holds a Post-Doctoral Masters Degree in Psychopharmacology. He holds the Diplomate in Police Psychology from the Society for Police and Criminal Psychology. He is the President of

Matrix, Inc., a professional police psychology corporation. Dr. Rostow is the senior author of *Psychological Fitness-for-Duty Evaluations for Law Enforcement Executives* (with Robert Davis, 2004). He is also an author of the *Matrix-Psychological Uniform Law Enforcement Selection Evaluation (M-PULSE)*, a methodology and inventory for the determination of the probability of civil rights violations and other misconduct in law enforcement officers and law enforcement officer candidates, now in publication with MHS. He may be reached at 225-216-9422 or at 740 Colonial Drive, Baton Rouge, LA 70806 or at drrostow@idsmail.com.

Gerald F. Serafino, Ph.D., is a licensed psychologist who completed his Ph.D. at the University of Pittsburgh (1974) while he was Director of a local substance abuse center and a consultant (doing ride-alongs and training sessions) with the McKeesport, PA, Police Department. In 1978, he was appointed Director of the Forensic Evaluation Team for Southeastern New Mexico and continued his career as a police psychologist by working for more than 30 local, state, and federal law enforcement agencies. He was awarded the Diplomate in Police Psychology by the Society for Police and Criminal Psychology (1989), served on the New Mexico State Board of Psychologist Examiners (1997-2000), and has continued active memberships in the SPCP, APA, IACP, and his local FOP.

Michael L. Stoloff earned his doctoral degree from Johns Hopkins University in 1980. He is currently Professor and Head of the Department of Psychology at James Madison University. He has been a member of the Society for Police and Criminal Psychology since 1995. He currently serves as Webmaster and member of the Board of Directors of that organization. Since 1998, Dr. Stoloff has contributed to collaborative research regarding psychological assessment of police officer candidates.

William U. Weiss has worked for 40 years as a clinical psychologist, police psychologist, and researcher. He obtained his B.A. from The Johns Hopkins University and his Ph.D. in 1969 from the University of Maryland at College Park. From 1976 to 2008, Dr. Weiss was a member of the Psychology Department of the University of Evansville in Evansville, Indiana with the title of Professor of Psychology. He is now Professor Emeritus of Psychology at the University of Evansville. He currently teaches at Portland State University in Portland, Oregon, where he is Adjunct Professor of Psychology. He is a former editor of the *Journal of Police and Criminal Psychology* and he has authored numerous peer-reviewed journal articles on personality assessment and police psychology. Dr. Weiss also maintains a private practice in Vancouver, Washington.

Phillip W. Wickline is a doctoral graduate student at the University of Virginia. He has been an active participant at both the Society for Police and Criminal Psychology and Society for Personality Assessment Conferences over the past several years. One of his main interests is in the application of the Rorschach Comprehensive System to police psychological assessment.

INTRODUCTION

The story of how this book came to be written is a long and interesting one. My involvement in police psychology goes back to 1999, when I attended my first Society for Police and Criminal Psychology (SPCP) conference, held that year in Port Jefferson, New York. I was a graduate student at the time and (had been for some time since entering graduate school) very keenly interested in personality assessment. One of the things I noticed at the conference right away was that many of the psychologists presenting at the conference (including several whose chapters are included in this book) were using personality assessment instruments in police psychology and conducting research on them. As a result, I began an interest in applications of personality assessment to police psychology that has continued, and over the years continued to discuss this application with other psychologists, particularly in SPCP.

One of the things that I noticed fairly quickly (many of my colleagues noticed it, too) was that there were a wide range of assessment instruments used in police psychology, and what was used depended on the preferences of the psychologist. Moreover, people had a lot of information on using personality assessment for purposes of pre-employment screening of law enforcement officers, but not on much else. In addition, the presentations that I attended, and journal articles I read, usually dealt with only a few instruments—the MMPI-2 and the Inwald Personality Inventory (IPI) were about it in those days. Exploring the use of additional methods seemed to be of less interest.

Now, ten years later, all of these situations are changing. New instruments have been developed or investigated for use in police psychology, and there are more peer-reviewed research studies on using personality assessment in police psychology than ever before. Since that time, the Personality Assessment Inventory (PAI) and Rorschach Comprehensive System were investigated for use in police work, the M-PULSE was developed, and the Hilson Test Battery (of which the IPI is a part) has been expanded. With so much information available and an almost bewildering array of tests, the police psychologist needs a handy information resource on personality assessment.

