



### I26 Forensic Applications of the MMPI2-RF With Pre-Employment Psychological Evaluations of Police Officer Applicants

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After attending this presentation, attendees will understand the forensic-related standards associated with these types of evaluations. Attendees will also be introduced to the differences between the MMPI2 and MMPI2-RF tests and the use of these testing tools in 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. A forensic case study of a police applicant will be used to demonstrate the utility of the MMPI2-RF.

A large percentage of all law enforcement agencies rely upon personality testing during the psychological screening of applicants. This testing identifies the attitudinal, personality, and psychological aspects of functioning that may significantly interfere with an applicant's ability to carry out the duties of an armed police officer. Forensic tests of this type do not answer questions but generate hypotheses for follow-up review during the face-to-face forensic interview. The International Association of Chiefs of Police (IACP) recommends that at least two psychological tests be included in this forensic evaluation process. The MMPI2 and MMPI2-RF are standardized tests that are widely used in the evaluation process of peace officer applicants. Both the MMPI2 and MMPI2-RF come with manuals and software programs to assist forensic psychologists in the screening and selection of law enforcement applicants. This MMPI2-RF and MMPI-2 are important resources for work done in evaluating police officer applicants of various ethnic groups as well as diverse departments.

From a forensic standpoint, the MMPI has been subjected to extensive critical analysis. In 1965, Congress reviewed the MMPI through hearings because of issues raised about testing employees hired for government positions. The primary concern was whether a test like the MMPI invaded an individual's privacy during employee screening; however, Congress did not find any reason to outlaw the use of the MMPI. Although Congress failed to discover any reason to outlaw the use of the MMPI, the use of this tool to assess an applicant's suitability continues to receive scrutiny. For example, one of the questions is if the tool is designed to evaluate job performance, its normative data for police officers underrepresent women and minorities. The MMPI test elicits responses related to sexual orientation and religious attitudes and fails to measure the construct of conscientiousness (identified as one of the best predictors of job performance and work behavior). There is research indicating that the MMPI was found to be the most frequently used protocols for employment screening.

A side-by-side comparison of the MMPI-2 and MMPI2-RF is expected to highlight key features of both tests. In addition, the usefulness in providing data used in rendering forensic opinions and recommendations are expected to occur as a desirable by-product for examiners as well as the community.

A forensic case study of a police applicant will be used to demonstrate the utility of the MMPI2-RF. It is recommended that forensic examiners become familiar with this assessment tool as well as the law enforcement report.

**Forensic Psychology, MMPI2-RF, Police Psychology**