### General CPI Results

<table>
<thead>
<tr>
<th>Type</th>
<th>Gamma</th>
<th>% of applicants with this type</th>
</tr>
</thead>
<tbody>
<tr>
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<table>
<thead>
<tr>
<th>Level</th>
<th>Level: 7</th>
<th>% of applicants at this level or lower (based on v.3)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>79%</td>
</tr>
</tbody>
</table>

#### Selection Relevant CPI Items

- Number of Selection Relevant items endorsed atypically*: 9
- % of applicants endorsing this many items or more: 24%

#### Number of unanswered items: None

* These items should be treated as topics of further inquiry.

### Profile Validity Indicators

<table>
<thead>
<tr>
<th>CPI Scales</th>
<th>T</th>
<th>Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>GI</td>
<td>54</td>
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<tr>
<td>Cm</td>
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<table>
<thead>
<tr>
<th>Validity Indices</th>
<th>Raw</th>
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<tr>
<td>Fake Good</td>
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<tr>
<td>Fake Bad</td>
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<td>7</td>
</tr>
<tr>
<td>Random</td>
<td>54</td>
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</tbody>
</table>

### Job Suitability Snapshot

- Probability of being rated a 'poorly suited' applicant by psychologists with expertise in public safety screening*: 42% (Percentile 82)
- Probability of involuntary departure*: 13% (Percentile 63)
- Probability of having background problems related to*: 59% (Percentile 91)

#### Job performance

- Integrity: 37% (Percentile 75)
- Anger management: 57% (Percentile 86)
- Alcohol use concerns: 23% (Percentile 77)
- Illegal drug use: 20% (Percentile 83)
- Substance abuse proclivity: 44% (Percentile 79)

### Notes:

- When formulating a selection recommendation, each of the probability estimates listed above should be considered along with other data sources, such as an interview, a background check, and a polygraph.
- The formulas used to estimate the probabilities listed above were based on the following samples: (a) 23,580 public safety applicants, (b) 3,390 police officers, and (c) 37,700 public safety applicants.
- In the Profile Validity Indicators section, the T scores for the GI and Cm scales are non-gendered and based on a sample of 6,000 cases in the CPI community sample. The percentiles are based on a comparison sample of 40,814 applying for the position of police officer/deputy/trooper. For the GI Scale, very high percentiles are undesirable; percentiles of 90% or more are boldfaced. For the Cm scale, very low scores are undesirable; percentiles of 10% or less, are boldfaced. For the Validity Indices, the raw scores are non-gendered and based on a sample of 2,000 cases in a CPI community sample. Raw scores that exceed the thresholds specified in the CPI manual are boldfaced. Percentile values -- which are based on a comparison sample of 40,814 applying for the position of police officer/deputy/trooper -- are not boldfaced, even if they equal or exceed 90%.
Comparison Profile #1
Incumbent and Community Norms

The test taker’s Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment. The test taker’s Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.

Legend: police officer/deputy/trooper — general community

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw scores</th>
<th>Community T</th>
<th>Incumbent T</th>
<th>Incumbent %tile</th>
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<tbody>
<tr>
<td>Do</td>
<td>23 20 27 31 19 19 27</td>
<td>56 60 64 64 57 59 66</td>
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<td>20 71 84 93 64 32 88</td>
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<tr>
<td>Cs</td>
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<td>7 60 4 4 100 4 30</td>
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<td>Sp</td>
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<td>43 73</td>
<td>27 100</td>
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<td>38 32 24</td>
<td>55 59</td>
<td>43 73</td>
<td>27 100</td>
</tr>
<tr>
<td>In</td>
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</tr>
<tr>
<td>Em</td>
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<td>60 76 66</td>
<td>43 73 60</td>
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</tr>
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<td>66 68</td>
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* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. For all of the scales except the Gi scale, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent norm sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores as high or higher than the test taker) are boldfaced.
Comparison Profile #2
Applicant and Community Norms

The test taker’s Applicant T scores (shown below as a solid line) were computed using norms based on a sample of 40,814 applicants applying for the positions of police officer/deputy/trooper. The test taker’s Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.

Legend: --- police officer/deputy/trooper  --- general community

<table>
<thead>
<tr>
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<th>Raw scores</th>
<th>Community T</th>
<th>Applicant T</th>
<th>*Applicant %tile</th>
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<tr>
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<td>23 73 84 92 63 36 88</td>
</tr>
<tr>
<td>In</td>
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<td>23 73 84 92 63 36 88</td>
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<tr>
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<td>46 72 61 65 68 36 100 93 97 97</td>
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<td>46 72 61 65 68 36 100 93 97 97</td>
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<td>22 20 20</td>
<td>60 76 66 70 67 65 68</td>
<td>46 72 61 65 68 36 100 93 97 97</td>
<td></td>
</tr>
</tbody>
</table>

* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. For all of the scales except the Gi scale, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant norm sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores as high or higher than the test taker) are boldfaced.
Comparison Profile #3
Community Norms & Incumbent Comparison Sample

The test taker’s Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker’s Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.