Moreover, psychologists are more involved in law enforcement work than ever before, and in a wider variety of roles. The purpose of this book is to provide a “how to” primer which will help psychologists understand the essentials of conducting various police evaluations, and also understand the pros and cons of various tests in order to help with test selection. When we began work on this book, my co-contributors and I realized that no such resource existed, but that such a book would be invaluable to the police psychologist. Important information on conducting evaluations can be found in the sections of this book dealing with different tests and specific evaluations. Of course, background information and evaluation basics are covered in the introductory section.

However, this book is not oriented exclusively towards practitioners. With the movement in psychology towards evidence-based practice, police psychologists must justify their practice-based decisions in terms of research findings. The question will always be asked, “Does this assessment method work for this purpose?” For this reason, a three-chapter section has been included on research methods in police psychology. The purpose of this section is to help psychologists better understand current research, particularly using the ever-popular personality inventories, but also to better understand research findings, and, in the chapter on future research, we hope to stimulate further research in the field of personality assessment in police psychology. Reflecting this empirical orientation, all of the practice-oriented chapters cite relevant research studies as well in the spirit of continuing to promote evidence-based practice.

The event that actually precipitated this book is more immediate, however. As a result of my interest in personality assessment, I also became involved in the Society for Personality Assessment (SPA), and it was suggested to me for the 2008 conference in New Orleans that I host a symposium on using personality assessment in police psychology. So I assembled a group of presenters whom I knew from both SPA and SPCP, and we had a very interesting set of lectures and discussions on a variety of issues in police psychology. We felt that the symposium was quite successful, and it promoted our thinking more about how personality assessment is actually used in police applications. After discussions with several of the contributors in this book, especially James Herndon, whose presentation at SPA on the politics of assessment in police agencies was a big hit, we felt that a resource on using personality assessment for police work was needed, for the reasons that I have briefly described above. We hope that this book will become a valuable resource for the current generation of police psychologists. We have tried to be as comprehensive as possible and to include up-to-date information. We have also attempted to cover as many types of applications, and as many tests, as were reasonable within this space. While in such rapidly changing

fields as applied psychology, it is nearly impossible to have everything within one cover, we sincerely hope that this volume will be viewed as an important reference by police psychologists everywhere. Never before has so much information on personality assessment in police psychology been found in one place.

I would like to acknowledge the efforts of a number of individuals without whom this book would not have been written. First and foremost, I would like to thank all of the contributors to this book—after all it would not exist without their efforts. Among that group, several people deserve special mention. Robin Inwald was an enthusiastic supporter of this project from the very beginning, and she provided invaluable assistance in helping me trace the history of personality assessment in police psychology. She was perhaps the ideal person to do this, as she was one of the pioneer police psychologists doing personality assessment in the early days. James Herndon, Phil Wickline, JoAnne Brewster, Michael Stoloff, John Hitchcock, and Rose O’Conner all contributed in one way or another to the SPA 2008 symposium that evolved into this book, and their contributions were very important. James Herndon also deserves special thanks for helping to convince me that a volume such as this was sorely needed, as do JoAnne and Phil for agreeing with me that exploring the use of the Rorschach in police psychology was something worth doing. I would like also to thank Gerry and Anne Serafino, and Ali Khadivi, for the many hours that they spent with me talking police and assessment psychology and, essentially, cheering this project on to its completion.

Finally, thanks goes out to both of my parents. My father, William U. Weiss, has been a longtime police psychologist and former editor of *Journal of Police and Criminal Psychology*, and has proven to be a better collaborator on all things related to assessment and police psychology than I ever could have hoped for myself. My mother, Judith Weiss, used her editing skills to assist with assembling the book manuscript and her assistance is greatly acknowledged.

My co-contributors and I all sincerely hope that this volume will be invaluable to you in whatever area of police or assessment psychology you may be involved in.

