I25   **Forensic Applications of the Personality Assessment Inventory (PAI) With Pre- Employment Psychological Evaluations of Law Enforcement Applicants**

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After attending this presentation, attendees will understand the forensic-related standards associated with these types of evaluations, receive an overview of PAI scales and the development of the PAI report used for law enforcement.

This presentation will impact the forensic science community by improving upon the screening and selection process of peace officers who must interact with citizens in a wide range of stressful situations.

Research indicates that at least 80 percent of all law enforcement agencies use some form of personality testing during the psychological screening of applicants. The International Association of Chiefs of Police (IACP) recommends that at least two psychological tests be included in this forensic evaluation process. The Personality Assessment Inventory (PAI) is a standardized test that has been widely used in the evaluation process of law enforcement applicants. The PAI comes with a manual and software program to assist psychologists in the screening and selection of law enforcement applicants. This PAI resource contains a normative sample of PAI scores based upon more than 17,000 police officer applicants of various ethnicities from over 100 different agencies across the United States.

For example, Roberts et al. (2004) randomly selected a subsample of more than 3,000 police officer applicants as well as a cross-validation subsample of over 5,500 police officer applicants in an effort to test the PAI's usefulness in predicting poor performance. The psychological screening procedures resulted in the applicants in both subsamples to be administered a comprehensive psychological evaluation. This process included the California Psychological Inventory (CPI), the MMPI-2, the State-Trait Anger Expression Inventory (STAXI), the Johnson and Roberts Personal History Questionnaire (PHQ), the PAI, and a structured interview. The results obtained from the battery of tests administered, the applicants were assigned into one of five suitability categories – applicants who were assigned ratings of A, B, or C were later assessed as suitable recruits for hire. However, those assigned ratings of D or F were assessed as unsuitable. The PAI test results, Roberts et al. (2004) were used to craft a predictive equation to determine the likelihood that a police psychologist would rank an applicant as "poorly suited" for a career in law enforcement. Known as the Psychological Rating Risk Factor Statement (PRRFS), this probability index places an applicant into one of three categories of risk based upon her/his PAI responses: low risk ($p \leq 24\%$), moderate risk ($p = 25\% - 49\%$), and high risk ($p \geq 50\%$). In general, the PAI appears to demonstrate potential usefulness in the police selection process.

A forensic case study of a police applicant will be used to demonstrate the utility of the PAI. The presenter recommends that forensic examiners become familiar with this assessment tool as well as the law enforcement report.

Forensic Psychology, PAI, Police Evaluations