Test Taker Data

<table>
<thead>
<tr>
<th>Raw Score</th>
<th>T Score</th>
<th>*Percentile</th>
<th>Comparison Sample Data</th>
</tr>
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</tr>
<tr>
<td>32 5</td>
<td>4 30</td>
<td>5</td>
<td>9</td>
</tr>
</tbody>
</table>

* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. For all of the scales except the Gi scale, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent Comparison Sample have scores as high or higher than the test taker) are boldfaced.
Comparison Profile #4
Community Norms & Applicant Comparison Sample

The test taker’s Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker’s Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 40,814 people who were applying for the position of police officer/deputy/trooper.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.

Test Taker Data

<table>
<thead>
<tr>
<th>Raw Score</th>
<th>T Score</th>
<th>*Percentile</th>
</tr>
</thead>
<tbody>
<tr>
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<td>23 73 84 92 63 36 88</td>
</tr>
</tbody>
</table>

Comparison Sample Data

<table>
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<tr>
<th>Mean T Score</th>
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<tr>
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<td>7 6 7 7 6 5 8</td>
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* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. For all of the scales except the Gi scale, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant Comparison Sample have scores as high or higher than the test taker) are boldfaced.
Comparison Profile #5
Incumbent and Community Norms
For the CPI Special Purpose Scales

The test taker’s Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment. The test taker’s Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.

Legend:  
- police officer/deputy/trooper  
- general community

<table>
<thead>
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<th>Scale</th>
<th>Incumbent T</th>
<th>Community T</th>
<th>*Incumbent %tile</th>
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<td>Itg</td>
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</tr>
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Comparison Profile #6
Applicant and Community Norms
For the CPI Special Purpose Scales

The test taker’s Applicant T scores (shown below as a solid line) were computed using norms based on a sample of 40,814 applicants applying for the positions of police officer/deputy/trooper. The test taker’s Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.

Legend:  
- police officer/deputy/trooper  
- general community

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw scores</th>
<th>Community T</th>
<th>Applicant T</th>
<th>*Applicant %tile</th>
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9/8/2017  (v12.0.0)  Test Serial No.
Comparison Profile #7
Community Norms & Incumbent Comparison Sample
For the CPI Special Purpose Scales

The test taker’s Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker’s Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.

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Comparison Sample Data

<table>
<thead>
<tr>
<th>Mean T Score</th>
<th>Standard Dev</th>
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<td>35</td>
<td>7</td>
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<td>40</td>
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</tbody>
</table>

* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. For the Itg to Ami scales, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent Comparison Sample have scores as high or higher than the test taker) are boldfaced.
Comparison Profile #8
Community Norms & Applicant Comparison Sample
For the CPI Special Purpose Scales

The test taker’s Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker’s Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 40,814 people who were applying for the position of police officer/deputy/trooper.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.

Test Taker Data

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw Score</th>
<th>T Score</th>
<th>Percentile</th>
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<td>So</td>
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</tr>
<tr>
<td>So2</td>
<td>10</td>
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<td>40</td>
</tr>
<tr>
<td>So3</td>
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<td>63</td>
<td>40</td>
</tr>
<tr>
<td>So4</td>
<td>7</td>
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<td>59</td>
</tr>
<tr>
<td>Wo</td>
<td>35</td>
<td>63</td>
<td>61</td>
</tr>
<tr>
<td>Mp</td>
<td>24</td>
<td>61</td>
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<td>Lp</td>
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<td>58</td>
<td>59</td>
</tr>
<tr>
<td>Leo</td>
<td>28</td>
<td>59</td>
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</tr>
<tr>
<td>Ami</td>
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<td>Nar</td>
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<tr>
<td>Hos</td>
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<td>40</td>
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<tr>
<td>Anx</td>
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Comparison Sample Data

<table>
<thead>
<tr>
<th>Scale</th>
<th>Mean T Score</th>
<th>Standard Dev</th>
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<tr>
<td>So</td>
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<td>6</td>
</tr>
<tr>
<td>So1</td>
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<td>Hos</td>
<td>37</td>
<td>8</td>
</tr>
<tr>
<td>Anx</td>
<td>41</td>
<td>5</td>
</tr>
</tbody>
</table>

* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. For the Itg to Ami scales, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant Comparison Sample have scores as high or higher than the test taker) are boldfaced.


