

## REFERENCES IN PERSONNEL SCREENING WITH THE MMPI/MMPI-2

**This database of personnel selection references (along with some abstracts) was developed to provide the researcher and practitioner with information as to the extensive research base on the MMPI/MMPI- 2 that has accumulated since the test was originally published in 1940. This reference was updated in March 2012**

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### References:

AGO, PRPB, PRSS. (1944). *Measurement of personal characteristics of War Department personnel* (PRS Publication No. 699).

Aalto, E.E. (1960). Psychological factors associated with appropriateness and inappropriateness of vocational choices. *Dissertation Abstracts, 20*, 1262.

Subjects were 177 nonveteran high-school graduates and 59 veterans. Each S was administered a test battery, including the MMPI. Results: In the nonveteran sample, null hypothesis of no difference in an adjustment criterion of number of T scores 70 or above on the MMPI between appropriate and inappropriate choice groups was not rejected. In veteran sample, null hypothesis was not rejected for the number of peaks above 70 but was rejected for the Pd and Mf scales, with the inappropriate choice group scoring higher. It was concluded that inappropriate vocational choices for the population may not be associated with personality maladjustment as measured by the MMPI or with most aspects of paternal work experience.

Aamodt M.G. (2004). Special Issue on Using MMPI-2 Scale Configurations in Law Enforcement Selection: Introduction and Meta-Analysis. *Applied H.R.M. Research, 9*, 41-52.

In a recent meta-analysis of the validity of the MMPI and MMPI-2 to predict performance of law enforcement personnel it was found that the individual scales were not valid predictors of supervisor ratings or of such objective measures of performance as commendations and citizen complaints (Aamodt, 2004). However the meta-analysis suggested that the use of special scale patterns such as the Good Cop/Bad Cop or the Husemann Index might be useful predictors of law enforcement performance. In this special issue of *Applied H.R.M. Research* researchers with MMPI-2 or MMPI datasets

were asked to reanalyze their data using a variety of these special scales. This article provides descriptions of these scales serves as an introduction to the articles that follow and reports the results of a meta-analysis of these studies.

Abeles, N. (1958). A study of the characteristics of counselor trainees. *Dissertation Abstracts, 18*, 2204-2205.

The following hypotheses were tested: (1) Differences in subtest scores between male and female counselor trainees are not significant; (2) ratings of judges concerning their perceptions of an S's potential counseling proficiency are statistically valid and reliable; (3) profile patterns of trainees whose global ratings indicate greater promise as counselors differ significantly from the profiles of trainees whose ratings show less promise. A number of measures, including the MMPI, were administered to 81 male and 49 female counselor trainees. All hypotheses were upheld.

Abramson, H.A. (1945). The Minnesota Personality Test in relation to selection of specialized military personnel. *Psychosomatic Medicine, 7*, 178-184.

The MPT was studied to determine its possible value in the selection of officers charged with combined military and scientific duties. Twenty-eight officers with this unusual assignment were studied over a period of a year or more to determine whether their personality profiles were correlated with their emotional stability and success in the performance of duties. On the basis of this study, it appears that if a normal personality curve is obtained, and if the stable performance of military personnel in a field demanding combined military and scientific efficiency is required, the Minnesota Test may provide an auxiliary screening device.

Adams, W.E. (1995). Personality and adjustment among Mormon missionaries. *Dissertation Abstracts, 56*, 2850.

The personality traits associated with adjustment to Mormon missionary service were identified by examining the responses of 250 former Mormon missionaries to a questionnaire about missionary service, the NEO Personality Inventory (NEO-PI), and a Minnesota Multiphasic Personality Inventory (MMPI) Denial scale. The participants, 54 women and 196 men, were student volunteers recruited from undergraduate courses at Brigham Young University. An inverse relationship was found between adjustment and NEO-PI Neuroticism scale scores. Adjustment was positively related to NEO-PI Extraversion, Conscientiousness, and Agreeableness scale scores. The MMPI Denial scale was also positively associated with mission adjustment. Women had significantly lower scores on the missionary Adjustment scale than did men. Multiple regression procedures indicated that the personality variables used in this study accounted for 23 percent of the variance in mission adjustment. The NEO-PI Neuroticism and Extraversion scales alone accounted for 21 percent of the variance in mission adjustment.

Adjustment General's Office, Personnel Research and Procurement Branch, Personnel Research Section

Staff. (1946). Research on personality testing. *Bulletin of Military Clinical Psychologists*, 1, 33-41.

Selected items of the MMPI showed promise of becoming, with proper development, valuable aids to selection and prophylactic efforts. Other items of this test demonstrated potential usefulness as aids in clinical diagnosis.

Aldag, J., & Christensen, C. (1967). Personality correlates of male nurses. *Nursing Research*, 16, 375-376. Aloyse, M. (1961). Evaluation of candidates for religious life. *Bulletin of the Guild of Catholic Psychiatrists*, 8, 199-204. Altus, W.D. (1945). The adjustment of Army illiterates. *Psychological Bulletin*, 42, 461-476.

The validity of a short, orally administered adjustment test in an Army Special Training Center is demonstrated in two ways.

Altus, W.D. (1948). A college achiever and nonachiever scale for the Minnesota Multiphasic Personality Inventory. *Journal of Applied Psychology*, 32, 385-397.

MMPI scores of two groups of college students (achievers, working one-half sigma or more above their tested aptitude level, and non-achievers, working one-half sigma or more below their tested level) were compared. There was a tendency for greater maladjustment of the non-achieving students, but Hs was the only scale showing 1% significance between the mean scores of the two groups.

Altus, W.D., & Bell, H.M. (1945). The validity of certain measures of maladjustment in an Army Special Training Center. *Psychological Bulletin*, 42, 98-108.

The purpose of the study was to develop an oral test of maladjustment for use in predicting the success of trainees in an ASTC. The function of the Center was to bring its trainees to a fourth-grade level of literacy within 16 weeks. Four tests of maladjustment, including the Hs and Pa scales of the MMPI, were used. After repeated item analysis, the Hs and Pa scales were radically altered.

American Psychological Association, Subcommittee on Counselor Training Selection. (1954). An analysis of practices in counseling training selection. *Journal of Counseling Psychology*, 1, 174-179.

Andersen, L.B. & Spencer, P.A. (1963). Personal adjustment and academic predictability among college freshmen. *Journal of Applied Psychology*, 47, 97-100.

The objective of this study was to investigate whether the prediction of academic achievement is influenced by personal emotional adjustment as found by Hoyt and Norman in 1954. In contrast to the findings of Hoyt and Norman, it was concluded that the prediction of academic achievement is not influenced by personal adjustment.

Andersen, H.E., & Barry, J.R. (1965). Occupational choices in selected health professions. *Personnel and Guidance Journal*, 44, 177-184.

Anderson, W.F. (1949). *Predicting success in nurses training*. Unpublished master's thesis, University of Nebraska, Lincoln.

Appleby, T.L., & Haner, C.F. (1956). MMPI profiles of a college faculty group. *Proceedings of the Iowa Academy of Sciences*, 53, 605-609.

MMPI results of about 90% of the male and 70% of the female members of a college faculty revealed marked deviation from the norms. Profiles of male and female education majors were very similar to faculty profiles. Means of male faculty were significantly different from the norm of four scales as were means for females on three scales. Breakdown of the males by division within the college showed some marked differences much in line with expectations.

Appelzweig, M.H. (1953). Educational levels and Minnesota Multiphasic profiles. *Journal of Clinical Psychology*, 9, 340-344.

The MMPI and the California Capacity Questionnaire were given to 152 females and 259 males during regular class periods. For the male sample, high-school students made up about 12%, college freshmen and sophomores about 63%; for the female sample, high-school students made up about 38% and college freshmen and sophomores about 20%. The female group did less well on the ability test and was about twice as variable in age as the male group. Means for males on six of the MMPI clinical scales and for females on five scales were significantly higher than the test norms. Graphs show the relation of age, educational level, and IQ to MMPI scores for males and females separately.

Arnold, M.B., Hispanicus, C.A., Weisgerber, A., & D'Arcy, P.F. (1962). *Screening candidates for the priesthood and religious life*. Chicago: Loyola University Press.

Arvey, R.D., Mussio, S.I., & Payne, G. (1972). Relationships between MMPI scores and job performance measures of fire fighters. *Psychological Reports*, 31, 199-202.

Ayer, J., Thoreson, R., & Butler, A. (1966). Predicting rehabilitation success with the MMPI and demographic data. *Personnel and Guidance Journal*, 44, 531-537.

Azen, S.P., et al. (1974). Predictors of resignation and performance of law enforcement officers. *American Journal of Community Psychology*, 2, 79-86.

Studied 100 male police trainees to identify reliable predictors of police resignations and performance. Stepwise discriminant analysis revealed that 2 psychological test scales (MMPI Scale 5 and EPPS Introception scale) and 1 biodata predictor (previous military experience) had a significant relationship to the resignation criterion (32 Ss resigned during the first 2 years of service). Stepwise regression analyses identified "peer rank" as an outstanding predictor of field performance for those Ss who did not resign. The relationship of these findings to previous research and the periodic use of peer ranks are discussed.

Azen, S.P., Snibbe, H.M., & Montgomery, H.R. (1973). A longitudinal predictive study of success and performance of law enforcement officers. *Journal of Applied Psychology*, 57, 190-192.

A 20-year longitudinal study of biographical, psychological and aptitudinal variables predictive of successful police performance is described. Subjects were 95 men appointed as deputy sheriffs in the Los Angeles County Sheriff's Department between 1947 and 1950. Among the significant predictors, stepwise-discriminant analysis yielded the following as "best" predictors of at least one criterion of success, age, height, the civil service written test score, scale 9 of the MMPI, the Kuder Mechanical scale, and the Guilford-Martin General Activity scale.

Baer, D.J., & Moynihan, J.F. (1964). Stepwise discriminate function analysis of seminary-candidate MMPI scores. *Journal of Psychology*, 58, 413-419.

MMPI test scores for 140 Ss who remained and 62 Ss who left the seminary were submitted to stepwise linear discriminant function analysis. Although by Step 6 the five scales (Pt, Ma, Hs, Hy, and Sc) significantly differentiated the two groups (.05), when the lambda coefficients were applied in a linear discriminate function equation with test scores for a cross-validation sample of 64 Ss, the number of correct classifications was not greater than chance expectancy.

Baldwin, T.S. (1961). The relationship among personality, cognition, and job performance variables. *Dissertation Abstracts*, 21, 3171.

Subjects were 127 recent college graduates who had been employed by a large industrial-type organization. Each S was given a test battery which included the MMPI. After one year on the job, supervisory ratings were obtained on 62 Ss. Factor analyses were conducted, resulting in the identification of 15 factors. There were three major findings: (1) Ss showing positive interpersonal adjustment were likely to have a greater ability to work with others. (2) Social aggressiveness related positively to memory for details on the job. (3) Highly active Ss with strong economic interest tended to be the more industrious workers.

Banks, S., Mooney, W.T., Mucowski, R.J., & Williams, R. (1984). Progress in the evaluation and prediction of successful candidates for religious careers. *Counseling and Values*, 28, 82-91.

Examined the predictive value of psychological testing for 94 20-57 year old males who were candidates for the priesthood or brotherhood in the Roman Catholic Franciscan Order over a 4-year period. The test battery included the WAIS or Otis-Lennon Mental Ability Test, the MMPI, the Personality Research Form—Forms A and E (PRF), the Strong-Campbell Interest Inventory (Priest/Minister Scale, Introversion-Extraversion Scale, and Academic Response Scale), and the Rorschach. Analysis of 57 preselected variables showed 8 in which differences significantly discriminated between 70 accepted

and 24 rejected Ss. Younger Ss, those with lower scores on the MMPI subscale of Social Introversion and the PRF Exhibition scale and higher scores on the MMPI subscale for Schizophrenia and the PRF Affiliation, Aggression, Harmavoidance, and Play subscales tended to be among the accepted candidates. It is suggested that later lower scores on Harmavoidance (PRF) and Schizophrenia (MMPI) for those who persist after acceptance is a reflection of adaptive abilities. Implications for counselor-evaluators are discussed.

Banreti-Fuchs, K.M., & Meadows, W.M. (1976). Interest, Mental health, and attitudinal correlates of academic achievement among university students. *British Journal of Educational Psychology*, 46, 212-219.

The relationships between three levels of academic achievement and various interest, mental health, and attitudinal variables were examined. Using the regression equation method, the authors assigned 239 students enrolled in introductory psychology to high-achieving, average-achieving, or low-achieving groups. The classification of each student was based on the relationship between his/her actual grade point average (GPA) in introductory psychology and the GPA which would be expected given his/her IQ score. All subjects completed the Strong Vocational Interest Blank for Men/Women, the Minnesota Multiphasic Personality Inventory, and the Student Interest and Attitude Study II. Two separate factor analyses by gender were carried out on all variables which differentiated significantly and systematically between the high-, average-, and low-achieving groups. For men seven factors were identified, for women, two. Especially noteworthy was the small number of interest variables which differentiated between the high-, average-, and low-achieving women.

Barger, B., & Hall, E. (1964). Personality patterns and achievement in college. *Educational and Psychological Measurement*, 24, 339-346.

MMPI scores of 3660 students at the University of Florida were analyzed. Both male and female students with high Pd and Ma scores performed poorly or dropped out of college more frequently than did the average student. Males with a high Mf score and females with a high Hy had a better record of achievement and lower drop-out rates than did the average student.

Barnabas, B. (1947). Twelve tests that have been proved practical in commercial application. *Transactions of the Kansas Academy of Science*, 50, 204-207.

On the basis of some six years of experience in industrial and commercial testing, the author recommends as valid in a variety of situations 12 tests, including the MMPI.

Barnabas, B. (1948). Validity of personality and interest tests in selection and placement situations. *Transactions of the Kansas Academy of Science*, 51, 335-339.

The author concludes that when used properly and in accordance with sound experimental research methods, personality and interests test can be very useful in selection and placement. Tests are almost invariably more reliable, objective, comparable, and valid than an interview. Personal experience with the Bernreuter, the MMPI, and the SVIB is summarized in support of this conclusion.

Barron, E.M., & Donohue, H.H. (1951). Psychiatric aide selection through psychological examinations: A preliminary report of the screening of applicants at the Arkansas State Hospital. *American Journal of Psychiatry*, *107*, 859-865.

Results obtained on two psychological tests (Otis and MMPI) are compared with the efficiency of 100 psychiatric aides. Age and education are also correlated with the efficiency of the test group. Results indicate that well-integrated individuals can be identified for the job of psychiatric aide.

Barron, F., Block, J., MacKinnon, D.W., & Woodworth, D.G. (1958). *An assessment study of air force officers: III. Assessment correlates of criteria of officer effectiveness*. WADC-TR58-91.

This is the third of a five-part report on the psychological assessment of over 300 air force captains. Factors obtained from the Officer Effectiveness Reports showed little correlation with most psychological test measures.

Barry, W.A. (1960). *An MMPI scale for seminary candidates*. Unpublished master's thesis, Fordham University, Bronx, NY.

Bartelme, K., & Riley, G.L. (1955). A study of psychiatric technicians on selected measures of intelligence and personality. *American Psychologist*, *10*, 321.

The MMPI and the Shipley Institute of Living Scale were administered to psychiatric technician trainees at the onset of a six-month training program. Trainees who failed to complete the course were found to be more irresponsible, impulsive, anxious and socially rigid. Shipley scores did not differentiate. Ss who completed the course from those who did not. Sex differences were noted.

Barthlow, D.L., Graham, J.R., Ben-Porath, Y.S., & McNulty, J.L. (2004). Construct Validity of the MMPI-2 College Maladjustment (Mt) Scale. *Assessment*, *11*, 251-262.

The construct validity of the MMPI-2 (Minnesota Multiphasic Personality Inventory-2) College Maladjustment (Mt) Scale was examined using 376 student clients at a university psychological clinic. A principal components analysis and correlations of Mt scale scores with clients' and therapists' ratings of symptoms and functioning showed that the Mt scale identifies the presence of maladjustment as defined in terms of depressive and anxious symptoms. There is no evidence to show that the scale is specific to college students or that it is sensitive to severe psychological disturbance. The Mt scale does not inform the clinician as to why a person is distressed. In addition, there is no evidence from this study to suggest the superiority of the Mt scale over other MMPI-2 maladjustment measures. Therapists should use the entire MMPI-2 profile, not just the Mt scale, to gain the most comprehensive and specific understanding of clients.

Barthol, R.P., & Kirk, B.A. (1956). The selection of graduate students in public health education. *Journal of Applied Psychology*, *40*, 159-163.

Using as criteria ranking of students on academic performance by three faculty judges and on field performance for those who subsequently graduated, the investigators evaluated the validity of the SVIB, MMPI, Concept Mastery Test, and the American Public Health Association Examination for selecting an achievement test, ranked the students in approximate order of later success, although the others gave evidence of usefulness for negative screening to eliminate poor students.

Bartol, C.R. (1982). Psychological characteristics of small-town police officers. *Journal of Police Science & Administration*, 10, 58-63.

Administered the MMPI to 102 male police officers and a control group of 100 males (mean age 23.4 yrs). Officers' overall performance was rated by their respective chiefs on a 5-point scale. Results from the MMPI and ratings show that police officers scored significantly higher on the K-scale and the clinical scales of Psychopathic Deviate, Masculinity-Femininity, Paranoia, and Hypomania. Similar results have been reported by J. D. Matarazzo et al (see record 1965-06047-001), J. Gottesman (1975), and R. B. Mills et al (1964). It is suggested that since the uncorrected clinical scales differentiated well between the average, above-average, and below-average rated police groups, agencies screening police candidates for small communities should examine raw MMPI scores for suitability.

Bartol, C.R. (1983). *Psychology and the American law*. Belmont, CA: Woodsworth.

Bartol, C.R. (1991). Predictive validation of the MMPI for small-town police officers who fail. *Professional Psychology: Research and Practice*, 22, 127-132.

This longitudinal study examined the ability of the Minnesota Multiphasic Personality Inventory (MMPI) to identify small-town police officers who will be terminated because of poor performance. 600 officers both men and women representing 34 small-town police departments were followed over a 13-year period. Discriminant analysis indicated that an "immaturity index" consisting of a combination of the MMPI scales of Psychopathic Deviate Hypomania and L was a stronger predictor of termination. Further analysis revealed that a statistical model that combined the immaturity index with department size and MMPI scales of K and Hysteria was the best predictor of who succeeds and who fails in small-town police. The discussion focuses on the value of the immaturity index for the selection of police officers.

Bartol, C.R., Bergen, G.T., Volckens, J.S., & Knoras, K.M. (1992). Women in small-town policing: Job performance and stress. *Criminal Justice and Behavior*, 19, 240-259.

Examines the relationships among job performance MMPI scores self-perceived stress and supervisory- perceived stress for female police officers. The Ss were 30 full-time female officers from 19 small-town departments and 30 matched male officers who served as controls. Results show that to a large extent male and female officers experienced the same stressors in small-town policing. One exception was for task-

related stressors with women reporting more stress when exposed to tragedy and feeling more stress associated with responsibility for the safety of the public and their professional colleagues. Women also reported stress associated with working in a male-dominated occupation. Performance evaluations by supervisors indicated that female and male officers did the job equally well.

Batsis, T.M. (1993). Roman Catholic vocation directors' attitudes regarding psychological assessment of seminary and religious order applicants. *Consulting Psychology Journal: Practice and Research*, 45, 25-30.

Beaver, A.P. (1953). Personality factors in choice of nursing. *Journal of Applied Psychology*, 37, 374-379.

By comparing the MMPI responses of 86 student nurses with 86 education majors matched for race, age, and percentile on the ACE, 66 differentiating items were identified. As a means of validation, the 66 items were re-administered to the survivors of the original groups, and a significant total score difference was obtained. Two other groups of student nurses yielded average scores similar to the experimental groups.

Beaver, A.P. (1956). Psychometric data and survival in a college of nursing. *Psychological Reports*, 2, 223-226.

A comparison of abilities and personality attributes of nursing students on the basis of pre-entrance testing data is made for a graduating group (N=49) and a drop-out group (N=40). The most effective single index was L or T percentile of the ACE. Predictive error was fairly small.

Becker, A.J. (1963). A study of the personality traits of successful religious women of teaching orders. *Yearbook of the National Council on Measurement in Education*, 20, 124-125.

These conclusions were reached (1) The 18 successful religious teachers were normal and well adjusted; (2) Further investigation is needed to corroborate these findings and to help clarify the relationship between religion and mental health; (3) Individual clinical judgment together with the personal judgment of religious superiors is the best technique for evaluating applicants for the sisterhood.

Ben-Porath, Y.S., Sluske, W.S., & Butcher, J.N. (1989). A real-data simulation of computerized adaptive administration of the MMPI. *Psychological Assessment*, 1, 18-22.

A real-data simulation of computerized adaptive administration of the MMPI was conducted with data obtained from two personnel-selection samples and two clinical samples. A modification of the countdown method was tested to determine the usefulness of several different test administration procedures. Substantial item administration savings were achieved for all four samples, though the clinical samples required administration of more items to achieve accurate classification and/or full-scale scores than did the personnel-selection samples. The use of normative item-endorsement frequencies was found to be as effective as sample-

Benko, A., & Nuttin, J. (1956). *Examen de la personnalité chez les candidates à la prêtrise*. [Personality assessment in candidates for priesthood by means of an adaptation of the MMPI]. Louvain, Belgium: Publications Universitaires de Louvain.