Peter A. Weiss
West Hartford, CT and Vancouver, WA

CONTENTS

| | <i>Page</i> |
|---------------------------|-------------|
| <i>Introduction</i> | xi |

Chapter

PART I: Introduction and Basic Principles

1. A BRIEF HISTORY OF PERSONALITY ASSESSMENT IN POLICE PSYCHOLOGY—*Peter A. Weiss & Robin Inwald* 5
2. FUNDAMENTAL ISSUES IN POLICE PSYCHOLOGICAL ASSESSMENT—*Gerald F. Serafino* 29

PART II: Major Assessment Instruments Used in Police Psychology

3. USING THE THE MMPI-2 IN POLICE PSYCHOLOGICAL ASSESSMENT—*Peter A. Weiss & William U. Weiss* 59
4. USE OF THE PERSONALITY ASSESSMENT INVENTORY IN POLICE AND SECURITY PERSONNEL SELECTION—*William U. Weiss & Peter A. Weiss* 72
5. USE OF THE INWALD PERSONALITY INVENTORY, HILSON TESTS, AND INWALD SURVEYS FOR SELECTION, “FITNESS-FOR-DUTY” ASSESSMENT, AND RELATIONSHIP COUNSELING—*Robin Inwald* 91

6. THE USE OF THE M-PULSE INVENTORY IN LAW ENFORCEMENT SELECTION—*Robert D. Davis & Cary D. Rostow* 132
7. PRE-OFFER POLICE INTEGRITY TESTING: SCIENTIFIC FOUNDATION AND PROFESSIONAL ISSUES—*John W. Jones, Michael R. Cunningham, & Kelly D. Dages* 159
8. USING THE RORSCHACH COMPREHENSIVE SYSTEM IN POLICE PSYCHOLOGY—*JoAnne Brewster, Phillip W. Wickline, & Michael L. Stoloff* 188

**PART III: Research Methods in Police
Psychology Personality Assessment**

9. PREDICTING LAW ENFORCEMENT OFFICER PERFORMANCE WITH PERSONALITY INVENTORIES—*Michael G. Aamodt* 229
10. EFFECT SIZES IN POLICE PSYCHOLOGY PERSONALITY ASSESSMENT RESEARCH: A PRIMER—*John H. Hitchcock, Rosemarie O’Conner, & Peter A. Weiss* 250
11. THE FUTURE OF PERSONALITY ASSESSMENT RESEARCH IN POLICE PSYCHOLOGY: WHAT’S NEXT AND WHAT DO WE NEED?—*John H. Hitchcock, Peter A. Weiss, William U. Weiss, Robert D. Davis, & Cary D. Rostow* 279

**PART IV: Applications of Personality Assessment
in Police Psychology**

12. PROCEDURAL CONSIDERATIONS IN SECURITY PERSONNEL SELECTION—*William U. Weiss* 299
13. ISSUES IN THE LAW ENFORCEMENT FITNESS-FOR-DUTY EVALUATION—*Cary D. Rostow & Robert D. Davis* 317

14. CONDITIONAL SECOND OPINION PSYCHOLOGICAL
EVALUATION OF LAW ENFORCEMENT CANDIDATES—
Ali Khadivi 333

15. USING MULTIPLE SOURCES OF INFORMATION WHEN
CONDUCTING MANDATORY OR REQUIRED POLICE
PSYCHOLOGICAL EVALUATIONS—*Eric Ostrov* 347

16. THE POLITICS OF PERSONALITY ASSESSMENT IN
POLICE AGENCIES—*James Herndon* 362

Index 373

**PERSONALITY ASSESSMENT
IN
POLICE PSYCHOLOGY**

Part I

**INTRODUCTION AND
BASIC PRINCIPLES**

Chapter 1

A BRIEF HISTORY OF PERSONALITY ASSESSMENT IN POLICE PSYCHOLOGY¹

PETER A. WEISS AND ROBIN INWALD

Since the 1960s, the application of psychological services and research to law enforcement settings (henceforth referred to as “police psychology”) has gone from being practically nonexistent to being almost universal in a relatively short period of time (Scrivner, 2006). In the early twenty-first century, psychologists are involved in providing a variety of services to law enforcement agencies, including performing evaluations for pre-employment selection, “fitness-for-duty” evaluations (FFDE), and providing counseling and treatment to psychologically troubled officers.

The extensive use of personality assessment instruments in police psychology is not surprising given the fact that psychologists have traditionally concerned themselves with issues of psychological measurement and test construction. In the contemporary practice of police psychology, assessment using personality measures is essential, being utilized in all of the previously mentioned evaluations, in addition to other occasional applications (Weiss, Weiss, & Gacono, 2008).

Before the 1960s

Even though most of the current trends in police psychology date back only to the 1960s, the use of psychological assessment in law enforcement is

¹This writing is based on records obtained by the authors at the time of this writing. An ongoing project to fully develop and verify the history of “police assessment psychology” is underway. It will be appreciated if readers contact the authors with any corrections and/or additions (such as the names of additional early conference participants).