9/8/2017 (v12.0.0) Test Serial No.
## CPI Scales

A legend of scale acronyms/abbreviations and full-scale names is presented below. Detailed descriptions of these scales are provided in the CPI Manual (Gough & Bradley, 2002), in cited publications and in the Technical Manual written for this report (Roberts, Johnson, & Roberts, 2016).

<table>
<thead>
<tr>
<th>Code</th>
<th>Description - # of items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do</td>
<td>Dominance - 36 items</td>
</tr>
<tr>
<td>Cs</td>
<td>Capacity for Status - 28 items</td>
</tr>
<tr>
<td>Sy</td>
<td>Sociability - 32 items</td>
</tr>
<tr>
<td>Sp</td>
<td>Social Presence - 38 items</td>
</tr>
<tr>
<td>Sa</td>
<td>Self-Acceptance - 28 items</td>
</tr>
<tr>
<td>In</td>
<td>Independence - 30 items</td>
</tr>
<tr>
<td>Em</td>
<td>Empathy - 38 items</td>
</tr>
<tr>
<td>Re</td>
<td>Responsibility - 36 items</td>
</tr>
<tr>
<td>So</td>
<td>Socialization - 46 items</td>
</tr>
<tr>
<td>Sc</td>
<td>Self-Control - 38 items</td>
</tr>
<tr>
<td>Gi</td>
<td>Good Impression - 40 items</td>
</tr>
<tr>
<td>Cm</td>
<td>Communality - 38 items</td>
</tr>
<tr>
<td>Wb</td>
<td>Well-Being - 38 items</td>
</tr>
<tr>
<td>To</td>
<td>Tolerance - 32 items</td>
</tr>
<tr>
<td>Ac</td>
<td>Achievement via Conformance - 38 items</td>
</tr>
<tr>
<td>Ai</td>
<td>Achievement via Independence - 36 items</td>
</tr>
<tr>
<td>Ie</td>
<td>Intellectual Efficiency - 42 items</td>
</tr>
<tr>
<td>Py</td>
<td>Psychological-Mindedness - 28 items</td>
</tr>
<tr>
<td>Fx</td>
<td>Flexibility - 28 items</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Code</th>
<th>Description - # of items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Itg</td>
<td>Integrity (Gough, Bradley, Roberts, Johnson: 1999) - 46 items</td>
</tr>
<tr>
<td>So1</td>
<td>Socialization: Optimism - 12 items</td>
</tr>
<tr>
<td>So2</td>
<td>Socialization: Self-Discipline - 15 items</td>
</tr>
<tr>
<td>So3</td>
<td>Socialization: Favorable Memories of Family &amp; Childhood - 10 items</td>
</tr>
<tr>
<td>So4</td>
<td>Socialization: Interpersonal Awareness &amp; Situational Sensitivity - 9 items</td>
</tr>
<tr>
<td>Wo</td>
<td>Work Orientation (Gough 1985) - 40 items</td>
</tr>
<tr>
<td>Mp</td>
<td>Managerial Potential (Gough 1984) - 34 items</td>
</tr>
<tr>
<td>Lp</td>
<td>Leadership Potential - 70 items</td>
</tr>
<tr>
<td>Leo</td>
<td>Law Enforcement orientation (Gough 1996) - 42 items</td>
</tr>
<tr>
<td>Ami</td>
<td>Amicability (Gough 1996) - 36 items</td>
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<tr>
<td>Nar</td>
<td>Narcissism (Wink, Gough: 1990) - 49 items</td>
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<tr>
<td>Hos</td>
<td>Hostility (Adams 1995) - 31 items</td>
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<tr>
<td>Anx</td>
<td>Anxiety - 22 items</td>
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<tr>
<td>v.1</td>
<td>Internality (Gough 1996) - 34 items</td>
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<tr>
<td>v.2</td>
<td>Norm-Favoring (Gough 1996) - 36 items</td>
</tr>
<tr>
<td>v.3</td>
<td>Ego Integration (Gough 1996) - 58 items</td>
</tr>
</tbody>
</table>
Applicant Type and Level

Test Taker's Type = Gamma
% of applicants in this type = 8%

At their best Gammas are innovative and insightful creators of new ideas, products and social forms. However, some Gamma subjects are also described as: uninhibited, pushes and tries to stretch limits, unable to delay gratification, direct and uncontrolled expression of needs, self-dramatizing, rebellious, non conforming, disruptive.

In the shaded area of the chart, the horizontal dimension indicates the mean applicant raw score for the v.1 scale (Externality/Internality) plus or minus one standard deviation. The vertical dimension indicates the mean applicant raw score for the v.2 scale (Norm-Favoring/Norm Doubting) plus or minus one standard deviation. The black square represents the test taker’s scores. The data was based on a sample of 40,814 applicants for the position of police officer/deputy/trooper.