The items of the MMPI have been translated into both French and Dutch with such adaptation as seemed necessary in view of the particular situation of seminarians. The experimental group was composed of 181 students in theology or philosophy, and 79 candidates for religious orders; the large control group consists of university students and soldiers. Critical scores for the L, F, and K scales are calculated for these different groups, and results for future priests, university students, and soldiers on all the other scales are compared. The validity of the MMPI for this particular purpose has been examined by a two-year follow-up of future priests and clergy.

Benson, J.W., & Aitken, J.R. (1985). Psychological differences noted in aircrew members undergoing systematic desensitization and their subsequent functioning. *Aviation, Space, and Environmental Medicine*, 56, 238-241.

Conducted a 3-year follow-up of 47 US Navy and Marine Corps flight students who had been treated for flight anxiety via relaxation/sensitization methods. The 29 Ss who were successfully treated were more likely to have airsickness as the primary presenting problem, while the 18 Ss for whom treatment was unsuccessful were more likely to show insomnia. In addition, unsuccessfully treated Ss had significantly higher scores on the F, Hs, Hy, Pa, Pt, and Sc scales of the MMPI. The unsuccessful group's MMPI suggested some ruminative behavior, lack of self-confidence, difficulty in concentration, and sensitivity to criticism, while the successful group appeared more energetic and motivated. Findings are discussed in relation to other studies using behavior therapy and to the use of MMPI norms in screening aviation personnel.

Berecz, J.M. (1974). The MMPI reconsidered: A study of the cart-horse problem in the prediction of success in the ministry. *Theological Education*, 10, 104-117.

Berkshire, J.R., Bugenthal, J.F.T., Cassens, F.P., & Edgerton, H.A. (1948). Test preferences in guidance centers. *Occupations*, 26, 337-343.

Bernfeld, B. (1967). MMPI variables in the prediction of attribution of students of nursing in a hospital program. *Dissertation Abstracts*, 28, 1690B.

Bernstein, I.H. (1980). Security guards' MMPI profiles: Some normative data. *Journal of Personality Assessment*, 44, 377-380.

A national security guard company administered the MMPI to all its guards following hiring. The normative data derived from all 4,534 guards hired during 1978 are presented. The validity of 1 profile in 5 was questionable. However, 1 in 8 was valid but elevated on 1 or more critical scales (D, Pd, Pa, Pt, Sc, or Ma). Among valid but elevated profiles, the majority was elevated on Ma and/or Pd. Elevation of D, Sc, Ma and Pd was common

among questionable profiles.

Bernstein, I.H., Schoenfeld, L. S., & Costello, R.M. (1982). Truncated component regression, multicollinearity and the MMPI's use in a police officer selection setting. *Multivariate Behavioral Research, 17*, 99-116.

Compared truncated component regression (TCR) and ordinary least squares regression (OLSR) of MMPI and field performance indices obtained from 120 police officers during training and in their early years of service. Multiple correlations derived from OLSR were often found to be arithmetically, but not statistically, much larger than TCR-derived multiple correlations. Several MMPI/field performance correlations derived from TCR were significant, supporting the use of the MMPI in police selection. The truncated components structure derived from the original small sample were stable when applied to 2,934 protocols obtained from police, security guards, and pain clinic patients. The criterion-related dimensions of the MMPI generally were unrelated to ethnicity and sex.

Bertran, R.P., Gil, C.M., Montoya-Rico, J.L., & Reyes, J.R. (1968). [Professional and psychological evaluation of personnel at the psychiatric hospital in Oviedo]. *Revista de Psicología General y Aplicada, 23*, 77-93. Spanish.

Returns from 290 guidance centers on a checklist of 152 tests, plus tests added by various centers, have at least some use.

Beutler, L.E., et al. (1985). Parameters in the prediction of police officer performance. *Professional Psychology: Research and Practice, 16*, 324-335.

Examined the relationship between police officer's performance on psychological assessment instruments and on-the-job performance. 65 prospective police officers (mean age slightly over 27 yrs) who were eventually selected for work in either an inner-city police department, a major university police department, or a community college police department were evaluated initially using a battery of psychological tests (the MMPI, the Eysenck Personality Inventory, the FIRO-B, the Shipley-Institute of Living Scale for Measuring Intellectual Impairment, the SCL-90, and the Bender-Gestalt). Ss were seen for reevaluation every 2 yrs. Performance criteria were derived from a 22-item supervisor's rating scale, measures of technical ability, and 7 performance criteria. Information from personnel records was also obtained. Analysis showed that community-college-based Ss earned higher ratings for both interpersonal and technical ability, and differences as a function of personality patterns emerged that cut across departments. The 5 female Ss had lower supervisory ratings of interpersonal ability. Positive attributes were influenced by Ss' departmental assignment, with inner-city Ss seeking more schooling and receiving more commendations than Ss in the other groups. Ss' in-service behavior was associated with patterns and elevation of their MMPI profiles and interpersonal needs. Overall results show a high amount of association between psychological variables and criterion behaviors.

Beutler, L.E., Nussbaum, P.D., & Meredith, K.E. (1988). Changing personality patterns of police officers. *Professional Psychology: Research and Practice*, 19, 503-507.

Twenty-five police officers were evaluated at or shortly after their recruitment and again 2 years later. Eleven of the officers were available for follow-up 4 years after recruitment. Minnesota Multiphasic Personality Inventory (MMPI) scores showed significant changes over time, suggesting increasing somatic symptoms, anxiety, and alcohol vulnerability. The increased vulnerability to alcohol abuse was the strongest finding, and by the 4th year of service, mean MacAndrews Alcoholism Scale scores were within the critical range. Results are discussed in terms of the peculiar stresses of police work and the need for periodic reevaluation to prevent stress-associated problems and also initiate early intervention programs.

Bieliauskas, L.A. (1977). Relationship of the Social Readjustment Rating Scale, 17-OHCS values, and MMPI K- scale scores to aid-seeking in firefighters. *Dissertation Abstracts International*, 37, 5823.

Bier, W.C. (1948). A comparative study of a seminary group and four other groups on the Minnesota Multiphasic Personality Inventory. *Studies in Psychology & Psychiatry from the Catholic University of America*, 7, 107.

The Minnesota Multiphasic Personality Inventory was administered to 924 subjects divided into 5 matched groups. 4 groups consisting of medical, law, dental, and college students were selected to act as standards of comparison for a Catholic seminary group. Non-Catholics and married students were not included in the non-seminary groups. Analysis indicated a number of intergroup differences. All groups used in this study gave evidence of less satisfactory adjustment, on the basis of the MMPI scales, than do the population at large. "The seminary group proved to be the most deviant portion of an already deviant population." An item analysis was undertaken and a comparative study was made of the extremes of the sample, extremes being defined as the top and bottom 27% of each group. An analysis indicated that "the well adjusted seminarian differed far more from the poorly adjusted seminarian than he did from the well adjusted members of the four comparative groups."

Bitterman, M.E., & Holtzman, W.H. (1952). *Development of psychiatric screening of flying personnel. III. Conditioning and extinction of the galvanic skin response in relation to clinical evidence of anxiety*. USAF School of Aviation Medicine, 3, 332.

A group of 40 university men, similar in age and background to populations from which aviation cadets are drawn, were studied in a conditioning situation. A 5-sec., 1000-cycle tone served as the conditioned stimulus and a 1-sec., 3.5 ma. shock served as the unconditioned stimulus. Continuous graphic recordings of skin resistance were made. A team of four clinically trained psychologists rated these men for susceptibility to anxiety on the basis of Rorschach protocols, MMPI profiles, and behavior in a laboratory stress situation. Men rated high on anxiety conditioned more rapidly and extinguished less rapidly than men rated low.

Blazsanyik, A.J. (2003). Psychological profiles of successful law enforcement personnel. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 64, 2907. The Initial Findings Protocol was investigated to determine usefulness in assisting with making recommend/not recommend decisions for applicants applying for law enforcement employment. Research participants consisted of 296 police officer candidates 260 male and 36 female from municipalities within the Chicago land area suburbs. Instrument used for this study included the MMPI-2 PAI Life History Questionnaire and the C.O.P.S. Initial Findings Protocol. The primary results indicated that the Initial Findings Protocol was useful in aiding with a recommend/not recommend decision. Additional analysis of the variables under investigation showed that Mania Grandiosity (Man-G) was the one significant variable that could be used to explain whether a candidate was still employed twelve months after being recommended for hire and whether a candidate was still employed twelve months after being recommended for hire and subsequently hired.

Bloom, W. (1977). Relevant MMPI norms for young adult Air Force trainees. *Journal of Personality Assessment*, 41, 505-510.

The US Air Force Medical Evaluation Test research program utilized the MMPI in a psychological screening battery for 1,957 male and female basic trainees. T scores based on the Adult Norms seemed excessively elevated. The norms for Minnesota Adolescents were tried for the 17-year-old Ss. MMPIs were given to entire squadrons not in the project, and the means and standard deviations were found to differ significantly from both earlier norms. These young adults differed in age, race, and education from the sample population of the Minnesota Adult Norms. T-conversion tables based on these new means and standard deviations were compiled.

Blum, L.P. (1947). A comparative study of students preparing for five selected professions including teaching. *Journal of Experimental Education*, 16, 31-65.

The MMPI and the SVIB were administered to 125 male subjects, 25 from each of the following professional schools or colleges: Education, Law, Journalism, Medicine, and Engineering. The greatest differences between the five groups were in their vocational and non-vocational interests rather than in personality traits. In view of the large differences between the professional schools regarding interests, it was recommended that interest measures be a part of the process by which candidates are selected for the profession of teaching. Differences in personality traits between the various professional groups were insignificant.

Bolander, W.G. (1947). *A study of the MMPI as an indicator in the prediction of college success*. Unpublished master's thesis, University of Oregon, Eugene.

Bonk, E.C. (1955). Counseling implications of the Minnesota Multiphasic Personality Inventory for blind people in selected occupations. *Dissertation Abstracts*, 15, 2095.

The basic hypothesis was that there are no differences in personality patterns among the blind groups working in selected occupations. The 54 Ss represented several occupations: Assembler, salesman, packer, manager of small business, transcribing typist, rehabilitation counselor, broomshop worker, and piano tuner. The Shortened Version of the MMPI was administered and the mean T scores for each MMPI scale for each occupational group were calculated. Each occupational group reveals a different personality profile though the profiles do not reach the limits of abnormality.

Bonyng, E.R. & Hoffman, H. (1977). Personality measurements in selection of applicants for an alcohol counselor training program. *Psychological Reports, 41*, 493-494.

Individual MMPI and PRF scale scores of 7 accepted and 17 rejected applicants (in their early 30's, with 13 years of education, and IQs of about 112) to a 9-month in-service training program were compared by t-tests. No significant differences between accepted and rejected applicants' individual MMPI scale scores were observed. On the PRF, accepted applicants scored significantly lower on Abasement and Autonomy and significantly higher on Aggression, Harm-avoidance, Dependence, and Social Recognition. Accepted and rejected applicants to a para-professional chemical dependency counselor training program did not differ significantly with respect to personality measurements designed to assess psychopathology (MMPI) but could be differentiated on personality scales designed to measure motivational variables.

Booth, E.C., Jr. (1958). Personality traits of athletes. *Dissertation Abstracts, 18*, 925.  
Booth, G. (1960). The psychological examination of candidates for the ministry. In H. Hoffmann (Ed.). *The ministry and mental health*. New York: Associated Press.

Bortin, A.W., & Brill, I. (1945). Psychiatric studies based on a new personality test. *Military Surgeon, 96*, 495-503.

The test is appropriate for a variety of military selection purposes: to supplement adaptability rating procedures given to cadets; to identify candidates for overseas service; to identify co-pilots who are suitable for pilot training; and to identify those needing reassignments or temporary leaves.

Borucki, Z. (1980). The effect of personality traits on occupational adjustment in seamen. *Polish Psychological Bulletin, 11*, 231-241.

An attempt was made to determine the effect of the seaman's personality traits on the level of his adjustment to the environment of the seagoing ship during his vocational training. In a group of 96 seamen-trainees the intensity of the following personality traits was assessed: extra-version, emotional lability, intelligence, self-acceptance, neurotic tendencies, psychopathic traits, aggressiveness, suspiciousness, need for security, social contacts, sexual love, recognition, achievement, dominance, as well as cognitive need. After a 7-month training period, Ss' occupational adjustment was measured, which was

considered to be the sum of three components: 1) fulfilling the requirements set by superiors, 2) being accepted by shipmates, and 3) finding job satisfaction. Multiple linear regression analysis indicated that the entire set of personality traits accounted for 37.7% of the total variance in the seamen's occupational adjustment ( $R=.614$ ). The following traits were included in the optimal equation of regression: high self-control, few neurotic tendencies, small need for sexual love, small need for social contacts, an increased need for recognition, and high IQ. The latter equation accounted for 31.7% of the total variance in occupational adjustment ( $R=.563$ ). In this set of traits there are "quasi-personality factors" such as: high self-appreciation, tolerance of stress, low reactivity, and high level of mental abilities.

Borum, R., & Stock, H.V. (1993). Detection of deception in law enforcement applicants: A preliminary investigation. *Law and Human Behavior, 17*, 157-166.

Examined the differences in psychometric defensiveness between 18 law enforcement applicants identified as being deceptive and 18 nondeceptive candidates. Archival data from the MMPI and the Inwald Personality Inventory taken by all Ss were analyzed. Significant differences were found on the traditional validity (minimization) scales for both instruments as well as for several supplemental scales and indexes from the MMPI. An ego strength-defensiveness scale from the MMPI showed a highly significant difference between groups and good classification accuracy. Results suggest that deceptive applicants show more defensiveness on psychometric testing and that test results may assist in raising the index of suspicion for detecting deception in law enforcement applicants.

Bowler, R.M., Mergler, D., Rauch, S.S., & Bowler, R.P. (1992). Stability of psychological impairment: Two year follow-up of former *microelectronics* workers' affective and personality disturbance. *Women and Health, 18*, 27-48.

The production and manufacture of microelectronic components, carried out primarily by women workers, require extensive use of organic solvents. Affective and personality disturbances have frequently been associated with organic solvent toxicity. A group of women, former microelectronics workers ( $N = 70$ ), primarily of Hispanic origin (77.1%) but raised in the United States, were evaluated for affective and personality disturbance with the MMPI. Profiles were analyzed, and diagnostic classification was performed blind. Results showed that (1) 85.7% of the profiles indicated abnormally high clinical elevations: and (2) MMPI profile classification revealed four clinical diagnostic groups: somatoform (24.3%) depression (15.7%), anxiety (28.6%), and psychotic (14.3%). These findings indicate significant psychopathology among these women, who formerly worked in a microelectronics plant. The patterns of impairment present similarities to previous reports of organic solvent toxicity.

Bowler, R.M., Mergler, D., Rauch, S.S., & Harrison, R. (1991). Affective and personality disturbances among female former microelectronics workers. *Journal of Clinical Psychology, 47*, 41-52.

In the present study, the standard version of the MMPI was used to evaluate affective and personality disturbances among 63 former microelectronics workers (56 women and 7 men) over a two-year period. These findings reveal that these former microelectronics workers manifested affective and personality disturbances consistent with organic solvent toxicity, which persisted over a two-year period, indicating that it was not reactive, transient hysterical neurosis.

Bradfield, A.F. (1950). *Predicting the success in training of graduate students in school administration*. Unpublished doctoral dissertation, Stanford, University, Palo Alto, CA. Subjects consisted of 26 (24 male and 2 female) graduate students in school administration at Stanford U. The predictive indices were: KPR, Vocational, Form BB, SVIB, group form of the MMPI, Mental Health Analysis Miller Analogies Test, individual form of the Rorschach, and a personal-data autobiography. The results of this study are discussed in terms of three major points: (1) The possibility of predicting success in training by means of an intensive study of personality characteristics; (2) The delineation of certain personality patterns for this sample of graduate students; (3) The relationship between the predictive indices.

Branton, R.E. (2004). A multifaceted assessment protocol for successful international assignees. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 64, 4024.

The process of selecting and screening expatriates for successful assignments is a critical component for multinational organizations. Research suggests that there are a number of critical personality traits that tend to relate to success rates for those working in cross-cultural situations. In order to increase the likelihood of predicting successful international assignees, this critical literature analysis reviews two of the most commonly used measures of assessment utilized for personnel screening and selection, the NEO PI-R and the MMPI-2. The review provides suggestions for how these measures may be utilized with the expatriate population. A less-known measure, the CCAI, is also identified to further encapsulate helpful screening indicators. This literature review also highlights sociocultural and demographic variables, emphasizing the importance of a holistic evaluation and organizational support. Finally, an assessment battery is proposed to assist organizations in their screening processes of applicants for successful international assignments.

Brayfield, A.H., & Marsh, M.M. (1957). Aptitudes, interests, and personality characteristics of farmers. *Journal of Applied Psychology*, 41, 98-103.

50 farmers were administered the DAT, the Kuder, and the MMPI, and scores were related to two criterion measures—the Brayfield-Rothe job satisfaction index and instructors' rankings of on-the-job performance were unrelated, but distinctive aptitude and interest test profiles emerged.

Brewster, J. & Stoloff, M.L. (2004). Using MMPI Special Scale Configurations to Predict Supervisor Ratings of Police Officer Performance. *Applied H.R.M. Research*, 9, 53-56.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict performance problems of 112 police officers in two police departments in small cities in rural Virginia. The performance measures were termination for cause and supervisor ratings of the performance at both the end of the first year and the second year of employment. The results indicated that scores on the Good Cop/Bad Cop scale configuration were significantly related to termination for cause using both the Blau et al. and the Brewster and Stoloff methods for classifying officers. Several scale configurations were significantly correlated with supervisor ratings but these were not consistent from the first year to the second year.

Briskin, G.J., & Stennis, J.W. (1957). Improving predictability of Minnesota Multiphasic Personality Inventory. *United States Armed Forces Medical Journal*, 8, 539-543.

"An attempt was made to increase the predictive ability of the Minnesota Multiphasic Personality Inventory (MMPI) by revalidating it to conform more readily with the specific population... [Army personnel] with which it was being used. This was accomplished by determining the means and standard deviations for each of the subscales and then recalculating the T scores for the population being studied. Making diagnostic predictions on the basis of four categories--normal, neurotic, character and behavior disorder, and psychotic-- two judges, using the revalidated data, were able to predict with significant accuracy the final psychiatric diagnosis; using the standard MMPI profiles, their efforts were on a purely chance basis."

Brodie, K.S. (2001). Personality profiles and problems related to clergy sexual misconduct. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 62, 1129.

Problem. Clergy sexual misconduct is a significant problem for the church. There are legal and financial problems, as well as damage to individuals and communities. The purpose of this study was to examine personality profiles and situational themes of ministers in treatment who's presenting problems included sexual misconduct. Method. Inactive case files of ministers in treatment were analyzed. From the case file it was determined if the minister was involved in an intimate affair which included an emotional bond, a casual affair with no emotional bond, or was not involved in an affair. The complete MMPI-2 profile and the Personal Problem Checklist for Adults were recorded for each file. Chi square was used for each of the items on the checklist. Chi square was also used to compare likelihood of self-referral, versus referral by a superior. Analysis of variance was used to compare means for each sub-scale of the MMPI-2. Discriminant analysis was used to look for linear combinations of the scales that discriminated among the three groups. Results. Twenty- nine items on the checklist were significant. Ministers involved in an affair of either type were much more likely to be referred by a superior. The ANOVA and discriminant analysis were significant in distinguishing among both affair groups, and the no affair group. The MMPI-2 scores of both of the affair groups

were statistically the same. Ministers involved in an affair tended to score low on the L scale, and high on the 4 and 9 scales. Conclusions. There were some self-reported problems that distinguished between ministers involved in a casual affair, an emotional affair, and ministers not involved in an affair. There were sub-scales and a combination of sub-scales which distinguished between ministers involved in an affair and ministers who were not involved in an affair.

Brophy, A.L. (1993). Cooke's disturbance index on the MMPI-2. *Psychological Reports*, 72, 345-346.

Brophy, A.L. (1995). Educational level, occupation, and the MMPI-2 F-K index. *Psychological Reports*, 77(1), 175-178.

Examined the relationship between the F-K (validity scale minus suppressor scale) dissimulation index and educational and occupational level in the MMPI—2 normative group. Higher levels of education and occupation were associated with higher scores on the K scale and with lower scores on the F scale and the F-K index. Mean F-K scores differed by 5-7 points between the lowest and highest educational and occupational levels, necessitating consideration of those factors when interpreting the index. The effects of education and occupation on the F-K index are similar for men and women in the MMPI—2 normative group.

Brown, D.J. (1961). An investigation of the relationships between certain personal characteristics of guidance counselors and performance in supervised counseling interviews. *Dissertation Abstracts*, 21, 810.

Subjects consisted of 29 trainees, 25 males and 4 females. A test battery, including the MMPI was used to identify the various personality traits. No relationship was found between MMPI validity and clinical scales and the criterion measure of Performance.

Bruce, M.M. (1957). Normative data information exchange. *Personnel Psychology*, 10, 357-358.

Bruce, M.M. (1959). Normative data information exchange. *Personnel Psychology*, 12, 329-330.

Burbeck, E., & Furnham, A. (1985). Police officer selection: A critical review of the literature. *Journal of Police Science & Administration*, 13, 58-69.

Examines the research to date on police officer selection regarding psychological testing, job analysis, and selection interviews. Results from several psychological tests used in officer selection and evaluation are discussed, such as the Sixteen Personality Factor Questionnaire (16PF), the Eysenck Personality Inventory, and the Minnesota Multiphasic Personality Inventory (MMPI). It is concluded that (1) psychological testing should be complementary to other selection processes; (2) those conducting the selection interview have strong intuitive feelings, although the validity of the interview is unproven; and (3)

job analysis results should be used as guidelines for the selection interview.

Burgess, E. (1953). *Personality factors of over- and under-achievers in engineering*. Unpublished doctoral dissertation, Pennsylvania State University, State College.

The purpose of the study was to investigate the hypothesis that students who overachieve in academic situations have common personality factors which differentiate them from students who under-achieve. Two samples of 20 each were selected from 492 freshman engineering students for whom 1st semester grades had been predicted in the fall of 1951. The predictive index was based on the Arithmetic and Algebra sub-scores of the Moore-Castore Test of Academic Aptitude on high-school rank. Over-achievers were separated from under-achievers on the basis of GPAs. All Ss were male, white, and unmarried. A battery of tests, including the MMPI, was administered to both groups. Over-achievers showed a tendency to have a greater need for achievement, for being aggressive, and for improving self or status. Under-achievers scored significantly higher on the need to be dependent, and needing to be free from restraints. The author concludes that over-achievers show certain personality factors as a group of under-achievers. They are less labile in their affective reactions, tend more toward constriction, and are more inhibited in their emotional response to pleasurable aspects of the environment. Under-achievers are less intellectually adaptive, over-generalize and over-extend themselves, and show less intellectual control and repression of emotional activity.

Burgess, E. (1956). Personality factors of over- and under-achievers in engineering. *Journal of Educational Psychology*, 47, 89-99.

To examine differences between over-achievers and under-achievers, two samples of twenty students were drawn from a population of first-year engineering students. One sample (over-achievers) consisted of students whose actual GPA exceeded predicted GPA (i.e., based on various academic aptitude tests and high-school performance). The other sample (under-achievers) consisted of students whose actual GPA was lower than predicted GPA. Each group was administered a battery of tests including the MMPI. Significant differences were observed on only two MMPI scales: over-achievers obtained higher scores on Scale 1, while under-achievers obtained higher scores on Scale 5.

Burgess, M.M., Duffey, M., & Temple, F.G. (1972). Two studies of prediction success in a collegiate program of nursing. *Nursing Research*, 21, 357-4067.

Burrell, L.M. (1996). The impact of experience, exposure, and support on emergency worker health (posttraumatic stress disorder). *Dissertation Abstracts*, 57, 4067.

Current research has shown that following major disasters, emergency workers may develop psychological and somatic symptoms that adversely affect their well-being. However, methodological limitations have left questions unanswered. The current study examined how exposure to everyday rescue situations, experience, and social support had an impact on blood pressure, heart rate, proofreading task performance, and symptom reporting in EMTs. Participants were studied for 8 weeks and reported on their rescue

experiences. The results indicated that it is not the number of rescues but the nature of the rescues that makes the greatest impact. The findings suggested that increased exposure to death was associated with more adverse psychological and physiological symptoms. Experience accounted for significant variance in BP scores, with greater experience being associated with higher BP. Support accounted for significant variance in BP and MMPI scores. Greater perceived support was associated with lower BP and MMPI scores. Post hoc analyses of the emotion-focused variables on the Ways of Coping Scale yielded significant findings for all the dependent measures except for proofreading performance, BP, and HR. These results suggested that emotion-focused coping was detrimental to the EMT's well-being. Overall, the results did not support the hypotheses for experience and exposure. However, significant findings emerged for these variables that warrant further investigation.

Butcher, J. N. (2011). *A beginner's guide to the MMPI-2* (Third Edition). Washington, DC: The American Psychological Association.

This guide to MMPI-2 provides an interpretive strategy that can be used effectively in personnel selection. Several case examples from personnel settings are included.

Butcher, J.N. (1977). *MMPI based rating form for selection of airline crews*. Unpublished manuscript.

Butcher, J.N. (1979). Use of the MMPI in personnel selection. In Butcher, J.N. (Ed.), *New developments in the use of the MMPI*. Minneapolis: University of Minnesota Press.

Research on the use of the MMPI in personnel selection is reviewed and several issues pertinent to using the instrument in that setting are discussed. Particular attention is paid to issues of invasion of privacy and test defensiveness among applicants.

Butcher, J.N. (1983, May). *Personality assessment in industry: Theoretical issues and clinical illustrations*. Paper presented at the Conference on the Use of Personality Measures in Industry, Virginia Polytechnic Institute, Blacksburg, VA.

Butcher, J.N. (1985a). Assessing psychological characteristics of personal injury or worker's compensation litigants. *Clinical Psychologist*, 38, 84-87.

Practicing psychologists are increasingly being asked to testify in court cases involving compensation for alleged physical or psychological disability stemming from injuries suffered in the workplace. The psychologist faced with such claims evaluations may be asked to assess whether a plaintiff's complaints are due to stress, or are malingering. No fool-proof method of making these distinctions is available at this time. However, by using objective and valid psychological tests that are appropriate to the complaints, clinicians can provide information that is helpful in clarifying the extent to which psychological factors may be involved in personal injury cases. Research with the MMPI has shown that actually disabled patients not involved in litigation are likely to produce more normal-range profiles, while those involved in the claims process often produce extremely elevated, more pathologically appearing profiles which may reflect a

motivation to appear to be in considerable distress. The MMPI validity scales are particularly valuable in evaluating the litigant's symptom presentation pattern.

Butcher, J.N. (1985b). Personality assessment in industry. In Bernardin, H.J., & Bownas, D. (Eds.), *Personality assessment in organizations*. New York: Praeger.

Several different applications of personality testing in industry are discussed and examples of the way in which the MMPI is used in industry are provided.

Butcher, J.N. (1986, November). *Personality factors in pilot selection*. Paper presented to Airline Transport Association Personnel Resources, Minneapolis, MN.

Butcher, J.N. (Ed.). (1987a). *Computerized psychological assessment: A practitioner's guide*. New York: Basic Books.

Butcher, J.N. (1987b). Computerized clinical and personality assessment using the MMPI. In J.N. Butcher (Ed.), *Computerized psychological assessment: A practitioner's guide*, 161-197. New York: Basic Books.

Butcher, J.N. (1987c). *Use of the MMPI in personnel screening*. Paper presented at the 22nd Annual Symposium on Recent Developments in the Use of the MMPI, Seattle, WA.

Butcher, J.N. (1988). *Use of the MMPI in personnel screening*. Paper presented at the 23rd Annual Symposium on Recent Developments in the Use of the MMPI, St. Petersburg, FL.

Butcher, J.N. (1989). *User's guide. MMPI-2 Minnesota Report: Personnel Selection System*. Minneapolis: National Computer Systems.

This guide describes the computerized Minnesota Report for Personnel Selection, an interpretive report for the MMPI-2 protocols in industrial settings. Illustrative reports are provided.

Butcher, J.N. (1991). Screening for psychopathology: Industrial applications of the Minnesota Multiphasic Personality Inventory (MMPI-2). Chapter in J. Jones, B.D. Steffey, & D. Bray (Eds.). *Applying psychology in business: The manager's handbook*. Boston: Lexington Books.

The use of the MMPI in industrial settings is described, including: pre-employment screening, assessment of individuals being recommended for promotion; and back to work evaluations in the case of problem applicants' readiness to return to work.

Butcher, J.N. (1994). Psychological assessment of airline pilot applicants with the MMPI-2. *Journal of Personality Assessment*, 62, 31-44.

Psychological tests like the MMPI have been used widely to assess personality

characteristics of individuals applying for responsible positions to appraise potential mental health problems. The three major goals of this study were: (1) To evaluate the effects of the new norms for traditional MMPI-2 validity and clinical scale in an employment selection program; (2) To study the effects that test defensiveness had on MMPI-2 scores of a group of airline pilot applicants who were taking the test in a pre-employment context; (3) To provide useful descriptive information on the performance of airline applicants on MMPI-2 scales that would provide interpretive guidelines for using the MMPI-2 in psychological screening. A sample of 437 male airline pilot applicants seeking employment as airline flight crew-members were administered the MMPI-2 (J. N. Butler et al, 1989). A control sample of 1,138 men from around the country also completed the MMPI-2. Results show that the MMPI-2 norms were more appropriate for characterizing pilot applicants than were the original MMPI norms, which tended to over-pathologize test takers. The effects of defensiveness and impulsivity on MMPI-2 profiles were pronounced. Interpretive guidelines for using the MMPI-2 in personnel screening are proposed.

Butcher, J.N., & Graham, J.R. (1994). The MMPI-2: A new standard for personality assessment and research in counseling settings. *Measurement and Evaluation in Counseling and Development*, 27, 131-150.

The MMPI-2 has a growing research base for application in many types of counseling settings. This article highlights the use of the MMPI-2 in college counseling, medical problem assessment, military applications, personnel screening programs, and its use as a measure for psychopathology research with normal-range populations, such as samples of older individuals.

Butcher, J. N., Gucker, D. K. & Hellervik, L. W. (2009). Clinical Personality Assessment in the Employment Context. In J. N. Butcher (Ed). *Oxford Handbook of Personality Assessment*. (pp.582-598). New York: Oxford University Press.

Butcher, J. N., & Han, K. (1995). Development of an MMPI-2 scale to assess the presentation of self in a superlative manner: The S Scale. In J.N. Butcher and C.D. Spielberger (Eds). *Advances in personality assessment Vol. 10*. (pp. 25-50). Hillsdale NJ England: Lawrence Erlbaum Associates Inc.

Detecting invalidating response conditions is important to assessing personality through self-report. This study examines one potentially invalidating response attitude—the tendency to claim extreme virtue through presenting oneself in a superlative manner. (from the chapter) the present study was designed to explore a different approach to assessing some individuals to proclaim the possession of extreme virtue and absence of psychopathology on the MMPI-2 item pool / develop an empirical scale that differentiated high virtue-claiming individuals (airline flight crew applicants) from a general non-clinical sample—the MMPI-2 normative sample composed of a large group of individuals randomly drawn from across the US / the Ss used in this scale development study were 274 men applying for the position of airline pilot for a major air carrier / the reference sample of normal Ss employed in this study was the 1138 men and 1462

women who had been administered the MMPI-2 in a sample that was drawn randomly from 7 regions of the US for the MMPI re-standardization project /// hypothesized that an empirical item that differentiated a group of people with a clear strong motivation to show themselves extremely well adjusted from people in general would reflect the tendency to portray oneself in a superlative manner/the goal was to develop a scale of superlative claim assertions that could summarize the attempt to proclaim overly positive self-presentation and would not be as susceptible to conscious distortion (as scale L) moreover the potential scale would allow for a clearer evaluation of test defensiveness than the K scale (developed on inpatients) is able to do for normals.

Butcher, J.N. & Harlow, T.C. (1987). Personality assessment in personal injury cases. In I.B. Weiner & A.K. Hess (Eds.), *Handbook of forensic psychology*, 138-154. New York: Wiley.

Currently workers' compensation is a multibillion-dollar business involving legal, medical, psychological, industrial, union, insurance, and government personnel often in heated opposition. Conditions that are difficult to verify, such as psychological stress-induced disability, have become subjects for consideration in compensation cases. Psychological professionals are increasingly in demand in cases where psychological factors raise questions about exaggeration, malingering, or exacerbation of physical problems. Individuals who may be exaggerating physical symptoms tend to produce MMPI profiles with one or more of the following features: extreme elevations on scales L and/or K (higher than F) in the defensive range; high elevations on Hs, D, Hy, and sometimes on Pt and Sc. Claimants who may be exaggerating psychological symptoms—for example, to appear psychologically disturbed for a Social Security disability determination claim—tend to produce MMPI profiles with extremely exaggerated features such as elevations on F, Sc, and Pa, as well as on Hs, D, Hy, and Pt. Lack of motivation for rehabilitation has been found to be reflected in extreme elevations on the Pd scale and elevations on Hs, D, and Hy.

Butcher, J.N., Jeffrey, T.B., Cayton, T.G., Colligan, S., DeVore, J.R., & Minegawa, R. (1990). A study of active duty military personnel with the MMPI-2. *Military Psychology*, 2, 47-61.

The MMPI has a long history of application in military settings. This investigation explores the relevance and appropriateness of the MMPI-2 in military settings. The question of whether special norms are needed for use in the military was addressed. Results showed that military personnel (N=1,156 men from the Army, Navy, Air Force, and Marine Corps) responded, as a group, in a manner similar to the MMPI-2 normative sample. Similar mean scores and factor structures were obtained. Consistent with past research there were clear age differences on the MMPI-2 with younger subjects producing more elevation, particularly on scales Pd, Pt, Sc, and Ma. The results of this study indicate that special norms for military settings are not needed.

Butcher, J.N., Morfitt, R.C., Rouse, S.V., & Holden, R.R. (1997). Reducing MMPI-2 defensiveness: The effect of specialized instructions on retest validity in a job applicant

sample. *Journal of Personality Assessment*, 68, 385-401.

The MMPI-2 is often used for screening job applicants when public safety or security are at risk. Inherent in such applications is concern for profile validity and test defensiveness. This study examined the impact of revised instructions on profile validity for 271 male airline pilot applicants who initially produced invalid profiles. 72 applicants produced invalid defensive MMPI-2 profiles during pre-employment screening. The MMPI-2 was re-administered to these applicants with instructions informing them of validity scales and instructing them to respond in a more open honest manner. Comparisons were made between valid and invalid profiles for initial administrations and between valid and invalid profiles at re-administration. Some clinical scales were more elevated for valid non-defensive profiles. Most content scales showed more elevation for valid profiles and 12% of the applicants who were retested produced significant elevations (T2 65) on the content scales.

Butcher, J.N., Ones, D.S., & Cullen M. (2006). *Personnel Screening With the MMPI-2*. In J.N. Butcher (Ed). *MMPI- 2: A practitioner's guide*, 381-406. Washington DC US: American Psychological Association.

Objective personality assessment has a long history which began with the development of a personnel selection program for the U.S. military in World War I. The use of psychological tests in making personnel-related decisions is an appropriate professional activity for psychologists to undertake and a valuable contribution to the employment process. Several psychological adjustment factors have been considered important for personnel practitioners to address in assessing clients for responsible positions of public trust. Examples of these psychological adjustment factors include emotional stability; judgment and public responsibility; ability to deal with situations that induce extreme stress; capability of dealing effectively on an interpersonal level for jobs that require teamwork (e.g. airline flight crews); and the presence of severe personality disorders or other psychological disorders that may result in rule violations careless and impulsive behavior patterns and so forth. Once a valid interpretable MMPI-2 protocol is obtained standard test interpretation strategies and inferences can be drawn in personnel evaluations as in other MMPI-2 contexts.

Butcher, J.N., & Ryan, M. (1974). Personality stability and adjustment to an extreme environment . *Journal of Applied Psychology*, 59, 107-109.

Personality characteristics of a group of Antarctic explorers were examined and successive administrations of the Minnesota Multiphasic Personality Inventory (MMPI) and Personality Research Form (PRF) were done to assess personality changes resulting from the wintering-inexperience. The assessment suggests that the volunteers are generally better adjusted, more achievement oriented, more self-sufficient and serious minded than a control sample of normal males. No changes in personality profiles were found in retesting at midwinter and at the end of winter.

Butcher, J.N., & Tellegen, A. (1966). Objections to MMPI items. *Journal of Consulting*

*Psychology, 30, 537-534.*

This study is concerned with objections made by college students to MMPI questions in two experimental conditions. In the "General" condition, 68 subjects were asked to take the MMPI but omit all items they would find objectionable under any circumstances. In the "Selection" condition, 69 subjects were instructed to omit any questions they would find objectionable in a job-selection situation. The analysis of results was concerned with individual reactions, with differences and similarities between two conditions, with determining which types of item content are associated with a high or low percentage of objections, and with the implications of removing items with high object rates.

Butterfield, E.C., & Warren, S.A. (1962). The use of the MMPI in the selection of hospital aides. *Journal of Applied Psychology, 46, 34-40.*

MMPIs were administered to 2700 applicants for the position of psychiatric aide in an institution for the mentally retarded. MMPI subscale scores of all persons hired and subsequently discharged were compared with groups of like sex who: (a) were hired in the same year but resigned for reasons not associated with the job, (b) stayed in the employment of the institution, or (c) were not hired. No single subscale differentiated between the groups. The few differences found between the groups when a variety of configurational analyses were used did not reappear in a cross-validation sample. The authors conclude that the hypothesis that personality test scores are related to the competency of psychiatric aides was not supported.

Butterfield, E.C., & Warren, S.A. (1963). Prediction of attendant tenure. *Journal of Applied Psychology, 47, 101-103.*

MMPI, K, Pd, and Ma scales were administered to 109 persons who were subsequently hired for the position of cottage attendant in an institution for the mentally retarded. Three scales and a composite score from all four distinguished significantly between attendants who were fired during the first six months of employment and attendants who were retained in employment and did not receive unfavorable evaluations from their immediate supervisors.

Caldwell, J.A., O'Hara C., Caldwell J.L., Stephens, R.L. (1993). Personality profiles of U.S. Army helicopter pilots screened for special operations duty. *Military Psychology, 5, 187-199.*

Analyzed MMPI data from 2 groups of aviators: 229 US Army helicopter pilots being screened for acceptance into US Army Special Operations and 58 helicopter pilots participating in a variety of research studies at the US Army Aeromedical Research Laboratory. The 2 groups differed in terms of their scores on some validity scales and several clinical scales. Using discriminant analysis observed differences in both test-taking attitude and Masculinity-Femininity classified Ss into Special Operations applicants or more conventional aviators.

Caldwell-Andrews, A.A. (2001). Relationships between MMPI-2 validity scales and NEO PI-R experimental validity scales in police candidates. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 61, 3833.

Police candidates are widely believed to respond defensively when they undergo psychological evaluations for personnel selection. Such defensiveness may mask potential problems that could limit an applicant's ability to perform police work. For this reason validity scales on psychological tests are used to detect defensiveness or "faking good." The MMPI-2 which is often used to screen police candidates has several scales to detect faking good. The NEO PI-R a personality test that is becoming more widely used in personnel selection does not include validity scales. The information that the NEO PI-R contributes to police candidate selection is directly relevant to job performance but the lack of validity scales has raised questions about its utility in clinical settings. Because the NEO PI-R is susceptible to being faked it is important to be able to detect applicants who distort their scores. This study examined scores on the MMPI-2 and the NEO PI-R in an archival sample of 100 police candidates in order to investigate relationships between the MMPI-2's fake-good scales and the NEO PI-R's Positive Presentation Management scale (an experimental scale developed by Schinka et al. 1997). Results showed that in this sample mean scores on all of the MMPI-2 faking good scales were elevated over previously published cutting scores and candidates had low scores on the F scale and on the clinical scales indicating that candidates' profiles were defensive. Candidates' mean NEO PI-R profiles were low in the Neuroticism domain above average in the Extraversion and Conscientiousness domains and higher than average on the PPM scale. These scores are comparable to those found in previous research in which participants have been instructed to fake good on the NEO PI-R. Further support for the validity of PPM was found in its co-varying relationship with MMPI-2 faking-good scales. Correlations between PPM and MMPI-2 scales believed to measure impression management were stronger than those between PPM and MMPI-2 scales believed to measure self-deception as described by Paulhus (1991; 1998). This finding provides evidence for the validity of PPM as a measure of conscious attempts at positive impression management on the NEO PI-R and for the potential utility of PPM as an addition to the instrument.

Callan, R.J. (1997). An attempt to use the MMPI as a predictor of failure in military training. *Military Psychology*, 121, 533-557.

Camargo, R.J. (1997). Factor, cluster, and discriminant analyses of data on sexually active clergy: The molesters of youth identified. *American Journal of Forensic Psychology*, 15(2), 5-24.

Examined two samples of Ss from a retrospective study of 1,322 male clergy in a residential treatment center who were sexually active with youth (ages 19 years or younger). Hypotheses included: (1) that molesters of youth would differ from the other Ss on factor analyses of multi-dimensional data; (2) that MMPI and WAIS data would discriminate those Ss sexually active with youth from the other Ss; and (3) that an exclusive cluster analysis of the MMPI scores of molesters of youth would yield

relatively few clinically meaningful profiles. Results defined the youth molester as having unique neuropsychological, personality, and vocational variables consistent with previous findings (e.g., R. J. Camargo, & J.A. Loftus, 1993) using only MMPI data. The limits of predictive classification using a standardized linear model, and the intrinsic difficulties of conceptualizing predictive strategies without a sample of non-treated, “normal” clergy discussed.

Caillouet, B.A., Boccaccini, M.T., Varela, J.G., Davis, R.D., & Rostow, C.D. (2010). Predictive validity of the MMPI-2 PSY-5 scales and facets for law enforcement officer employment outcomes. *Criminal Justice and Behavior*, 37, 217-238.