Test Taker's Level = 7
% of applicants at this level or lower = 100%

The shaded area of the chart indicates the mean applicant raw score for the v.3 scale (Ego Integration) plus or minus one standard deviation. The dark line represents the test taker’s score.

<table>
<thead>
<tr>
<th>Level</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<th>7</th>
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</thead>
<tbody>
<tr>
<td>Ego Integration v.3</td>
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<td>1</td>
<td>1</td>
<td>1</td>
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<tr>
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VECTOR SCALE SCORES

<table>
<thead>
<tr>
<th>Scale</th>
<th>Scale Label</th>
<th>Raw Score</th>
<th>Applicant Percentile*</th>
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<tbody>
<tr>
<td>v.1</td>
<td>Externality/Internality</td>
<td>13</td>
<td>34</td>
</tr>
<tr>
<td>v.2</td>
<td>Norm-Favoring/Norm Doubting</td>
<td>20</td>
<td>9</td>
</tr>
<tr>
<td>v.3</td>
<td>Ego Integration</td>
<td>52</td>
<td>79</td>
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</tbody>
</table>

* For each scale, the percentile value indicates where the test taker’s scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. For v.1, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores as high or higher than the test taker) are boldfaced. For v.2 and V.3, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant norm sample have scores as low or lower than the test taker) are boldfaced.
Selection Relevant CPI Items

Items endorsed by test taker

The items printed below were endorsed by this test taker as indicated by the T(true) or F(false) in the parentheses after each item. The percent following the T or F endorsement is the percent of police and public safety applicants who endorsed the item in the same direction. Items printed in italics were correlated with substandard performance on three or more police officer job function categories as rated by sergeants who knew the post probation officers well. It is useful to discuss selected item endorsements with the applicant during the interview. This practice may help individualize the suitability assessment, and will also serve to rule out mismarks or misunderstandings by the applicant.

Self-initiative/motivation (1 items endorsed)

150. Criticism or scolding makes me very uncomfortable. (T-12%)

Following rules and regulations (3 items endorsed)

96. I take a rather serious attitude toward ethical and moral issues. (F-15%)
212. I have never been in trouble with the law. (F-34%)
388. When I am cornered I tell that portion of the truth which is not likely to hurt me. (T-20%)

Interpersonal skills/relationships with coworkers and the public (No items endorsed)

Self control (3 items endorsed)

44. Sometimes I feel like smashing things. (T-10%)
309. I have been afraid of things or people that I knew could not hurt me. (T-7%)
413. I get all the sympathy I should. (F-7%)

Assertiveness (2 items endorsed)

70. Sometimes I cross the street just to avoid meeting someone. (T-2%)
309. I have been afraid of things or people that I knew could not hurt me. (T-7%)

Decision making (No items endorsed)

Social concerns (No items endorsed)

Unanswered Items (No unanswered items)
### Indicators of Essential Job Functions and Job Performance Problems for Police Officer Applicants

The table below identifies test results that are associated with either favorable or unfavorable supervisory ratings on (1) job functions that are considered essential for success as a public safety officer, and (2) potential job performance problems. Note that a single indicator may be listed in the table in more than one location; this redundancy reflects the "broadband" nature of many indicators' linkages to selection criteria.

<table>
<thead>
<tr>
<th>ESSENTIAL JOB FUNCTIONS</th>
<th>Favorable Indicators</th>
<th>Unfavorable Indicators</th>
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<tbody>
<tr>
<td>Job knowledge</td>
<td>Py</td>
<td></td>
</tr>
<tr>
<td>Written communications</td>
<td>Lvl, Ai</td>
<td></td>
</tr>
<tr>
<td>Verbal communications</td>
<td>Py, Lvl, Ai</td>
<td>Sc, Wb</td>
</tr>
<tr>
<td>Problem solving/decisions</td>
<td>Py, Lvl</td>
<td>Gamma-C</td>
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<tr>
<td>Patrol responsibility</td>
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<tr>
<td>Control of conflict</td>
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<td>Sc</td>
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<tr>
<td>Reliability</td>
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<tr>
<td>Relations with co-workers</td>
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<tr>
<td>Relations with citizens</td>
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<td>Sc</td>
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<td>Overall percentile rating</td>
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<td>JOB PERFORMANCE PROBLEMS</td>
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<tr>
<td>Excessive/unnecessary force</td>
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<tr>
<td>Alcohol abuse</td>
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<td>Gamma-C</td>
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<tr>
<td>Illegal drug use</td>
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<td>Gamma-C</td>
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<td>Unethical behavior</td>
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<td>Excessive disability use</td>
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Item Responses


End of Report