Abstract:

Several Minnesota Multiphasic Personality Inventory–2 Personality Psychopathology Five (PSY-5) scales and facets showed small to medium levels of predictive validity in identifying law enforcement officer applicants who would later be forced to leave their agencies (n = 436 still employed, n = 164 forced to leave agency). The PSY-5 measures were moderately to strongly associated with measures of positive impression management (L and K scales), although the direction of these associations sometimes varied for facets of the same PSY-5 scale (e.g., Disconstraint, Introversion/Low Positive Emotionality). The predictive effects of the PSY-5 were often observed only in officers without significant levels of impression management ( $L \leq 55T$ ,  $K \leq 65T$ ). The PSY-5 scales and facets were not especially useful for predicting on-the-job misconduct.

Campion, T.R. (2006). Predicting police aggression with the Psychopathic Deviant Scale on the MMPI-2. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 66, 5136.

Police brutality is a concern within our society costing cities and municipalities millions of dollars in lawsuits. This study investigated police aggression by measuring aggressive behaviors and using the Psychopathic Deviant (Pd) scale on the Minnesota Multiphasic Personality Inventory (MMPI-2). The Pd scale on the MMPI-2 was used for its ability to predict aggressive behaviors over the first 5 years of a police officer's career. Pd scores from the pre-employment MMPI-2 and Pd scores reported after 5 years of service were compared with aggressive behaviors identified through number of citizen complaints and departmental policy infractions (determined from departmental records). Eleven officers from 7 different departments ultimately provided data at both 1999 and 2004 time points. Results suggested no differences on Psychopathic Deviant scale scores measured in 1999 and 5 years later; additionally baseline Pd scale scores were not significantly related to aggressive behaviors. Pd change scores (difference in Psychopathic Deviant scale scores between 1999 and 2004) although weak due to low participant numbers were related to aggressive behaviors. This relationship suggests that as changes in Pd scale scores increase over time aggressive behaviors may also increase. Further research with larger sample sizes is recommended to confirm these findings. This study and others that might follow are needed to assist police departments in developing ways to minimize police officer aggression and build strong relationships between law enforcement officials and the communities they serve.

Campos, L.P. (1989). Adverse impact, unfairness, and bias in the psychological screening of Hispanic peace officers. *Hispanic Journal of Behavioral Sciences*, 11, 122-135.

The study investigates whether there is adverse impact when using psychological screening tests such as the MMPI and CPI for selection of California Highway Patrol officer candidates and other peace officers. The research literature was reviewed for reports of significant Hispanic-Anglo-American test score differences. A meta-analysis was performed of studies that had been corrected for the effects of moderator variables. The data showed little interstudy that had been corrected for the effects of moderator variables. The data showed little interstudy reliability in the report of MMPI basic scale differences with the exception of the L scale. In 13 of 16 studies, Hispanics scored significantly higher on the L scale than did Anglos with an effect size of .56. Overall, the only adverse impact noted was the significantly higher failure rate of Hispanics on a pretest written exam.

Carbone, E.G., Cigrang, J.A., Todd, S.L., & Fiedler, E.R. (1999). Predicting outcome of military basic training for individuals referred for psychological evaluation. *Journal of Personality Assessment*, 72, 256-265.

Examined outcome data for 632 US Air Force personnel (aged 17-34 yrs) who were referred for psychological evaluation during Basic Military Training (BMT) but who were subsequently returned to BMT to determine what proportion graduated. The authors analyzed motivational biographical and psychological testing variables using logistic regression to develop a model predictive of training outcome. The results demonstrated that a relatively small number of variables could predict outcome with close to 70% accuracy. Level of optimism regarding training history of physical abuse and frequency of visits to the trainee health clinic were major contributors to the model. MMPI-2 Scales D and Sc also remained in the model but added little to its power. The findings are generally consistent with prior research on normal military populations except that some factors previously linked to adjustment such as sex and ethnicity were found to be unrelated to training outcome in this population.

Cardwell, S.W. (1967). The MMPI as a predictor of success among seminary students. *Ministry Studies*, 1, 3-20. Cardwell, S.W. (1982). Why women fail/succeed in ministry: Psychological factors. *Pastoral Psychology*, 30, 153-162.

Carpenter, B.N., & Raza, S.M. (1987). Personality characteristics of police applicants: Comparisons across subgroups and with other populations. *Journal of Police Science & Administration*, 15, 10-17.

Studied the personality traits of police officers and police applicants (PAs) during 1981-1985 using the Minnesota Multiphasic Personality Inventory (MMPI) to replicate the findings that PAs are psychologically healthy; to see if they are a more homogeneous group than the normal population; to study within-group differences with respect to sex and age; to find changes between rural vs. city PAs; and to compare PAs with recently

hired security guards, nuclear submariners, and US Air Force trainees. Ss were 257 PAs from a southwestern US state, and analysis was by t-test. PAs differ from the normal population; they are more psychologically healthy, are generally less depressed and anxious, are more assertive and interested in social contacts, have a greater tendency to present a good impression of themselves, and are a more homogeneous group. PAs are most like nuclear submariners in terms of conformance to authority, trust of others, and energy, and are least like Air Force trainees.

Casullo, M.A., Samartino, L.G., et al. (1996). Argentine studies on the MMPI-2. Chapter in J.N. Butcher, (Ed.) (1996). *International adaptations of the MMPI-2*, (p. 26-45). Minneapolis, Minnesota: University of Minnesota Press.

The translation and adaptation of the MMPI-2 into Spanish for Argentina is described. Several studies employing the MMPI-2 in military selection programs are discussed. Cauthen, D. (1988). Urban police applicants MMPI score differences due to employment classification and gender. *Dissertation Abstracts International*, 48, 3148.

Celeste, B.L. (1996). Occupational congruence and psychological adjustment among women clergy. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 57, 4698.

This study explored the self-reported psychological adjustment for congruent, midrange, and incongruent female clergy. Psychological adjustment was operationally defined by the clinical and validity scales of the Minnesota Multiphasic Personality Inventory. Congruence was defined using the Strong Interest Inventory Minister Scale. All participants were ordained by their church or denomination and employed in ministry at the time of the assessment. The multivariate analysis of variance revealed a significant finding for the main effect of groups on the MMPI scales. The univariate analysis showed significant findings on eight MMPI scales. In general, the results indicate that the three groups tend to vary in psychological adjustment as assessed by the MMPI scales. Follow-up tests further suggest that the congruent ministers tend to be psychologically healthier and more comfortable than the incongruent ministers.

Celeste, B.L., Walsh, W.B., & Raote, R.G. (1995). Congruence and psychological adjustment for practicing male ministers. *Career Development Quarterly*, 43(4), 374-384. Explored the self-reported psychological adjustment for congruent, incongruent, and moderately congruent employed male ministers (N = 1,276; ages 24-73 years). Psychological adjustment was operationally defined by the scales of the MMPI. The concept of congruence was defined using the Strong Interest Inventory Minister Scale. A 1-way multivariate analysis of variance (MANOVA) revealed a significant main effect of group membership on the MMPI scales. The univariate analysis showed significant findings on 8 MMPI scales. In general, results indicate that the three minister groups varied in psychological adjustment as assessed by the MMPI scales. Congruent ministers tended to be psychologically healthier than incongruent ministers.

Celeste, B.L., & Walsh, W.B. (1997). Congruence and psychological adjustment for practicing female ministers. *Journal of Mental Health Counseling*, 18(3), 377-285.

This study explored the self-reported psychological adjustment of 121 congruent, 22 incongruent, and 84 moderately congruent employed female ministers (ages 26-68). Psychological adjustment was operationally defined by the scales of the MMPI. The concept on congruence was defined using the Strong Interest Inventory Minister Scale. The multivariate analysis of variance revealed a significant main effect of group membership on the MMPI scales. The univariate analysis showed significant finds on 9 MMPI scales. In general, the results indicate that the three minister groups varied in psychological adjustment as assessed by the MMPI scales. Congruent ministers tended to be psychologically healthier than the incongruent minister group.

Celmer, V., & Winer, J.L. (1990). Female aspirants to the Roman Catholic priesthood. *Journal of Counseling & Development, 69*, 178-183.

Parish priests (n = 85), nonparish priests (n = 55), and women who aspire to, but are barred from ordination in the Roman Catholic Church (n = 235) participated in an investigation of Holland vocational-personality types, job satisfaction, and psychological dysfunction; Vocational Preference Inventory (VPI)--Seventh Revision, the Minnesota Multiphasic Personality Inventory (MMPI), and a personal data form. The women's Holland-type code, determined by the Holland-type scales of the VPI, was the most similar to the Holland-type code of clergy member as assigned by the Dictionary of Holland Occupational Codes. Women reported less job satisfaction than priests. Also, based on 3 clinical scales of the MMPI, greater psychological dysfunction was found among both groups of priests than among the women.

Centi, P. (1962). Personality factors related to college success. *Journal of Educational Research, 55*, 187-188. Cerf, A.Z. (1947). Personality inventories. In J.P. Guilford (Ed.). *Printed classification tests*. Washington, D.C.:

Army Air Force Aviation Psychology Program Research Reports. Chatterjee, B.B. (1964). Masculinity-femininity as predictor of job satisfaction of teachers. *Psychologia: An International Journal of Psychology in the Orient, 7*, 223-232.

Chibnall, J.T., & Detrick P. (2003). The Neo PI-R Inwald Personality Inventory And MMPI-2 In The Prediction Of Police Academy Performance: A Case for Incremental Validity. *American Journal of Criminal Justice, 27*, 233-248.

The utility of personality inventories for predicting successful police officer performance is an important issue in the law enforcement employment selection process. The purpose of the present study is to evaluate the incremental validity of the Minnesota Multiphasic Personality Inventory (MMPI-2) the Inwald Personality Inventory (IPI) and the Revised NEO Personality Inventory (NEO PI-R) for predicting police academy performance of 79 recruits. Results indicate that each inventory contributes significantly to prediction of academic performance in the academy while only the NEO PI-R predicts physical performance. The addition of the NEO PI-R to selection processes that already

incorporate the MMPI-2 and IPI may be useful for enhancing prediction of police officer performance.

Chyatte, C. (1949). Personality traits of professional actors. *Occupations*, 27, 245-250. A group of 50 actors, matched in age and Otis IQ with an actor group were found to score significantly higher on the Mf, Pa, Sc, and Ma scales of the MMPI, and significantly lower on the Hs scale.

**Christiansen, N.D., Rozek, R.F., & Burns, G. (2010). Effects of social desirability scores on hiring judgments. *Journal of Personnel Psychology*, 9, 27-39.**

\*This study provides useful information for those thinking about elevated scores on the MMPI-2 L and S validity scales.

Abstract:

Practitioners (N = 160) working in the area of selection and assessment read descriptions of a managerial position and the assessment profiles of two hypothetical candidates who were finalists for the job. Embedded in the profiles were scores on a battery of cognitive and personality tests that included information on socially desirable responding such that there were no social desirability (SD) scores provided, differing SD scores, or elevated SD scores for both candidates. Ratings indicated that elevated SD scores were used as personality information to infer that candidates were less candid and sincere individuals. Candidates with elevated SD scores were judged to be less hireable, and less weight was given to the personality assessment. Despite this, even when SD scores were elevated, personality test results had more influence on hiring judgments than scores on the cognitive tests. Implications are discussed in the context of research that had failed to show SD scores are useful for facilitating hiring decisions or adjusting trait scores.

Cigrang, J.A., & Staal, M.A. (2001). Re-administration of the MMPI-2 following defensive invalidation in a military job applicant sample. *Journal of Personality Assessment*, 76, 472-481.

Examined the impact of revised instruction on re-administration of the MMPI-2 following defensive invalidation in a sample of active-duty military personnel applying for a special duty assignment as a military instructor. Ss were 97 17-42 year old military personnel who completed the MMPI-2 as part of application. 47 Ss had obtained invalid profiles and retook the MMPI-2 after receiving instructions intended to reduce defensiveness. The results show that 83% of retested Ss obtained valid profiles on the second MMPI-2. The 2nd test results were very similar in profile to those obtained from a comparison group of 50 Ss whose initial MMPI-2 results were valid. The findings are discussed in terms of study limitations and future research directions.

Clark, D.L. (1964). Exploring behavior in men's residence halls using the MMPI. *Personnel Guidance Journal*, 43, 249-251.

This study was done to explore the usefulness of the MMPI in understanding and predicting disciplinary type behavior in residence halls. Profiles for 302 men from the 10 most troubled sections of the halls were compared with profiles of 297 men from the 10 least trouble sections of the halls were compared with profiles of 297 men from the 10 least troubled sections. Scale 4 predicted problem behavior.

Clark, J.H. (1949). The adjustment of Army AWOL's. *Journal of Abnormal Social Psychology, 44*, 394-401.

On the MMPI the AWOLs deviated significantly from "normal" soldiers: 35 profiles were normal, but 65 had one or more scores above 70. The number of elevations on neurotic and psychopathic scales were about equal in number.

Clark, J.H. (1953a). Grade achievement of female college students in relation to non-intellective factors: MMPI items. *Journal of Social Psychology, 37*, 275-281.

Poor grades are not related to any specific syndrome measured by the MMPI but items can be selected that separate achievers from non-achievers.

Clark, J.H. (1953b). The interpretation of the MMPI profiles of college students: A comparison by college major subject. *Journal of Social Psychology, 9*, 382-384.

The relatively few significant differences seem to indicate that the MMPI should rarely be used for counseling into a college major and that it also may have a very restricted use in vocational counseling. Male social- science majors obtained significantly higher scores in comparison with college norms on the Hs, Hy, Pd, Mf, and Sc scales. Scores of psychology majors were particularly high on the Pd scale.

Clark, J.H. (1954). The interpretation of the MMPI profiles of college students: Mean scores for male and female groups. *Journal of Social Psychology 40*, 319-321.

Mean scores were computed on the MMPI for 707 male and 763 female students entering college. A number of the me scores vary from the normative group to a degree which would make necessary an interpretation of the profiles of college students in terms of their own group, a college population.

Clark, S.A., Velasquez, R.J., & Callahan, W.J. (1992). MMPI-ER two-point codes of industrially injured Hispanic workers by DSM-ER diagnosis. *Psychological Reports, 71*, 107-112.

The purpose of this study was to describe the MMPI-ER two-point codes for 492 Hispanic adults who had sustained work-related injuries and who had applied for workers' compensation benefits. More specifically, the focus was on whether there are unique MMPI two-point codes for 492 Hispanic workers with three specific types of DSM-III-R diagnoses—adjustment disorder, anxiety disorder, and major depression. Analyses suggest that psychiatric condition or diagnosis may act as a moderator variable

in Hispanic persons' MMPI performance, including MMPI two-point codes.

Clark, S.A., Velasquez, R.J., Callahan, W.J., & Lopez, C. (1993). MMPI-ER differences among Hispanic workers' compensation applicants by psychiatric diagnosis. *Journal of Applied Rehabilitation Counseling, 24*, 15-18.

The purpose of this study was to describe the MMPI-34 (Español Revisado) performance of Hispanic worker's compensation applicants with psychiatric diagnoses. Hispanics with three types of DSM-III-R diagnoses. Hispanics with three types of DSM-III-R diagnoses—adjustment disorder, anxiety disorder, and major depression—were compared on the MMPI-ER. The results support previous findings with non-industrially injured Hispanics that Hispanics differ on the MMPI as a function of psychopathology or psychiatric diagnosis.

The results indicate that while the MMPI-ER can be useful in assessing Hispanics with work-related injuries, counselors must be aware that the emotional status of the client is just as critical as the work-related injury itself.

Clarke, S.C.T., & McGregor, J.R. (1995). Teachers adjustment and teachers achievement in university courses. *Canadian Journal of Psychology, 9*, 55-58.

For a group of teachers, no linear relationship was found between adjustment, as measured by the D, Sc, or Si scales of the MMPI, and achievement in university courses, as indicated by the final grade in a course in Mental Hygiene and Guidance.

Clegg, H.D., & Decker, R.L. (1962). The evaluation of a psychological test battery as a selective device for foremen in the mining industry. *Proceedings of the West Virginia Academy of Science, 34*, 178-182.

Colarelli, N.J., & Siegel, S.M. (1964). A method of police personnel selection. *Journal of Criminal Law, Criminology and Police Science, 55*, 287-289.

Cole, D.L. (1956). The use of the MMPI and biographical data in predicting practice-teaching performance and subsequent attitudes toward teaching. *American Psychologists, 11*, 367.

All eight clinical scales of the MMPI discriminated the quality of practice teaching in 228 elementary credential candidates, high scores being associated with poorer performance. Greatest differentiation was found on the Sc scale. .

Cole, D.L. (1961). The prediction of teaching performance. *Journal of Educational Research, 54*, 345-348.

A 5-year study of 140 teachers as Ss showed that with the group Rorschach and MMPI correlated significantly with success in teaching as determined by the ratings of a classroom observer. Prediction based on the conventional criteria was not significant. From Psych Abstracts 36:01:3KM45C.

Colligan, R.C., Goke, D.H., & Endres, V. (1977). Joseph. Objective selection of effective child care workers. *Child Care Quarterly*, 6, 42-50.

Twenty-three 19-41 year old child care workers for emotionally disturbed children were given the SVIB, the MMPI, and the Shipley-Institute of Living Scale for Measuring Intellectual Impairment. Correlational and regression analyses yielded a 7-component equation that predicted child care workers' effectiveness well, as measured by 3 supervisors' ratings.

Conner, H.T. (1954). *An investigation of certain factors for the selection and guidance of prospective students entering a school of public health*. Unpublished doctoral dissertation, University of North Carolina, Chapel Hill.

Cook, D.L., Linden, J.D., & McKay, H.E. (1961) A factor analysis of teacher trainee responses to selected personality inventories. *Educational and Psychological Measurement*, 21, 865-872.

The GZTS and the EPPS were administered to 196 students in a sophomore educational psychology class.

The factors extracted were tentatively described as docility, dependency, authoritarianism, compulsive conformity, introversion, and avoidance.

Cook, E.B., & Wherry, R.J. (1949). *A study of the interrelationships of psychological and physiological measures on submarine enlisted candidates: I. History, experimental design, and statistical treatment of the data*. New London, Conn: USN MRL, Rep. No.1, Proj. No. NM-003-017.

A series of papers to be presented on the interrelations of some 330 physiological and psychological measures obtained on a population of 120 submarine enlisted candidates is introduced with this report.

Cook, W.W., & Medley, D.M. (1955). The relationship between Minnesota Teacher Attitude Inventory scores and scores on certain scales of the Minnesota Multiphasic Personality Inventory. *Journal of Applied Psychology*, 39, 123-129.

The MMPI was administered to two groups of teachers at opposite extremes of the distribution of scores for the MTAI. Several differences on MMPI scales between teachers scoring high on the MTAI and those scoring low seemed to be significant.

Cooper, J.E. (2003). Identifying the superlative self-presentation of Christian clergy clients: An investigation of the MMPI-2 S scale factor structure and client typologies. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 63, 3505.

Recent theory regarding the two-factor model of "faking good" scales was investigated and contrasted with Butcher and Han's (1995) recent discovery of a five-factor model through the use of a sample of 500 male and female Christian clergy clients. The extent to which the factor structure of the MMPI-2 S scale fits the theoretical model proposed

by Paulhus (1986, 1991) or the model discovered by Butcher and Han (1995) was investigated. This study examined the factor structure of the MMPI-2 S scale through the use of traditional factor analytic methods and investigated existent typologies of the participants through Q Factor profile analysis. Factor analysis revealed four factors that comprise the S scale for this Christian clergy client sample. The four factors appeared to be measuring concepts related to the belief in the goodness of others, the denial of worry or stress, the claim of patience and denial of irritability and anger, and the claim of personal goodness. Four profiles emerged from the Q Factor Analysis. Each of the four profiles was characterized by either high or low scores on at least one of the factors. Profile 1 contained a high score on Factor 1 ("Belief in the Goodness of Others"), while Profile 2 participants produced a very high score on Factor 3 ("Claim of Patience and Denial of Irritability and Anger"). A very low score on Factor 4 ("Claims of Personal Goodness") appeared to be the predominant characteristic of the third profile. Profile 4 participants generated high scores on Factor 3 ("Claim of Patience and Denial of Irritability and Anger") and low scores on Factor 1 ("Belief in the Goodness of Others"). It is believed that the results of this study serve not only to increase our understanding of the deception strategies employed by this under-researched population, but also serve to provide a better understanding of a scale designed to detect "faking good." Implications of the results of this study for research and practice were discussed and recommendations for future investigation were provided.

Cortina, J.M., Doherty, M.L., Schmitt, N., Kaufman, G., et al. (1992). The "Big Five" personality factors in the IPI and MMPI: Predictors of police performance. *Personnel Psychology, 45*, 119-140.

Rational and empirical linkages were formed between the "Big Five" personality factors (openness to experience neuroticism extraversion agreeableness and conscientiousness) and 2 personality inventories: the Inwald Personality Inventory (IPI) which is a personality inventory designed for use in the selection of corrections officers and the Minnesota Multiphasic Personality Inventory (MMPI). A criterion-related validation of the study was then conducted to assess the validity of these 2 measures of the Big Five in predicting measures of police performance. While both inventories provided adequate measures of neuroticism extraversion agreeableness and conscientiousness neither inventory consistently contributed incremental validity over a civil service exam. The 5 factors as measured by the IPI and MMPI produced differential prediction for gender but not for race.

Costello, R.M., Schneider, S.L., & Schoenfeld, L.S. (1993). Applicants' fraud in law enforcement. *Psychological Reports, 73*, 179-183.

Assessed whether the MMPI dissimulation index a measure of self-inflation or "faking-good" differentiated 200 police applicants on the basis of disciplinary suspension days. Analyses confirm a relationship between the dissimulation index and days of disciplinary suspension. The study stipulated a cutting score on the dissimulation index in defining an "area of suspicion" (i.e. any T-score of -26 or below) regarding an attitude of concealment on the part of the test-taker. A disproportionate number of Ss who produced

scores in the area of suspicion also proved to be unacceptable employees as judged by days of disciplinary suspension.

Costello, R.M., Schneider, S.L., & Schoenfeld, L.S. (1996). Validation of a pre-employment MMPI index correlated with disciplinary suspension days of police officers. *Psychology Crime & Law*, 2, 299-306.

Following the judicial principles of good faith and rationality an MMPI index (F+Psychopathic Deviancy+ Hypomania) was selected for attempted validation in a law enforcement job context. Disciplinary suspension days after 3 yr careers provided a criterion of job misperformance for 107 officers hired consecutively into a police department. Pre-employment MMPIs were scored for the index which has previously been proposed in a clinical psychology context as a measure of aggression. Each component of the index had been found to be related to some aspect of job misperformance in other studies. A statistically significant correlation of .223 was found. Analysis with a Receiver Operator Characteristic procedure located an optimal cutoff score of 192. A statistically significant Wilcoxon Statistic of .654 describes the effectiveness of the cutoff in differentiating the most extreme 10% of the officers from the remaining pool. Sensitivity of the index at 192 is .455; specificity is .854. Further construct validation is necessary to determine if the index measures potential for aggression or some other attribute of personality. Judicial decisions regarding the use of psychological tests and clinical judgment in occupational settings are reviewed.

Costello, R. M., & Schoenfeld, L.S. (1981). Time-related effects on MMPI profiles of police academy recruits. *Journal of Clinical Psychology*, 37, 518-522.

Assessed secular changes in MMPI normative scores related to 3 developmental components--age, year of birth, and time of measurement--in 119 police academy recruits. Assessment involved 2-way ANOVAs to test for changes in MMPI scale scores laid out in 3 bifactor models. Age and year of birth did not affect MMPI scale scores. Time of measurement affected 9 of 13 scale scores. From 1964-1971 a gradual mild drift was noted wherein more "symptomatology" and less "defensiveness" was reported, although not of clinical significance. After 1971, an abrupt reversal was noted. The significant environmental change that occurred in early 1972 and that may have been powerful enough to influence approach to the test was the police department's hiring of a consultant clinical psychologist.

Costello, R.M., Schoenfeld, L.S., & Kobos, J. (1982). Police applicant screening: An analogue study. *Journal of Clinical Psychology*, 38, 216-221.

Police department supervisors rated 424 subordinates as either a credit or discredit to the department. A derived empirical MMPI index, the Goldberg Index was used to differentiate 3 groups of officers: Acceptables, Intermediates, and Unacceptables. It is concluded that police officers are a heterogeneous population and that numerous predictive indices will be required to screen adequately a pool of applicants. The Goldberg Index with a cutting score of 60 may detect as many as 25% of a target

population. Such indices are useful as Phase 1 screens to generate high-density samples of a target phenomenon.

Cottle, W.C. (1953). Personal characteristics of counselors: I. A review of the literature. *Personnel Guidance, 31*, 445-450.

Seventeen studies of the personal characteristics of counselors are reviewed, but it is concluded that these attempts to evaluate the counselors are sporadic and unrelated.

Cottle, W.C., & Lewis, W.W., Jr. (1954). Personality characteristics of counselors: II. Male counselor responses to the MMPI and GZTS. *Journal of Counseling Psychology, 1*, 27-30, 1954.

Counselors get a lower Lie score, a higher K score, a lower Ma Score and appear more socially extroverted on the MMPI.

Cottle, W.C., & Lewis, W.W., Jr., & Penney, M.M. (1954). Personality characteristics of counselors: III.

An experimental scale. *Journal of Counseling Psychology, 1*, 74-77.

A scale was compiled utilizing items from the MMPI, the GZTS and SVIB for men.

Crewe, J.C. (1972). A guide in using the Minnesota Multiphasic Inventory for secondary school pupil personnel workers. *Pupil Personnel Services Journal, 2*, 24-28.

Discusses the use of the MMPI as a personality test for 12-18 year old adolescents.

Guidelines provided are said to elicit valid interpretations of the scale scores without coding and without using the psychiatric names of each scale. Interpretations are given for 3 validity and 10 personality scales.

Cross, T.L., Adams, C., Dixon, F., & Holland, J. (2004). Psychological Characteristics of Academically Gifted Adolescents Attending a Residential Academy: A Longitudinal Study. *Journal for the Education of the Gifted, 28*, 159-181.

Students attending a state-supported residential academy for academically gifted adolescents (N = 139) completed the Minnesota Multiphasic Personality Inventory for Adolescents (MMPI-A; Butcher, et al., 1992) upon entrance to document their psychological characteristics. The same students completed a post-administration of the MMPI-A at the end of their 2nd year at the school. Results indicated that the gifted students were quite similar to the normative group of adolescents on the MMPI-A. While several statistically significant changes were observed over time, the effect-size calculations accounted for only a modest percentage of the variance in all cases. Scores on the 2nd administration of the MMPI-A declined among the majority of students who manifested elevated scores on the initial administration.

Crovitz, E., Huse, M.N., & Lewis, D.E. (1973). Selection of physician's assistants. *Journal of Medical Education, 48*, 551-555.

The efficacy of selection measures in predicting successful completion of a physician's assistant training program is examined. Scholastic Aptitude Test (SAT) scores, MMPI

scores, and records of length of previous health-care experience were collected, whenever possible, for students accepted into the Duke University Physician's Assistant (PA) Program from 1965 through 1971. These selection measures were compared with criteria of success as a PA student, with the intention of determining which of the selection measures was most effective predicting success in the training program and of examining the inter-relationships between these selection measures. The SAT scores alone predicted students' actual performance in the program and graduation from the program. Personality measures and length of previous medical experience did not augment the power of the SAT in predicting success as a PA student.

Crowder, J.E., Yamamoto, J., & Simonowitz, J. (1976). Training registered nurses as bereavement counselors in an occupational health service. *Hospital and Community Psychiatry, 27*, 851-852.

Daniels, E.E., & Hunter, W.A. (1949), MMPI personality patterns for various occupations. *Journal of Applied Psychology, 33*, 559-565.

Data from four VA Guidance Centers were used to show the relationships between occupational groups and MMPI scores. The Pd, Mf, Sc, and Ma scale scores are discussed in terms of specific occupational groups.

Danielson, J.R., & Clark, J.H. (1954). A personality inventory of induction screening. *Journal of Clinical Psychology, 10*, 137-143.

Items were selected from standard personality tests--presumably primarily the MMPI--which would identify S's seen at induction centers who should be referred for psychiatric interview prior to induction. The final test consisted of short scales for delinquency, neuroticism, faking bad, femininity, and psychosis. Data for the first 4 scales are presented for 5 groups of S's all of whom were given the test when beginning basic training. In general, the 4 scales significantly differentiated exceptional recruits, emotionally disturbed recruits, and AWOL recruits from a large group of normal recruits. The Fake Bad Scale was the most effective part of the test. The scale identified about 50% of the neurotic subgroups; such data are not given on the AWOL group.

Dantzker, M.L. (2011). Psychological preemployment screening for police candidates: Seeking consistency if not standardization. *Professional Psychology: Research and Practice, 42*, 276-283.

\*Makes frequent reference to the MMPI-2, noting that of the 26 US states that mandate psychological testing of police recruit candidates, the MMPI-2 is required by 15.

Abstract:

The psychological screening of police candidates is a hotly debated topic. The type of measures used lacks consistency and standardization. This often can lead to a candidate "shopping" for a psychologist who will eventually agree to his or her mental fitness for policing. More recently, the field of police psychology has received attention as a viable field of psychology, part of which involves the assessing of candidates for police

employment. A possible hypothesis is that there would be consistency among police psychologists, who would differ from clinical psychologists, as to what measures should be used and why for assessing such candidates. Recent research suggests there is no consistency or differences.

Davis, R.D., & Rostow, C.D. (2004). Using MMPI Special Scale Configurations to Predict Law Enforcement Officers Fired for Cause. *Applied H.R.M. Research*, 9, 57-58.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict performance problems of 1992 law enforcement officers in the Southeastern United States. The results indicated that scores on the Good Cop/Bad Cop ( $r = .12$ ) Husemann Index ( $r = .20$ ) Aamodt Index ( $r = .19$ ) Goldberg Index ( $r = .15$ ) and Gander Index ( $r = .13$ ) were all significantly related to an officer being terminated for cause.

De Schampheleire, D. (1990). MMPI characteristics of professional prostitutes: A cross-cultural replication. *Journal of Personality Assessment*, 54, 343-350.

The personality characteristics of 41 professional prostitutes in Brussels, Belgium, were examined using either a French or Flemish version of the MMPI. A comparison group of 96 nonprostitute women were recruited from among employees of an international airline. Age differences within the prostitute group were also examined. In contrast to earlier research findings, the prostitute group was significantly more deviant on several indicators of psychopathology. Also, older prostitutes were more deviant than younger ones. An appreciable number of the women in this profession are in need of psychological treatment.

Detrick, P., Chibnall, J.T., & Rosso, M. (2001). Minnesota Multiphasic Personality Inventory--2 in police officer selection: Normative data and relation to the Inwald Personality Inventory. *Professional Psychology: Research and Practice*, 32, 484-490.

Normative data on the Minnesota Multiphasic Personality Inventory-2 (MMPI-2) for police officer applicants can be useful to psychologists involved in law enforcement selection. The relation of the MMPI-2 to an established police officer screening tool--the Inwald Personality Inventory (IPI)--helps practitioners evaluate the validity of the MMPI-2. The MMPI-2 and IPI were administered to 467 police officer applicants. MMPI-2 profiles were defensive with elevations on L and K low scores on Scales 2 and 0 and extreme Scale 5 scores. Correlations with the IPI were moderate for MMPI-2 clinical scales but substantial for two validity scales. MMPI-2 K correction influenced correlations considerably a finding with implications for interpretation of MMPI-2 data on police officer applicants.

Detrick, P. & Chibnall, J.T. (2008). Positive response distortion by police officer applicants: Association of Paulhus deception scales with MMPI-2 and Inwald personality inventory validity scales. *Assessment, 15*, 87-96.

Abstract:

Interpretation of positive response distortion (socially desirable responding) in employment evaluations is an important validity issue. This study of police officer applicants examined the construct validity of the Paulhus Deception Scales (PDS)—Moralistic Bias (MB; exaggerated adjustment/agreeableness) and Egoistic Bias (EB; exaggerated power/status)—in relation to validity scales of the Minnesota Multiphasic Personality Inventory–2 (MMPI-2; L, K, and S) and Inwald Personality Inventory (IPI; Guardedness). In regression analyses, MB was significantly associated with each validity scale (particularly L and Guardedness), whereas EB was significantly, but weakly, associated with L only. MB is consistent with response distortion as reflected in L (“perfect” adjustment/personality) and Guardedness (denial of shortcomings/faults). EB is a unique form of response distortion that is not reflected in MMPI-2 or IPI validity scales. The relevance of EB to self-assessment among police officer applicants is an important practical concern in personnel selection and an important theoretical question for future response distortion research.

Devan, J.L. (2004). A taxometric analysis of impression management and self-deception on the MMPI-2 among law enforcement applicants. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 64*, 5777.

This study examined the utility of various MMPI-2 scales designed to detect Impression Management (IM) and Self Deceptive Positivity (SDP) in pre-employment psychological screening and selection of law enforcement officer applicants. IM and SDP were identifiable as distinct kinds of responding to the MMPI-2. MAMBAC and MAXCOV taxometric procedures revealed the underlying taxonic structure of IM scales at both the scale and item levels; SDP scales demonstrated an underlying dimensional structure. Individuals engaging in IM were not identifiable from those not engaging in IM on the basis of their clinical profile alone. However significant differences were found on the MMPI-2 content and supplementary scale profiles of the two groups demonstrating the utility of the MMPI-2 in identifying IM among law enforcement officer applicants.

Dicken, C. (1969). Predicting the success of Peace Corps community development workers. *Journal of Consulting and Clinical Psychology, 33*, 597-606.

Predictor assessments obtained before and during training of 55 Peace Corps Volunteers were compared with ratings of effectiveness of performance overseas. The main criterion was a composite of judgments by field supervisors; there were at least two raters for each subject. The most valid predictors were peer ratings, life history, certain training grades, and ratings by a selection board using all data. Some psychometric measures of personality and cognitive style had modest validity, but intellectual measures had almost none. Interviews and clinicians’ impressionistic interpretations of predictor data showed

low validity. Females were more predictable than males. Analysis of a subsample of “least effective” subjects failed to identify predictors particularly effective in discriminating between candidates “just acceptable” and “just not acceptable”. The predictors were factor analyzed.

Drake, L.E. (1962). MMPI patterns predictive of under-achievement. *Journal of Consulting and Clinical Psychology, 9*, 164-167.

For male freshmen in the upper half of college aptitude tests the 4-9 pattern is the important differentiating factor and...scale 5 acts as a suppressor variable

Drake, L.E., & Oetting, E.R. (1957). An MMPI pattern and a suppressor variable predictive of academic achievement. *Journal of Counseling Psychology, 4*, 245-247. Hypotheses that patterns on the MMPI would predict academic achievement were supported. The effect of a suppressor variable is also shown.

Dralle, P.W., & Baybrook, R.M. (1985). Screening of police applicants: A replication of a 5-item MMPI research index validity study. *Psychological Reports, 57*, 1031-1034. Investigated the validity of a 5-item Minnesota Multiphasic Personality Inventory (MMPI) research index in identifying acceptable police officers by comparing it to 4 criteria assessing the acceptability of 348 police recruit candidates. In contrast to the study by E. M. Merian, et al. (see record 1981-29384-001), in which the sample was composed of police officers who had successfully passed the screening procedure, the research index was not related to the screening criteria for the present sample of police applicants.

Drasgow, J., & Dreher, R. (1965). Predicting client readiness for training and placement in vocational rehabilitation. *Rehabilitation Counseling Bulletin, 8*, 94-98.

Drucker, M.B. (1952). *An underachiever-overachiever scale from the Minnesota Multiphasic Personality Inventory*. Unpublished master's thesis, Ohio University, Columbus.

DuAlba, L., & Scott, R.L. (1933). Somatization and malingering for workers' compensation applicants: A cross-cultural MMPI study. *Journal of Clinical Psychology, 49*, 913-917.

A post hoc analysis was conducted of 60 Hispanics and 60 Caucasians who had filed claims under workers' compensation. The study examined cross-cultural differences of somatization and malingering as assessed by the MMPI. Somatization was assessed by analyzing two- and three-point code types based on Scales 1 (Hs), 2 (D), and 3 (Hy) of the MMPI, using the cutoff criterion of  $T \geq 70$ . Malingering was determined by analysis of the dissimulation index from the MMPI ( $F - K \geq +9$ ). Significant differences were found for somatization; Hispanics were more likely to somatize. Minimal differences were found between Hispanic and Caucasian subjects on the malingering scale.

Dubickas, R.M. (1995). A comparison of female candidates to religious communities with a group of lay women: Psychological dimensions. *Dissertation Abstracts*, 56, 4010.

The purpose of this study was to determine differences between female candidates to religious communities and lay women on the psychological dimensions measured by the validity, clinical, and three supplementary scales of the MMPI-2 as well as responses to a brief questionnaire. The study proposed that women entering religious communities come from a healthier segment of the population. The study compared 38 candidates to religious community's women with 38 lay women matched for age, education level, and career status. Results showed significant differences between the two groups on several dimensions. The religious group had fewer elevations on the MMPI-2 clinical scales. Women in religious communities exhibited less distress and better coping resources than did the group of lay women. The two groups of women were similar in terms of the personality variables measured by the MMPI-2 clinical scales, except for depression, the lay group having a tendency to exhibit more depressive symptomatology. Women in both groups tend to idealize themselves and tend to be unwilling to admit to common human limitations. No profile emerged as characteristic of the religious group. The author attributes the results to the improvement of the screening processes that most religious communities utilize in the selection of candidates and concludes with recommendations for further research.

Duda, W.B. (1962). The prediction of three major dimensions of teacher behavior for student teachers in music education. *Dissertation Abstracts*, 22, 1518.

The three dimensions were: X — friendly vs. aloof; Y— responsible vs. slipshod; Z — stimulating vs. dull. The criterion measure was Classroom Observation Record and Glossary. Ss were 100 student teachers in Music Education. Assessments of Teacher Behaviors were made by college supervisors. Attributes of student teachers studied were achievement interests (Mf scale), attitudes, and temperament and adjustment (MMPI). Batteries for predicting the various dimensions of Teacher Behavior were presented.

Dunn, R.F. (1965). Personality patterns among religious personnel: A review. *Catholic Psychological Record*, 3, 125-137.

Review of studies on measures of personality, especially the MMPI, suggests that there are consistent personality differences between individuals attracted to the religious life and those who are not, with religious- prone appearing to be more perfectionistic, withdrawn, insecure, and in some studies, depressed. Increased time in religious institutions increases the perfectionistic tendencies. Interest studies suggest that male religious, in addition to being perfectionistic, may be worrisome, introversive, socially inept, and somewhat feminine in interest pattern. Women religious tend to have somewhat masculine interests.

Dunnette, M.D. (1971). The assessment of managerial talent. In P. McReynolds (Ed.), *Advances in psychological assessment, Vol. 11*. Palo Alto, California: Science and Behavior Books.

Dunnette, M.D., Borman, W.C. (1979). Personnel selection and classification systems. *Annual Review of Psychology, 30*, 477-525.

Dunnette, M.D., Bonas, D.A., & Bosshardt, M.J. (1981). *Electric Power Plant Study: Prediction of inappropriate, unreliable, or aberrant job behavior in nuclear power plant settings*. Minneapolis: Personnel Decisions Research Institute.

Duntzman, G.H., Anderson, H.E., & Barry, J.R. (1966). Characteristics of students in the health-related professions. *University of Florida Rehabilitation Research Monograph Series, 2*, 1-55.

Egbert, R.L., Meeland, T., Cline, V.B., Forgy, E.W., Spickler, M.W., & Brown, C. (1957). *Fighter I: An analysis of combat fighters and non-fighters*. HumROT Tech. Rep. No. 44.

Questionnaires and inventories applied to men who used their weapons and those who did not, revealed 11 differences, including higher intelligence, in the fighters.

Ehrenworth, J. (1966). Psychological and aptitude issues in career choice and vocational development. *International Psychiatric Clinic, 3*, 65-92.

Ekman, P., Friesen, W.V., & Lutzker, D.R. (1962). Psychological reactions to infantry basic training. *Journal of Consulting Psychology, 26*, 103-104.

The MMPI was administered to a group of 28 men who were in the first week of basic training and 31 men who were in the eighth week of basic training. The eighth week group obtained higher scores on Scales F, 1, 4, and 9, while obtaining lower scores on Scale K. Although the profiles suggest higher levels of aggressiveness and impulsivity among the eighth week group, the difference may be due to an increased willingness to acknowledge antisocial behavior following basic training, rather than to an actual increase in such behavior.

Elam, J.D. (1983). Minnesota Multiphasic Personality Inventory and California Psychological Inventory as predictors of performance for a municipal and state police agency. *Dissertation Abstracts International, 44*, 636.

Ellis, A., & Conrad, H.S. (1948). The validity of personality inventories in military practice. *Psychological Bulletin, 45*, 385-426.

A review is presented of the available papers on the military validation of personality questionnaires in view of the favorable results secured in contrast with civilian practice.

Enright, B.P. (2004). Personality measurement in the prediction of positive and negative police officer performance. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 65*, 3154.

Police officer selection research has revealed a number of relationships between scores on psychological tests and performance on the job. Although a few of these predictor scales have been consistently linked with job performance many still require further investigation. It was proposed that the personality scales most consistently linked to job performance concern two broad constructs including: (1) prosocial personality characteristics and (2) level of psychological distress. Guided by findings from the police outcomes literature and research regarding the factor structure and intercorrelation of MMPI and CPI scales it was proposed that Scales 4 and 9 from the MMPI and Ac Sc Gi Wb and Re from the CPI represent a prosocial construct while Scales F K 6 7 and 8 from the MMPI represent a psychological distress construct. For the present study data from 20 female and 198 male police officers from two police departments were used to show the connection between pre-hire personality test scores and subsequent performance on the job. Structural equation modeling (SEM) was first used to evaluate for model fit and strength of relationship between the proposed latent variables and observed variables. Next the structural model was tested to evaluate the hypothesized relationships between latent constructs. With some alteration to the proposed models MMPI scales and CPI scales reliably loaded on latent constructs but those constructs did not have strong relationships with outcome variables in the predicted directions. Observed performance indicators reliably loaded on either a positive outcome latent variable or a negative outcome latent variable. The proposed prosocial latent variable required redefinition and showed a strong negative relationship with the positive outcome variable. The psychological distress factor did not show a strong relationship with either the positive or negative outcome latent variables. Predicted and unexpected results are discussed in terms of the strengths and limitations of the current study and the use of measures of personality in the selection of police officer candidates.

Erickson, M.T. (1964). *Selection factors relating to success in a counselor educational program*. Unpublished doctoral dissertation, University of Southern California, Los Angeles.

Erlanson, F.L. (1951). *The vocational interests and personality traits of male social workers*. Unpublished master's thesis, University of Minnesota, Minneapolis.

Evans, D.R. (1976). The use of the MMPI to predict conscientious hotline workers. *Journal of Clinical Psychology*, 32, 684-686.

Evans, D.R. (1976). Use of the MMPI to predict effective hotline workers. *Journal of Clinical Psychology*. 32, 1113-1114.

Investigated the use of the MMPI to discriminate between 30 hotline volunteers in 2 groups: those who after training would become effective interviewers and those who would not. Effective interviewers were defined as those who emitted 40% or more good responses when they were responding to a crisis call. The criterion measure employed was the Therapist Error Checklist. When a specification equation based on standard MMPI scales was used, 91% of effective interviewers and 90% of ineffective interviewers were identified correctly.

Exner, J.E., Jr., McDowell, E., Pabst, J., Stackman, W., & Kirk, L. (1963). On the detection of willful falsifications in the MMPI. *Journal of Consulting Psychology, 27*, 91-94.

It seems quite evident that the patterning of the Minnesota Multiphasic Personality Inventory (MMPI) profile can be significantly altered by the willful intent of the subject since it is a self-report device. The purpose of the present study is to investigate methods, including the F - K index, Ds scale, L + K index, and a variety of unexplored linear combinations of scores, that might be useful in distinguishing between malingered, faking good, and honestly reported profiles obtained in a screening situation. Fifty college students, including 25 males and 25 females ranging in age from 20 to 22 years, were used as subjects. In the first part of the investigation the subjects in one group were asked to respond to the MMPI in such a manner as to appear normal or socially desirable as would an attractive job or school applicant. The subjects in the second group were asked to respond to the MMPI in a manner as to appear sufficiently deviant to be exempt from some social responsibility such as military service but not so deviant that institutionalization would be required. In the second portion of the investigation all 50 subjects were asked to respond to the MMPI again but this time in a completely honest manner as if they were interested in gaining information concerning themselves. The results of this investigation lend support to the usefulness of Gough's Ds scale and F - K dissimulation index as methods of detecting malingering. This data also supports Cofer's (Cofer et al., 1949) findings that the F scale taken alone can be useful for the detection of malingered records. In contrast, this data does not support Cofer's findings that a L + K index will satisfactorily detect faking-good records nor the more general proposition that the K scale taken alone is practical for this purpose.

Exner, J.E., Wylie, J., Leura, A., & Parrill, T. (1977). Some psychological characteristics of prostitutes. *Journal of Personality Assessment, 41*, 474-485.

Ninety-five prostitutes, differentiated into five intra-occupational categories based on their method of operation, and an equal number of nonprostitute demographically matched controls were interviewed and administered the WAIS Vocabulary subtest, the MMPI, and the Rorschach. The data reveal that prostitutes on the upper end of the intra-occupational scale, such as call girls and those working in-house, are not significantly different from the nonprostitute controls. At the other end of the intra-occupational scale, street-walkers appeared to be less mature and more dependent than their controls. Part-time prostitutes, such as housewives and drug-dependent subjects, yielded major indices of psychopathology.

Faulhaber, M.M. (2005). Comparison of the responses of male and female police candidates on MMPI-2 scales using full and short versions in police selection: Theoretical and practical implications. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 66*, 606.

This dissertation compared 1036 male and 279 female police candidates with respect to

response patterns and scale scores on the MMPI-2. Clinical validity special social desirability scales and gender-related scales were examined in regard to their ability to determine psychopathology for police selection. Discussion involves both theoretical contributions and the practical use of scales on the MMPI-2 and a 180-item short form of the MMPI-2 developed in 2000 by Dahlstrom and Archer. The resulting personality profiles of the police candidates the personality profiles of females entering policing gender-unique response patterns on the MMPI- 2 for police candidates the nature of the gender-related scales on the MMPI-2 the possibility of identifying impression management versus self-deception using the social desirability and validity scales and the development of a short form for selection were the theoretical contributions of this dissertation. With respect to practical applications this dissertation examined the use of the 180-item short form in police selection and demonstrated that most likely due to difficulties with content coverage inventory length and the nature of the police candidate sample the short form was unreliable in terms of identifying critical levels on both validity and clinical scales. An alternative Selection Model is proposed which promotes the use of some of the findings from the analyses of this dissertation and proposes improved economy by changing the placement of the MMPI-2 in the selection process.

Faunce, P.S. (1968). Personality characteristics and vocational interest related to the college persistence of academically gifted women. *Journal of Counseling Psychology, 15*, 31-40.

Faunce, P.S., & Loper, R.G. (1972). Personality characteristics of high-ability college women and college women in general. *Journal of College Student Personnel, 13*, 499-504.

Feather, D.B. (1950). The relation of personality maladjustment of 503 University of Michigan students to their occupational interests. *Journal of Social Psychology, 32*, 71-78. Assumptions about the relationship between personality adjustment and occupational interests were examined.

Federal Aviation Administration. (2008). Screening air traffic control specialists for psychopathology using the Minnesota multiphasic personality inventory-2 (FAA Publication No. DOR/FAA/AM-08/13). Washington, DC: US Government Printing Office.

**Abstract:**

The purpose of this paper is to model and document the use of the Minnesota Multiphasic Personality Inventory-2 (MMPI-2) as a psychological screening tool for conditionally selected FAA Air Traffic Control Specialists (ATCSs). A sample of 1,014 ATCSs in training voluntarily completed the MMPI-2 as part of a research program. Those data are used to estimate the number of future candidates that will be referred for follow-up psychological evaluations, given varying MMPI-2 scale cut-scores. At the individual scale level, Scale 1 (Hypochondriasis) had the lowest percentage of subjects identified across all cut scores, while Scale 9 (Hypomania) had the highest. Looking at participants with one or more scales above the cut-scores, about 15% had one or more scales at or

above 65T, but only about 2% had one or more scales at or above 80T. A final algorithm of 70T or above on scales 1, 2, 3, 4, 6, 7, and 8, as well as 75T on scale 9, was selected. The identification rates are discussed in terms of impact on follow-up psychological evaluation referral. Initial cut scores are recommended.

Federal Aviation Administration (2010). *The effects of testing circumstance and education level on MMPI-2 correction scale scores* (FAA Publication No. DOT/FAA/AM-10/3). Washington, DC: US Government Printing Office.

Abstract:

The Minnesota Multiphasic Personality Inventory-2 (MMPI-2) is used by the Federal Aviation Administration to assess psychopathology in air traffic control specialist applicants after a conditional offer of employment is extended. Two groups are compared in this study on their level of Scale K, which is used as a measure of defensiveness (putting one's best foot forward – "faking good"), but which may be influenced by socioeconomic status and education. Group 1 had already been hired and took the MMPI-2 as part of a voluntary research protocol while in training. Group 2 took the MMPI-2 as part of their medical screening process for hiring. There was a significant difference between the two groups (2 indicated a higher level of K than 1) on the level of K, suggesting that K is likely measuring defensiveness. Group 1 faced no consequences for their results, while Group 2 faced potential additional psychological assessment as a consequence of their MMPI-2 performance, and possibly even ultimate medical disqualification. While the hypothesis that groups would differ on K as a function of testing circumstances was supported, the hypothesis that K would rise as a function of education was not.

Fenster, C.A., & Locke, B. (1973). Patterns of masculinity-femininity among college- and noncollege-oriented police officers: An empirical approach. *Journal of Clinical Psychology, 29*, 27-28.

Administered the M-F scale of the MMPI and Form I of the Wechsler Interest Inventory to 4 groups of Ss (policeman enrolled in introductory courses, policemen who had never enrolled in any college courses, nonpolice part-time students in introductory psychology courses, and nonpolice civilian volunteers who had never been to college). A 1\*4 analysis of variance showed that masculinity-femininity scores of the 4 groups were significantly different, and an analysis of the differences indicated that, in general, policemen obtained higher masculine scores. This result is in contrast to the results of Terman and Miles. It is noted that the hypothesis has not been substantiated that policemen as a group suffer from a deficit of masculinity.

Feuerstein, M., & Theborge, R.W. (1991). Perceptions of disability and occupational stress as discriminators of work disability in patients with chronic pain. *Journal of Occupational Rehabilitation, 1*, 185-195.

Fielder, D.W. (1964). *A nomothetic study of the Southern California School of Theology seminarians*. Unpublished doctoral dissertation, Southern California School of Theology.

FitzGerald, P.R. (1987). The prediction of police performance using the MMPI and CPI. *Dissertation Abstracts International*, 47, 3519.

Fink, A.M., & Butcher, J.N. (1972). Reducing objections to personality inventories with special instructions. *Educational and Psychological Measurement*, 27, 631-639.

Because the use of personality tests for personnel selection has been criticized, efforts should be made to reduce public objection to standardized assessment. Rather than encouraging applicants to omit objectionable items, which would be likely to have a negative effect on the clinical scales, it would be preferable to educate them regarding the nature of psychological testing. To examine whether scores would be affected by such an administration, subjects were asked to take the MMPI and PRF either with standard instructions or with detailed, explanatory instructions that included information about the type of item to expect, how the test was developed, a description of the validity scales, and information about how the test is scored and interpreted. The type of instruction did not affect mean scores between the groups on any of the MMPI scales; only the number of omitted items was affected, with individuals in the special instruction group omitting fewer items. Following completion of the test, subjects in the special instruction group indicated that they viewed the test as less offensive for personnel selection purposes than did the group receiving standard instructions; in addition, fewer individuals in this group felt that the test constituted an invasion of privacy. A similar explanatory administration in job selection settings is likely to alleviate concerns and clarify misconceptions.

Flanagan, C.E. (1961). A study of the relationship of scores on the MMPI to success in teaching as indicated by supervisory ratings. *Journal of Experimental Education*, 29, 330-354.

Subjects were 167 individuals who had received teachers' certificates and who subsequently taught in the public schools; 147 were females. Supervisory ratings were obtained from administrators of the schools in which Ss taught. The MMPI, which had been given to Ss when they were freshmen, revealed the following: (1) A high Hy score for women was positively related to a supervisory rating of outstanding effectiveness. (2) The Mf scale seemed to be positively correlated with supervisory rating for women teachers. High Mf scores were the most frequently noted aspect of male profiles. There was an inverse relationship between the scale and supervisory ratings for women teachers.

Flynn, C.F., Sipes, W.E., Grosenbach M.J., Ellsworth, J. (1994). Top performer survey: Computerized psychological assessment in aircrew. *Aviation Space and Environmental Medicine*, 65, A39-A44.

29 Ss from a squadron of 36 F-16 pilots voluntarily participated in a newly developed anonymous self-administered computerized testing protocol. The test battery consisted of 2 2.5-hr blocks that gathered demographic information and measured personality (MMPI-2) cognitive capacity (Multi-Dimensional Aptitude Battery) crew coordination skills (Personal Characteristics Inventory) and history of psychiatric diagnoses

(Computerized Diagnostic Interview Schedule). The test battery also included a peer rating survey that collected information about the squadron's top performers and their personal qualities. There was a superior level of cognitive functioning among the Ss. Results indicate that aviators can agree who are top performers and what personal qualities are important in top performers. This pilot project demonstrated the success of the battery to gather aircrew information in a field location.

Flynn, C.F., Sturges, M.S. Swarsen, R.J., & Kohn, G.M. (1993). Alcoholism and treatment in airline aviators: One company's results. *Aviation, Space, and Environmental Medicine*, 64, 314-318.

Flynn, J.D. (1971). *An analysis of feasibility and nonfeasibility of vocational rehabilitation applicants as measured by the Projective Occupational Attitudes Test*. Unpublished doctoral dissertation, Washington State University, Pullman.

Flynn, R., & Salomone, P.R. (1977). Performance of the MMPI in predicting rehabilitation outcome: A discriminate analysis, double cross validation assessment. *Rehabilitation Literature*, 38, 12-15.

Foley, W.J. (1965). Empirical derivation of scales for the selection of counselor trainees. *Dissertation Abstracts*, 25, 4540.

Forsyth, R.P., & Smith, S.F. (1967). MMPI-related behavior in a student nurse group. *Journal of Clinical Psychology*, 23, 224-229.

Foster, K. (1941). *A study of WPA white collar workers with respect to job satisfaction and personality characteristics*. Unpublished master's thesis, University of Minnesota, Minneapolis.

Fowler, B.D. (1963). *Relation of teacher personality characteristics and attitudes to teacher-pupil rapport and emotional climate in the classroom*. Unpublished doctoral dissertation, University of South Carolina, Columbia.

Frack, J.W., & Keener, H.E. (1956). A validation study of the prediction of college achievement. *Journal of Applied Psychology*, 40, 251-252.

Frank, R.E. (1965). *Changes in classroom interaction patterns and their relationship to scores on the MMPI of a selected group of intern-teachers during their first semester of teaching*. Unpublished doctoral dissertation, Temple University, Philadelphia, PA.

French, L. (2002). Assessing Law Enforcement Personnel: Comparative Use of the MMPI's. *Forensic Examiner*, 11, 21-27.

Recent highly visible and publicized police misconduct such as the Amadou Diallo case involving the NYPD and the corruption among officers in the LAPD Rampart Division has raised

questions about the quality of psychological assessments in weeding out unsuitable criminal justice personnel. It is argued that the original Minnesota Multiphasic Personality Inventory (MMPI) is a viable instrument for this task providing an assessment that has strong predictive validity. The movement toward political correctness however has had the unintended consequence of reducing the effectiveness of psychological assessments in general and the MMPI replacement (MMPI-2) in particular. This article explores this debate.

Frick, J.W. (1955). Improving the prediction of academic achievement by use of the MMPI. *Journal of Applied Psychology*, 39, 49-52.

ACE and MMPI clinical scale scores were correlated with grade point average for a sample of 267 freshman women. The correlation between ACE and GPA (after correction for attenuation in the GPA) was .48; the highest multiple correlation, corrected for shrinkage was .64.

Frick, J.W., & Kenner, H.E. (1956). A validation study of prediction of college achievement. *Journal of Applied Psychology*, 40, 251-252.

A regression equation derived from the ACE and six of the MMPI clinical scales in an experimental group of 267 freshman women were applied in predicting GPA for a similar cross-validation group. Shrinkage in the coefficient of determination can be attributed to the regression phenomenon, sampling errors, and the influence of variables not measured by the prediction scales.

Fulkerson, S.C. (1957). *Adaptability screening of flying personnel: Research on the Minnesota Multiphasic Personality Inventory*. USAF SAM, No. 57-106.

On cross-validation key 5 correlated significantly with 3 different measures of adjustment...Key 5 did not correlate with a measure of aptitude for flying, nor did it correlate with pass/fail. It is concluded, therefore, that key 5 is significantly measuring aspects of personal adjustment which are independent of aptitude for flying and training outcome.

Fulkerson, S.C. (1959). Individual differences in response validity. *Journal of Clinical Psychology*, 15, 169-173.

"Personality and performance tests as well as criteria of adjustment had been collected on a large number of Air Force flying personnel as part of a pilot selection research program. These data made possible an investigation of the hypothesis that personality traits are related to test validity." Of particular interest was the measured aspect of carefulness or accuracy related to Eysenck's dimensions of hysteria-psychasthenia. "Consistently lower validities for the personality tests [Cornell Index or MMPI] were found within the group which was at the hysteric end of the personality dimension. Differences in carefulness of responding seemed to be an important variable determining this relationship."

Fulkerson, S. C., Freud, S. L., & Raynor G. H. (1958). The use of the MMPI in the psychological evaluation of pilots. *Journal of Aviation Medicine*, 29, 122-129.

"The use of the MMPI in evaluating pilots was investigated with particular emphasis on norms the discrimination of adjustment and the validity of the K-correction. The norms for a group of 634 pilots differed significantly from the original norms for eight scales with the pilots appearing more defensive hysteric and hypomanic and less hypochondriacal psychasthenic schizophrenic and socially introverted... . The use of the pilot norms for evaluating flying personnel will permit more accurate comparison with the pilot group and may allow more accurate identification of anxiety reactions..." Evidence is also cited for the use of raw scores in place of scores corrected with the K-correction.

Fulkerson, S.C., & Sells, S.B. (1958). *Adaptation of the MMPI for aeromedical practice norms for military pilots*. USAF SAM, No. 58-128.

New norms for the MMPI are presented, derived from a sample of military pilots. Pilots are more defensive (K), more prone to conversion symptoms (Hy), more manic ((Ma), and less introverted (Si).

Gabermen, F.K. (1990). *A scale for measuring teacher class control and its relation to personality*. Unpublished doctoral dissertation, Pennsylvania State University, State College.

Gafford, J.S. (2001). Variations in psychological functioning among Roman Catholic religious professionals. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 62, 547.

The Minnesota Multiphasic Personality Inventory-2 (MMPI-2) profiles of 61 Roman Catholic nuns and 131 Roman Catholic priests' religious brothers and seminary students were cluster analyzed to explore meaningful patterns of psychological adjustment. Data were archival and represented a clinical population of religious professionals who were referred for psychological assessment by their religious superiors because of behavioral misconduct and/or emotional distress. While the study was exploratory of interest was whether the categories of emotional development described by Kennedy and colleagues (1977) would be supported and whether clusters of this broad clinical sample would replicate cluster solutions of a more homogeneous sample of priests child sexual abusers. Finally the inclusion of female religious in this study was important to the extent that few studies have examined the psychological and personality functioning of female religious in either clinical or non-clinical samples. Using Wards and K-Means methods the results of this study revealed a five- cluster solution for men with moderately low stability and a highly stable five- cluster solution for women. Derived clusters for men and women on the MMPI-2 were then compared on the basis of psychosocial demographic and additional assessment information from the Rorschach Projective Test (RPT) and the Millon Clinical Multiaxial Inventory-III to provide validating support and further distinguish the clusters. Data from both men and women revealed defended

characterological clusters histrionic clusters emotionally underdeveloped clusters and maldeveloped clusters. The fifth clusters for men and women were hostile distressed and acute turmoil respectively. These results provide broad support for the emotionally underdeveloped and maldeveloped clusters described by Kennedy and colleagues (1977) and for the severely psychiatrically disturbed and characterological clusters described in a sample of religious professionals who were child sexual abusers. Similarities and differences across genders implications for treatment and prevention and directions for future research are discussed.

Gallagher, R.M., Rauh, V., Haugh, L.D., & Milhous, R. (1989). Determinants of return-to-work among low back pain patients. *Pain, 39*, 55-67.

This prospective study identifies physical, behavioral, and psychosocial correlates of subsequent employment status in a sample of chronic low back pain patients. The sample of 150 subjects was drawn from two populations with chronic low back pain: 87 individuals receiving care at a university low back pain clinic, and 63 individuals who had applied for (but not yet received) Social Security compensation on the basis of low back pain. All subjects had worked up to three months before their latest unemployment period and were currently out of work. Initial assessment included a medical history, physical examination, biomechanical testing, psychiatric interview, and MMPI testing. All subjects were followed up six months later to determine whether they had returned to work. The data suggest that exclusive reliance on the physical examination to determine level of disability, without considering psychosocial conditions, and without adjusting for the confounding effects of age and length of time out-of-work, is not empirically justified. .

Gallagher, R.M., Williams, R.A., Skelly, J., & Haugh, L.D. (1995). Workers' compensation and return-to-work in low back pain. *Pain, 61*(2), 299-307.

Investigated the characteristics of disabled persons applying for Worker's Compensation, 169 unemployed persons with low back pain (LBP) were assessed by medical history, physical examination, biomechanical attesting, psychiatric interview, and the MMPI. Ss were asked if they had applied for compensation, received it, or employed a lawyer. Six months later they were asked about their employment and compensation status (CMP). Neither CMP nor the involvement of a lawyer improved prediction of employment status. Neuro- logical dysfunction did not predict receipt of compensation; emotional distress reduced the probability of receiving compensation, given equal severity of spinal dysfunction. Receipt of compensation and use of a lawyer did not reduce the probability of return-to-work. Although compensation is awarded on the basis of physical examination, the likelihood of receiving compensation is significantly determined by level of emotional distress.

Gallese, A.J., Jr. (1959). Personality characteristics and academic achievement in school of engineering students. *Dissertation Abstracts, 19*, 3022.

The purpose of the study is to examine relationships between MMPI characteristics and

academic achievement in freshman engineering students. Results: (1) Engineering students showed distinctive differences from general, male, college students in having reliably lower mean scores on all MMPI clinical scales except Pa, and they obtained higher K score; (2) no consistent, reliable differences were obtained between the mean scores of high-and low-achievers on any MMPI scale.

Gamino, L.A., Sewell, K.W., Mason, S.L., & Crostley, J.T. (2007). Psychological Profiles of Catholic Deacon Aspirants. *Pastoral Psychology*, 55, 283-296.

Using an assessment battery of psychological tests and clinical interview, 139 aspirants to the Permanent Diaconate in the Roman Catholic Church were evaluated as part of a screening process to determine who would be selected for a training program leading to ordination. This retrospective study was conducted to develop a systematic psychological description of those candidates deemed acceptable for training. Review of archival records identified differences between those aspirants accepted for training versus those not accepted on 13 key dimensions: MMPI-2 Factor 1--Anxious Distress; MMPI-2 Factor 2--Addiction/Acting Out; three scales of the Millon Index of Personality Styles (MIPS), Pain-Avoiding, Self-Indulging and Clinical Adjustment Index; marital satisfaction; education level; occupational stability; occupational satisfaction; service motivation; handling a hypothetical parish dilemma; DSM-IV-TR Axis I diagnosis and Axis II disorder/traits. Implications of how such a descriptive profile could be applied in future screening and selection of clergy candidates are discussed.

Gandolfo, R. (1995). MMPI-2 profiles of worker's compensation claimants who present with complaints of harassment. *Journal of Clinical Psychology*, 51, 711-715.

Attempted to use MMPI-2 profiles to differentiate among 129 worker's compensation claimants with psychological problems who presented with work-related harassment or non-harassment complaints. Analysis of MMPI-2 mean scores revealed that Ss in the harassment group (n=47) scored significantly higher than did Ss in the non-harassment group (n=82) on Scale 6 of the MMPI-2. This was interpreted to mean that the harassment group was more oversensitive suspicious and angry than the other group. There was no evidence that the harassment group was more likely to exaggerate or malingering than the non-harassment group. The profile pattern for both groups was otherwise very similar to those found in previous studies that have used MMPI worker's compensation claimants who present with psychological programs.

Garetz, F.K., & Tierney, R.W. (1962). Personality variables in Army officer candidates. *Military Medicine*, 127, 669-672.

The MMPI was administered at the onset of an officer training program, with other tests and interviews previously used for candidate selection. Each candidate was classified as a "first time graduate," "motivation loss" (i.e., voluntarily withdraws from the program), or a "turn back graduate" (i.e., temporarily withdraws from the program, but later returns and completes it). The "motivation loss" group obtained significantly higher mean scores

on Scales D and Mf than did the other groups, and their mean score on Pd was higher than that obtained by the “turn back graduates.” Despite these differences, notable similarities existed between all three groups. For each group, the most frequent peaks were on Scale Pd and Ma, and the most frequent low point was on Si.

Geist, C.R., & Boyd, S.T. (1980). Personality characteristics of Army helicopter pilots. *Perceptual and Motor Skills, 51*, 253-254.

Studied the personality characteristics of 15 male US Army helicopter pilots (mean age 29 yrs) by means of the MMPI and compared them to those of 16 male nonpilot US Army Officers (mean age 25 yrs). The pilots manifested more pathology than nonpilots for the significant data, as evidenced by significantly higher scores on the hypochondriasis, depression, hysteria, psychasthenia, and social introversion-extroversion scales.

Giebink, J.W., & Stover, D.O. (1969). Adjustment, mental health opinions, and proficiency of child care personnel. *Journal of Consulting and Clinical Psychology, 33*, 532-535.

Intercorrelated MMPI validity and K-corrected diagnostic scale scores, responses to a mental health opinion questionnaire, biographical data, and job performance ratings of 52 child care personnel. There were significant ( $p < .05$ ) relationships between 11 MMPI scales and measures of job proficiency, but only 4 of the 40 mental health opinion items were related to proficiency. A principal components analysis of the entire correlation matrix yielded 2 major factors: items related to adjustment and job proficiency and reflection of the biographical variables. The remaining factors accounted for small portions of the total variance and seemed to be relatively specific in nature. Since mental health opinions in contrast to personal adjustment were seemingly unrelated to job proficiency, it was suggested that their "mental illness" determined content was irrelevant to performance on a job requiring a "learning" orientation.

Gilberstadt, H., & Jancis, M. (1967). “Organic” vs. “functional” diagnosis from 1-3 MMPI profiles. *Journal of Clinical Psychology, 23*, 480-483.

Glaser, R. (1951). Predicting achievement in medical school. *Journal of Applied Psychology, 35*, 272-274. Five tests were used to predict success for 150 beginning medical students using grad average at the end of the first year as the criterion. The MMPI showed no relationship with the criterion.

Glotzbach, C.J. (1957). *Intellectual and non-intellectual characteristics associated with persistence of women in an elementary and nursery school teacher education program*. Unpublished doctoral dissertation, University of Minnesota, Minneapolis.

Godfrey, R.J. (1955). *Predictive value of the MMPI with candidates for the religious brotherhood*. Unpublished master's thesis, Marquette University, Milwaukee, WI.

Goldberg, L.R. (1963). Peace Corps selection as an assessment strategy. *Proceedings of the Peace Corps-NIMH Conference*. Washington, DC: Peace Corps.

Goldstein, A.M. & Epstein, S. (2008). Personality testing in Employment: Useful business tool or civil rights violation? *ABA Journal of labor & Employment Law*, 2, 243-254.

\*Saturated with reference to MMPI and its use as a personnel screening instrument.

Abstract: None available; legal article.

Golisch, J.E. (1969). Psychological variables on Missouri Synod Lutheran clergy. *Dissertation Abstracts International*, 30, 1396B.

Gonder, M. & Gilmore, D.C. (2004). Personality profiles of police officers who successfully complete academy training. *Applied H.R.M. Research*, 9, 59-62.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMP1-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict academy completion of 304 police cadets in a large Midwestern city. Only the

Husemann Index ( $r = .12$ ) and Social Introversion scale ( $r = -.12$ ) were significantly related to academy completion.

Good, R.G. (1969). *An analysis of the self-perceptions and other selected characteristics of effective and ineffective teachers: A study based on the educational philosophy of the 5th year program in teacher education at the University of North Carolina*. Unpublished doctoral dissertation, University of North Carolina, Chapel Hill.

Goodstein, L.D., Crites, J.O., & Heilbrun, A.B., Jr. (1963). Personality correlates of academic adjustment. *Psychological Reports*, 12, 175-196.

Within-levels of ability and configural analyses of personality variables (as measured by MMPI scales), in relation to GPA were done of data from samples of college students which numbered approximately 7,500 Ss at three different universities. Results indicated that personality contributes to college achievement but in a general rather than specific way. No identifiable patterns of personality characteristics were consistently related to success in college, other than a tendency for more intellectually oriented males to obtain higher grades. There was an indication that personality is more closely associated with achievement in the middle ranges of ability than is ability.

Goodstein, L.D., & Kirk, B.A. (1961). A six-year follow-up study of graduate students in

public health education. *Journal of Applied Psychology*, 45, 240-243.

Nineteen students in the Barthol and Kirk study (see Ref. No. 31) were studied to determine how well future occupational success can be predicted. The predictors included standardized tests such as the SVIB, MMPI, Concept Mastery Test plus academic rankings. The criterion of job success was psychologist rankings based on a study of work records of the Ss. Although those with the best preparation and most "normal" MMPI profiles did best on the ratings for vocational success, ratings by three faculty judges of the academic success of the Ss predicted vocational success most accurately.

Gorney, A. B. (1970). MPI and MMPI scores, correlations, and analysis for a military aircrew population. *British Journal of Social and Clinical Psychology*, 9, 164-170.

Gordon, T. (1949). The airline pilot's job. *Journal of Applied Psychology*, 33, 122-131.

The study was conducted to identify the critical elements of an airline pilot's job and to identify methods of selecting and evaluating pilots based on these elements. By examining the personnel records of 432 airline pilots, two groups were obtained: those who were successful pilots and those who had been eliminated owing to poor flight examinations. Whenever available in personnel records, scores from the MMPI and other psychological tests and screening procedures were compared for the two groups. Although no significant differences were found on any MMPI scales, it should be noted that MMPI scores were available for fewer than 20 subjects in each group.

Gorman, J.R. (1961). *A study of adjustment and interests for fourth year minor seminarians studying for the diocesan priesthood*. Unpublished master's thesis, Loyola University.

Gottesman, I.I. (1969). *Personality patterns of urban police applicants as measured by the MMPI*. Hoboken, NJ: Laboratory of Psychological Studies, Stevens Institute of Technology.

Gottesman, J.I. (1976). The utility of the MMPI in assessing the personality patterns of urban police applicants. *Dissertation Abstracts International*, 36, 4743-4744.

Gough, H.G. (1958). *An assessment study of air force officers: Part IV, predictability of a composite criterion of officer effectiveness*. Wright Air Development Center. Technical Report No. 58-91(IV).

Gough, H.G. (1967). Nonintellectual factors in the selection and evaluation of medical students. *Journal of Medical Education*, 42, 642-650.

Gough, H. G., McClosky, H., & Meehl, P. E. (1951). A personality scale for dominance. *Journal of Abnormal and Social Psychology*, 46, 360-366.

Gough, H. G., McClosky, H., & Meehl, P. E. (1952). A personality scale for social responsibility. *Journal of Abnormal and Social Psychology*, 47, 73-80.

Gough, H.G. (1958). *An assessment study of air force officers: Part IV, predictability of a composite criterion of officer effectiveness*. Wright Air Development Center. Technical Report No. 58-91(IV).

Gough, H.G. (1967). Nonintellectual factors in the selection and evaluation of medical students. *Journal of Medical Education*, 42, 642-650.

Gough, H.G., & Pemberton, W.H. (1952). Personality characteristics related to success in practice teaching. *Journal of Applied Psychology*, 36, 307-309.

An attempt was made to predict success in practice teaching from personality test measures. The sample in this study consisted of 89 males and 58 females. Single scales on the MMPI showed little validity but various patterns and indices revealed considerable promise. Certain methodological implications of this study for projects devoted to goals of practical assessment and evaluation were discussed.

Gowan, J.C (1955). Relation of the "K" scale of the MMPI to the teaching personality. *California Journal of Education Research*, 6, 208-212.

On the basis of other research findings on correlations between measurements on the K scale and other variables, and on the basis of factor analyses involving correlations between K and some 60 other variables including the MMPI scales, the CPI, the G-Z, and the Gowan Teacher Prognosis Scale for the MMPI, it is suggested that: (1) K represents more than a test-taking attitude; (2) high K scores tend to distinguish individuals who are well-adjusted, responsible, controlled, have security and status, a well-functioning ego, and are friendly, and non-extra-punitive; (3) high K scores are rarely found in the psychotic triad; (4) persons scoring high on K tend to be empathic and make good counselors and teachers; (5) moderate elevation of K is not an indication of an attempt to "fake good"; and (6) K is a valid and widely reported test indicator of teaching potential.

Gowan, J.C. (1958). Intercorrelations and factor analysis of tests given to teaching candidates. *Journal of Experimental Education*, 27, 1-22.

Gowan, J.C., & Dible, I. (1960). Age effects on the test scores of women teaching candidates. *California Journal of Education Research*, 11, 37-38.

Among subjects at a large western university, older women obtained significantly higher scores than younger women on femininity, dominance, social responsibility, and status.

Gowan, J.C., & Gowan, M.S. (1955). A teacher prognosis scale for the MMPI. *Journal of Education Research*, 49, 1-12.

A new 98-item MMPI scale is presented. Reliability of the scale is about .90.

Grangaard, G.H. (1966). Factors predicting the success of students in elementary teacher

education. *Dissertation Abstracts*, 26, 3162.

Grano, R.F. (1995). Personality differences between high and low academic achievers of Mexican-American descent. *Dissertation Abstracts*, 57, 2925.

This study investigated several aspects of personality that might be expected to play a role in shaping the educational achievement of Mexican-American students. It was hypothesized that personality differences between high and low achievers might help explain academic success or failure. The Minnesota Multiphasic Personality Inventory (MMPI) and an interview/questionnaire consisting of questions about family background, self-esteem, comfort with the school culture, role models, and language preference and fluency were administered. A total of 33 low SES Mexican-American eighth graders participated, 17 males (8 high achievers, 9 low achievers) and 16 females (8 high achievers, 8 low achievers). The participants' socio-economic status was determined by their mothers' educational level; ethnicity was the students' self-reported ethnic identification. All participants were administered the MMPI and 12 students were interviewed: 3 male high-achievers, 3 male low-achievers, 3 female high-achievers, and 3 female low-achievers. Findings were significant for the following MMPI scales: there were significant differences between male high-achievers and female high-achievers on the Depression scale; on the Anxiety scale there were significant differences between low achievers and high achievers; on the Introversion/Extroversion scale there was significant interaction between high-achieving females and the low-achieving females, as well as between high-achieving males and high-achieving females; on the Ego-Strength scale, there were significant differences between low-achieving males and low-achieving females as well as between high-achieving females and high-achieving males; on Paranoia scale, there were significant differences between low achievers and high achievers. Recommendations for educators, counselors, and researchers are made regarding the implications of these findings.

Grant, H. (1946). A rapid personality evaluation based on the Minnesota Multiphasic Personality Inventory and the Cornell Selectee Index. *American Journal of Psychiatry*, 103, 33-41.

This personality test, devised for group use, lends itself to qualitative and quantitative evaluation of personality, is easily administered and scored, and is an effective screener.

Gravitz, M.A. (1966). MMPI personality patterns for several semi-skilled and unskilled occupational groups. *Psychological Reports*, 19, 1315-1318.

Greenberg, H., & Mayer, D. (1964). A new approach to the scientific selection of successful salesmen. *Journal of Psychology*, 57, 113-123.

Greenwald, A.F. (1967). Adjustment patterns in first year theology students. *Review of Religion*, 26, 483-488.

Grossman, L.S., Haywood, T.W., Ostrov, E., Wasyliw, O., et al. (1990). Sensitivity of MMPI validity scales to motivational factors in psychological evaluations of police officers. *Journal of Personality Assessment*, 55, 549-561.

Examined whether the Minnesota Multiphasic Personality Inventory (MMPI) validity scales are sensitive to motivational sets in a specific forensic population by comparing 3 groups of 20 police officers being evaluated for fitness to return to duty. The groups were Ss who expressed a desire to return those desiring not to return and a control group. Four validity indices significantly differentiated experimental groups in the expected directions. Ss wanting to return to duty minimized psychological difficulties significantly more than the other groups. Results support the usefulness of MMPI validity scales in assessing response bias in police fitness evaluations. Data suggest that minimization occurs primarily for obvious emotional or characterological problems.

Guillon, M.E. (1953). *An elementary teacher attitude study: Using an inventory of teacher adjustment to selected problem situations and the Minnesota Multiphasic Personality Inventory*. Unpublished master's thesis, University of Oregon, Eugene.

Guillon, M.E., & Pierce-Jones, J. (1958). MMPI in relation to elementary teachers' adjustments to teaching. *Psychological Reports*, 4, 619-622.

The MMPI and TAI were administered to 125 women elementary school teachers. Product-moment correlations between TAI Adjustment to Children and Adjustment to Adults scores and all MMPI scores were computed. In general, both TAI scales were similarly related to MMPI measures.

Guthrie, G.M., & Zektick, I.N. (1967). Predicting performance in the Peace Corps. *Journal of Social Psychology*, 71, 11-21.

A variety of psychological test data was collected for 278 Peace Corps volunteers training for service in the Philippines. These data were correlated with final performance ratings, assigned by staff members at the close of the two-year assignment. Significant positive correlations were obtained for both the K Scale and Barron's Ego Strength Scale, and a significant negative correlation was obtained for Taylor's Manifest Anxiety Scale.

Guillon, M.E., & Pierce-Jones, J. (1958). MMPI in relation to elementary teachers' adjustments to teaching. *Psychological Reports*, 4, 619-622. *Psychological Reports*.

"The MMPI and a Teacher Adjustment Inventory (TAI), sampling difficulties in teachers' interpersonal relationships with children and adults, were administered to 125 women elementary school teachers. Product-moment correlations between TAI Adjustment to Children and Adjustment to Adults scores and all MMPI scores were computed. In general, both TAI scales were similarly related to MMPI measures. On the basis of the significant correlations obtained, it was suggested that awareness of difficulties in relations with children and adults in the educational setting is related to personality indicator of self-defensiveness, anxiety, and tendencies toward withdrawal."

Gynther, M.D., & Kempson, K.O. (1962). Seminarans and clinical pastoral training: A follow-up study. *Journal of Social Psychology*, 56, 9-14.

MMPI and self-and other-ratings were obtained from six seminarians and a chaplain supervisor at the beginning and end of a three-month pastoral training period. Results supported earlier findings that such Ss do not demonstrate personality changes or changes in self-perception as a result of this training.

Hackett, H.R. (1955). Use of the MMPI to predict college achievement. *Journal of Counseling Psychology*, 2, 68- 69.

Hall, W.B., & MacKinnon, D.W. (1969). Personality inventory correlates of creativity among architects. *Journal of Applied Psychology*, 53, 322-326.

Multiple stepwise correlation analyses were conducted on each of seven personality inventories against the rated creativity of 62 architects from a nationwide sample. In each analysis the best combination of three variables was identified. The equations derived from the analyses were then validated on a second sample of 62 architects. Initial multiple correlations ranged from .80 to .35; cross-validated coefficients ranged from .55 to .20. Specific cross-validated coefficients were as follows: ACL, .38; CPI, .47; FIRO-B, .41; MMPI, .20; MBTI, .42; SVIB, .55; and A-V-L), .38.

Hamerlynck, L.A. (1963). Personality, academic aptitude, and attitudes of inexperienced teachers of retarded children. *Dissertation Abstracts*, 24, 624.

The purpose of the study was to test the assumption that psychological tests can predict the effectiveness of first-year teachers of retarded children. Three tests were use, including the Gowan Teacher Prognosis Scale of the MMPI. Criterion of effectiveness was determined by rankings of a trained observer. Results: (1) Teachers of retarded children appeared to have a low, but positive attitude, while other groups appeared to be essentially indifferent or negative in attitude. (2) Teachers of retarded children possess the same aptitude for graduate study as graduate students in Education at doctorate-granting institutions. (3) Teachers in general have warmer and friendlier personalities than do first-year teachers of retarded children.

Hamill, M.A. (2004). Cultural sensitivity of probation officers as a measure for pre-employment screening. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 64, 5217.

This research examined cultural sensitivity as a measure for pre-employment psychological screening and the potential influence that demographic variables might have on the level of cultural sensitivity. Cultural sensitivity was measured by utilizing the Prejudice scale of the MMPI/MMPI-2. Participants were obtained as volunteers from a probation department in Central California. Participants were administered the MMPI or MMPI-2 as part of their psychological pre-employment screening. The items of the Prejudice scale were re- administered in conjunction with a demographic questionnaire to the 47 participants, requesting information on age, race, gender, education level, and number of years employed as a probation officer. The results were analyzed using a

variety of statistical methods, including independent samples t test, dependent samples t test, Pearson's correlation, one sample t test, and one-way ANOVA. The analyses examined the influence of the demographic variables on cultural sensitivity levels at the time of pre-employment and post-employment, as well as the overall change in the level of cultural sensitivity. The results of this study can be used for research purposes in the future to further examine the impact of demographic variables on cultural sensitivity as well as expand to determine what additional variables, such as training, mediate the effects of cultural sensitivity in law enforcement officers.

Haney, R., Michael, W.B., & Gershon, A. (1962). Achievement, aptitude, and personality measures as predictors of success in nursing training. *Educational and Psychological Measurement*, 22, 389-392.

With a sample of 82 freshmen trainees, the California Reading and Math tests, five parts of the Employee Aptitude Survey Tests, and the MMPI were used as predictors. Significant negative r's were obtained between the Hs and Pd scales of the MMPI and several of the criterion measures.

Haney, R., Michael, W.B., Jones, R.A., & Gaddis, L.W. (1960). Cognitive and non-cognitive predictors of achievement in student training. *Educational and Psychological Measurement*, 20, 387-389.

Contrary to previously obtained results, only cognitive measures furnished evidence of predictive validity of success in both the didactic and the clinical and laboratory phases of nursing training. The study included 27 test variables and four criterion measures with an N of 100 student nurses. .

Harder, D.F. (1953). *A study of item responses on the Minnesota Multiphasic Personality Inventory of male senior students in business, education, and engineering curricula*. Doctoral dissertation, University of Kansas, Lawrence.

Hargrave, G.E. (1985). Using the MMPI and CPI to screen law enforcement applicants: A study of reliability and validity of clinicians' decisions. *Journal of Police Science & Administration*, 13, 221-224.

Investigated the reliability and validity of clinicians' test-based decisions using the Minnesota Multiphasic Personality Inventory (MMPI) and the California Personality Inventory (CPI) in screening law-enforcement applicants when desirable and undesirable job-related characteristics are specified. 146 law-enforcement cadets were administered either the MMPI or the CPI. Three clinicians then sorted the profiles into the categories of acceptable, unacceptable, or marginal. For both tests, statistically significant results were obtained for the psychologists' agreements on selection decisions and for their accuracy in predicting academy attrition and low ratings of emotional suitability.

Hargrave, G.E., & Hiatt, D. (1987a, May). *Use of the MMPI to predict aggression in law enforcement officer applicants*. Paper presented at the 22nd Annual Symposium on

## Recent Developments in the Use of the MMPI, Seattle, WA.

Hargrave, G.E., & Hiatt, D. (1987b). Law enforcement selection with the interview, MMPI, and CPI: A study of reliability and validity. *Journal of Police Science & Administration, 15*, 110-117.

Investigated the relative contributions of different assessment components to the overall psychological screening process, using 95 police cadets (mean age 25.7 yrs). Ss were administered the Minnesota Multiphasic Personality Inventory (MMPI) and the California Psychological Inventory (CPI) and interviewed by 2 investigators. At the end of training, 3 performance criteria were examined: training attrition, ratings of psychological suitability by training officers, and peer evaluations. Results from the 68 Ss who completed training show that the clinicians significantly agreed on their ratings of psychological attributes, whether ratings were made on the basis of test or interview results only, or whether based upon combined test and interview data. The clinicians viewed the 2 sources of data as adding uniquely important dimensions.

Hargrave, G.E., Hiatt, D., & Gaffney, T.W. (1986). A comparison of MMPI and CPI test profiles for traffic officers and deputy sheriffs. *Journal of Police Science & Administration, 14*, 250-258.

Compared personality test profiles of 442 graduates of a highway patrol academy with those of 249 graduates of deputy sheriff training. 211 Ss were administered both the Minnesota Multiphasic Personality Inventory (MMPI) and the California Psychological Inventory (CPI), 233 Ss were given the MMPI, and 247 Ss were given the CPI. Comparison of test scales indicated that effective deputies were sociable, outgoing, and gregarious, while effective traffic officers had more capacity for typical rewarding social relationships. Scores suggesting introversion did not characterize either group. Dominance and leadership were associated with effectiveness in both groups. Both were psychologically defended, energetic, competitive, independent, flexible, and socially ascendant. Traffic officers were a less homogeneous group than deputies and more representative of the general public.

Hargrave, G.E., Hiatt, D., Gaffney, T.W. (1988). F+4+9+Cn: An MMPI measure of aggression in law enforcement officers and applicants. *Journal of Police Science & Administration, 16*, 268-273.

Focused on the ability of an index derived from applicants' self-reported aggression to predict unnecessary use of force by officers. Separate analyses were conducted using the Minnesota Multiphasic Personality Inventory (MMPI) F+4+9 index (L. R. Husemann et al; see record 1979-25100-001) and the revised index that contained the scale for Control in Psychological Adjustment (Cn) by C. A. Cuadra (1956). Sample 1 consisted of 52 state traffic officers and 52 matched controls. Sample 2 consisted of 12 municipal law enforcement agency officers and 12 nonaggressive officer controls. The addition of the Cn scale to the F+4+9 index significantly improved the identification of highly aggressive applicants and officers.

Hargrave, G.E., Hiatt, D., Ogard E.M., & Karr C. (1994). Comparison of the MMPI and the MMPI-2 for a sample of peace officers. *Psychological Assessment*, 6, 27-32.

166 peace officers completed the MMPI and the MMPI-2 in one sitting. Results showed an overall concordance of 78% for the 2 tests when normal high-point and 2-point code types were grouped together and compared. A subset of well-defined profiles produced a concordance rate of 90%. Comparison of profile characteristics showed that half of the Ss produced the same high-point code type one-third produced the same 2-point code type 70% produced normal profiles on both tests and all MMPI and MMPI-2 scales were highly correlated. These figures are highly similar to those found previously for 2 administrations of the MMPI. When the MMPI was compared to the MMPI-2 scored on original norms 2 scales were found to differ significantly: Men and women both scored lower on Scale D (Depression) of the revised test; on Scale Mf (Masculinity- Femininity) of the MMPI-2 women scored higher and men scored lower.

Harrell, T.W. (1972). High earning MBA's. *Personnel Psychology*, 25, 523-530.

Five years following graduation from an MBA program, 434 respondents provided information regarding their salary levels and the types of businesses in which they worked. MMPI scores obtained while the subjects were in the MBA program were used to compare those earning salaries in the top third of the sample with those earning salaries in the bottom third. Analyses were run separately for large businesses and small businesses. For those in small businesses, the "high earner" group had a significantly higher mean score on the Ma scale, and a significantly lower mean score on the Si scale. For those in small businesses, the "higher earner" group had a significantly mean score on the Pd scale.

Harrell, T.W., & Harrell, M.S. (1973). The personality of MBA's who reach general management early. *Personnel Psychology*, 26, 127-134.

Explored differences in personality between those men who reach general management early in contrast to those who hold more specialized jobs. Ss from 7 consecutive graduating classes included only MBA's who were men, U.S. citizens, in business, and whose organizations were not family owned. Personal characteristics were measured by the Public Opinion Questionnaire, SVIB, MMPI, Guilford-Zimmerman Temperament Survey, Leadership Opinion Questionnaire, Ghiselli's Self Description Questionnaire, Personnel Problems, Test of Imagination, and the Individual Background Survey. Results indicate that general managers were superior in functional specialties in several criteria of job success and were more socially desirable than those in a single function.

Hartman, B. J. (1987). Psychological screening of law enforcement candidates. *American Journal of Forensic Psychology*, 5, 5-10.

Discusses the use of psychological screening of law enforcement candidates and describes various instruments that are being used by the different states for this purpose.

Most law enforcement agencies use the Minnesota Multiphasic Personality Inventory (MMPI) and a clinical interview in combination with 1 or more of the following tests: the California Psychological Inventory by H. Gough (1957, 1975), the Sixteen Personality Factor Questionnaire (16PF), the Edwards Personal Preference Schedule by A. Edwards (1959), and the Inwald Personality Inventory by R. Inwald, et al. (1982). Focus is on the role of the clinical interview and its characteristics, the importance of using multiple tests for screening, and avoiding the use of diagnostic labels.

Hartz, G.W., & Retzlaff, P. (1987). Minnesota Multiphasic Personality Inventory profiles of enlisted Air Force and Army men arrested for driving while intoxicated: A comparison of single- and multiple-incident offenders. *Military Medicine*, 152, 187-189.

Compared Minnesota Multiphasic Personality Inventory (MMPI) profiles of 2 groups of driving while intoxicated (DWI) offenders. One group of 69 Ss (mean age 24.8 yrs) had been arrested only once for DWI, whereas the 2nd group of 46 Ss (mean age 26.8 yrs) had been arrested at least once for DWI and at least one additional time for DWI or other alcohol-related incidents. All Ss were enlisted active duty US Air Force or Army males. The 2 groups were matched for age, rank, years of service, education, and distribution of race and marital status. The hypothesis that multiple offenders would score higher than 1-time offenders on scales 2 (Depression), 4 (Sociopathy), and 9 (Mania) of the MMPI was confirmed only for scale 2, with scale 4 approaching significance.

Hasemann, D.M. (1998). Practices and findings of mental health professionals conducting workers' compensation evaluations. *Dissertation Abstracts*, 58, 6236.

Examination was conducted of 208 completed workers' compensation (WC) cases to obtain 385 psychological assessments conducted by plaintiff and defense-hired mental health experts. These assessments were analyzed to derive descriptive data focusing on the MMPI-2, SCL-90-R, and the WAIS-R, as well as numerous attributes of the plaintiffs, case characteristics, and awards. A description of typical practices employed by mental health experts during psychological evaluations is also provided. Analyses examining differences in assessment practices and outcomes indicate that mental health professionals' opinions are associated with the side (plaintiff or defense) that requested their services. Plaintiff experts rated claimants' injuries as more severe and assigned more DSM diagnoses than did defense experts. Other indicators show that WC claimants behave differently when evaluated by plaintiff compared to defense experts. Claimants appeared more impaired on the MMPI-2 and the WAIS-R when these instruments were administered by defense experts compared to plaintiff experts. Finally, it is shown that experts' evaluations have little impact on the case outcomes. In general, the validity and utility of WC assessments is called into question. Strategies are provided that can potentially reduce the adversarial system's influences on clinicians, which take into account claimants' differential behavioral differences with plaintiff and defense experts.

Hatton, R.O. (1955). Personality patterns of agricultural extension workers as related to selected aspects of work adjustment. *Dissertation Abstracts*, 15, 374.

The purposes of the study were: (1) To provide a description of the personality patterns of County Agents and 4-H Club Agents in Michigan; (2) to determine which of certain clinical scales of the MMPI might help in selecting more effective and satisfied agents; (3) to collect further normative data on the social scales of the MMPI and to examine their utility as guides for personnel selection in the Extension Service. The MMPI was administered to 81 County Agents and 46 4-H Club Agents in Michigan. Significance of differences between MMPI scores of agents falling above the mean and of MMPI scores falling below the mean in respect to their ratings on two work adjustment criteria was also tested. Results: (1) Personality patterns of the two groups were similar. (2) The total group of "more effective" agents obtained significantly higher scores on Hs and Hy scales; (3) the less effective 4-H Club Agents scored significantly higher than the more effective agents on the Hy and Status scales.

Haun, K.W. (1965). A note on the prediction of academic performance from personality test scores. *Psychological Reports, 16*, 294.

A multiple correlation for predicting grade-point average on the basis of the Mf, Pd, extroversion and verbal scores was found to be .721. (MMPI, Maudsley Extroversion, and College Board scores of 240 college sophomores).

Hays, J.R. (1997). Note on concurrent validation of the Personality Assessment Inventory in law enforcement. *Psychological Reports, 81(1)*, 244-246.

This study compared the Personality Assessment Inventory (PAI) and MMPI-168 profiles of 9 law enforcement applicants with published MMPI profiles to provide concurrent validation for the use of the PAI to assess the personality of peace officer applicants. The sample showed subclinical elevations on the PAI Positive Impression and Treatment Rejection scales and subclinical elevations on the MMPI L and K validity scales and clinical Scales of 4 and 9. The applicants' mean MMPI profile provided concurrent validation for the use of the PAI regarding decisions concerning fitness to serve.

Headley, A.J. (1993). Personality characteristics on the Minnesota Multiphasic Personality Inventory and burnout among persons in the ministry. *Dissertation Abstracts International, 54*, 425.

Heath, D.H. (1977). Some possible effects of occupation on the maturing of professional men. *Journal of Vocational Behavior, 11*, 263-281.

The effects of occupation of 68 male professionals and business managers were studied by means of retrospective focused interviews and objective sorting and rating procedures. Psychological test data secured when they were in college and in their early thirties confirmed that they had matured and become more psychologically healthy since college. The principal determinants of such maturing were their spouses and occupations. A transculturally validated model of maturing mapped the principal effects of their occupations and ways of life. The men matured in their allocentric and integrative cognitive skills, stability and autonomy of self-concepts, symbolization of values, and

symbolization and allocentricism of nonfamilial relations. Their occupations had nonintegrative effects on their values and self-concepts and autocentric and nonintegrative ones on their personal relationships.

Heaton, R.K., Chelune, G.J., & Lehman, R.A.W. (1978). Using neuropsychological and personality tests to assess the likelihood of patient employment. *Journal of Nervous and Mental Diseases*, 166, 408-416.

Hedlund, D.E. (1962). The relationship between empathic behavior and personality variables among teachers. *Psychological Reports*, 17, 875-889.

The author presents evidence that is critical of the present use of the MMPI in industry. Hedlund, D.E. (1965). A review of the MMPI in industry. *Psychological Reports*, 17, 875-889.

Presents extensive evidence that is critical of the industrial uses of the MMPI, mainly based upon its unvalidated use. Industry research, due to quality, hesitancy of a company to be identified, or competitive business ethics, is rarely published. The author submits that this practice is not only damaging to the business world, but also professionally unsound. Even reliable negative results would furnish guidelines for future applications of and research with the MMPI.

Henry, P.M. (1962). The relationship between empathic behavior and personality variables among teachers. *Dissertation Abstracts*, 22, 2705.

Personality variables were defined as those attributes measured by the MMPI. Empathy was defined as perception of another's frame of reference and personal environment. Forty-seven junior high-school academic teachers were asked to respond to the MMPI and to predict responses of five pupils on two inventories, which were then administered to the children. Mean standard scores for "high" and "low" prediction groups of teachers on the MMPI were computed. Performance of the two groups differed significantly on only two MMPI scales, F and Hs.

Hersch, P.D., & Alexander, R.W. (1990). MMPI profile patterns of emotional disability claimants. *Journal of Clinical Psychology*, 46, 795-799.

MMPI profiles of 185 Pacific Bell employees referred for psychological evaluation were compared to a sample of 200 seen for psychiatric evaluation related to worker's compensation litigation. In both samples, an almost identical percentage of MMPI profiles reflected significant psychopathology (85/83%). In the Pacific Bell sample, there were almost twice as many MMPIs of questionable validity (16%) as in the workers' compensation study (7%). The most frequently in both in both samples; they accounted for about half of the profiles in each study. Three of these code types, 12/21, 13/31, and 23/32, which involve the Hs, D, and Hy scales, represented 38% of the workers' compensation and 26% of the Pacific Bell samples. These three code types are characteristic of somatization of psychogenic complaints.

Hewitt, J.H., & Rosenberg, L.A. (1962). The MMPI as a screening device in an academic setting. *Educational and Psychological Measurement*, 22(1), 129-137.

Ninety-five graduates of three courses at the Army Medical Service School were administered, upon admittance, the shortened version of the Group Form of the MMPI in an attempt to determine the predictive value of this test. Profiles from this group were compared with those of 16 Ss who were not admitted to a course, and with those of 11 Ss who failed a course. Results indicated that the profiles obtained by all three groups were essentially the same, with those of the group admitted being slightly more abnormal. No single measure or combination of measures in the MMPI was found that would provide inter-viewers with clues regarding a given individual's chances for success in a course.

Hiatt, D., Hargrave, G.E. (1988a). MMPI profiles of problem peace officers. *Journal of Personality Assessment*, 52, 722-731.

MMPI profiles of officers who had been involved in serious disciplinary actions were compared with those of a matched group of officers who had not been involved in such actions. Profiles of 53 law enforcement officers who had been involved in serious disciplinary actions with those of a matched group of 53 officers who had not been involved in such actions. A multivariate analysis of variance (MANOVA) found the profiles of the 2 groups to be significantly different, with Scales F, 5, 6, and 9 significantly higher and Scale L significantly lower for the problem group. In addition, Ss in the problem groups were twice as likely to have a high-point elevation T-score  $\geq 70$  as their non-problem counterparts. It is suggested that any degree of psychopathology, as reflected by MMPI profile elevations, increases the likelihood of serious job performance problems.

Hiatt, D., & Hargrave, G.E. (1988b). Predicting job performance problems with psychological screening. *Journal of Police Science and Administration*, 16, 122-135.

For a sample of 55 police officers employed in an urban law enforcement setting, performance evaluations were categorized as "satisfactory" (n=31) or "unsatisfactory" (n=24). Predictions of suitability were made for each applicant based on interview information and scores on the MMPI and other psychological tests. The psychologist's predictions accurately classified 69% of the sample. On initial applicant screening, scores on Scales Pa and Ma were higher for the group with unsatisfactory job performance.

Hiatt, D., & Hargrave, G.E. (1994). Psychological assessment of gay and lesbian law enforcement applicants. *Journal of Personality Assessment*, 63, 80-88.

Psychological profiles and measures of law-enforcement job performance were compared for gay, lesbian, and heterosexual samples. No differences were found in selection rates or ratings of job performance. Compared to heterosexual men, gay men scored higher on MMPI Scale 5 and lower on CPI scales Wb and Sc. No significant MMPI or CPI differences were found for lesbian and heterosexual women.

Hispanicus, P. (1962). Selecting seminarians. In M.B. Arnold, (Ed.), *Screening candidates for the priesthood and religious life*, 65-105. Chicago: Loyola University Press.

Hogan, J. (1959). Configural analysis of MMPI scores with special reference to student teachers in nursing education. *Dissertation Abstracts*, 19, 2851.

The purpose of the study is to investigate the relationship of MMPI scores to success in student teaching. Subjects were 145 females majoring in Nursing Education. They were divided into "good," "medium," and "poor" groups according to the grade obtained during practice teaching. Two supervisors then re-rated each S with grade information withheld. Analysis of MMPI signs was made, and the 10 best signs were combined to determine their relationship with practice teaching success. Conclusion: Use of a series of MMPI signs, without further objective data, was not found to produce an overall predictive efficiency greater than base rates. .

Holland, T.R., Heim, R.B., & Holt, N. (1976). Personality patterns among correctional officer applicants. *Journal of Clinical Psychology*, 32, 786-791.

The MMPI profiles of 359 correctional officer applicants were cluster analyzed, which resulted in the identification of 5 relatively homogeneous subgroups. While MMPI performance was not related to later events in the correctional careers of the Ss, certain similarities were noted between the officer group and 2 samples of inmates previously studied. In this respect, although the officers manifested generally lower profile elevations than inmates, configural similarities were noted between the average inmate and officer profiles, and partial overlap was seen between the profile types identified in the 2 groups. The implications for occupationally adaptive and maladaptive correctional officer behavior are discussed.

Holtzman, W.H., & Bitterman, M.E. (1952). *Psychiatric screening of flying personnel. VI. Anxiety and reactions to stress*. USAF SAM, Proj. Rep. No. 21-37-002, Rep. No. 6.

The psychological and medical literature on anxiety and reactions to stress is reviewed and evaluated and recommendations are made for application to the research program on psychiatric selection of flying personnel. .

Holtzman, W.H., Swartz, J.D., & Thorpe, J.S. (1971). Artists, architects, and engineers—three contrasting modes of visual experience and their psychological correlates. *Journal of Personality* 39, 432-449.

Hooke, J.F., & Krauss, H.H. (1971). Personality characteristics of successful police sergeant candidates. *Journal of Criminal Law, Criminology & Police Science*, 62, 104-106.

Data were collected as part of a study of usefulness of objective personality inventories in

the selection and promotion of police officers. The following tests were administered to candidates who had successfully passed the oral examination: (a) the MMPI, a widely used personality test designed to assess the presence of severe psychopathology; (b) the Allport-Vernon-Lindzey Study of Values, intended to measure basic value orientation; and (c) the Gough Adjective Check List, a list of adjectives considered useful in determining self-concept. The test material indicates that the successful candidates and their matched controls were psychologically normal. The group of successful candidates, however, seemed better suited for leadership and disciplinary roles than their matched controls. Within the group of successful candidates for sergeant, men who were rated by established sergeants as good police officers were also rated as potentially good sergeants. Conversely, those who were rated as relatively poorer officers were also seen as poorer sergeant material. The psychological tests did not differentiate between the candidates rated as good sergeant material and the group rated as relatively poorer candidates. Many explanations for this seem reasonable.

Howell, M.A. (1966). Personal effectiveness of physicians in a federal health organization. *Journal of Applied Psychology, 50*, 451-459.

Contrasting high (n = 156) and low (n = 156) criterion groups of US Public Health Service physicians were identified on the basis of spontaneous comments about personal characteristics appearing in supervisors' efficiency reports. The two groups were compared on personality inventories and other measures. Significant group differences (.10 level or below) were found on personality inventory scales, an employment selection interview, scores derived from a regression equation for the CPI found to be predictive of performance in medical school, scored sections of supervisory efficiency reports, and in attitudes about the employment situation. The groups did not differ on measures of aptitude, achievement, creativity, and values. Descriptions of the contrasting groups were developed from the discriminating personality inventory scales. The personality criteria employed can be used with other occupational groups.

Hoyt, D.P., & Norman, W.T. (1954). Adjustment and academic predictability. *Journal of Counseling Psychology, 1*, 96-99.

Groups of "maladjusted" and "normal" freshman students, so identified by MMPI scores, were studied to test the hypothesis that "maladjustment" significantly affects college achievement by producing both under- and over-achievement. The data tended to confirm the hypothesis that the correlation between grades and ability would be lower for maladjusted students than for students with normal scores.

Huffman, W.J. (1952). Personality variations among men preparing to teach physical education. *Dissertation Abstracts, 12*, 28-29.

The purpose of the study was to investigate the inter-relationships between selected measures of personality and the relationships between those measures and the efficiency ratings of individuals as student teacher. Seven measures of personality, including the MMPI, were selected for study. Ss were 79 male student teachers. A composite criterion

of teaching efficiency was employed, consisting of ratings by students, teachers, and supervisors. Group comparisons were made and intercorrelations of the measures of personality and teaching efficiency were computed. Results: Ten conclusions are reported, including that coefficients of correlation between various personality measures were low and not coefficients of correlation between personality measures and the criterion of teaching efficiency were low and no coefficients of correlation between personality measures and the criterion of teaching efficiency were statistically significant.

Inwald, R.E. (1987). Use of psychologists for selecting and training police. In H.W. More & P.C. Unsinger (Eds). *Police managerial use of psychology and psychologists*, 107-139. Springfield, IL, England: Charles C Thomas, Publisher.

(from the chapter) outline the major issues involved in the provision of such services [psychological] as well as the benefits and limitations of psychological evaluation and training /// the argument against psychological testing / the case for psychological testing—courtroom liability / administrative advantages / professional standards for psychological testing /// psychological tests / MMPI (Minnesota Multiphasic Personality Inventory) / CPI (California Psychological Inventory) / IPI (Inwald Personality Inventory) / other personality tests used in law enforcement screening /// vocational preference tests / projective tests /// test scoring and review / interviews / situational tests/assessment centers/panel or "stress" interviews / ratings, supporting reports, and final psychological evaluations / validation /// selection for special assignments / training programs and the observation of hired candidates / history of psychology and training / specialized training for female officers / the subject of fear / spouse training / communication skills training / training the trainers / FTO [Field Training Officers] / terminations / limitations of the use of psychology in training

Inwald, R.E. (1988). Five-year follow-up study of departmental terminations as predicted by 16 pre-employment psychological indicators. *Journal of Applied Psychology*, 73, 703-710.

This 5-year study followed 219 public safety officers who were hired in a 1-year period by a large urban public safety agency. Sixteen preemployment psychological predictors (including MMPI and IPI test scores alone, psychologists' interpretations of test scores, and interpretations of test scores and interviews) were used to predict which officers were subsequently terminated (n=28). It was found that equations from tests identified the greatest number of terminated officers (68 to 75%) but also resulted in false predictions of termination for 28 to 36% of the hired officers. A combination predictor based on IPI scale scores and critical item endorsements identified 54% of the terminated officers and "sacrificed" 10.5% of the nonterminated group. The psychologists' ratings of tests and interviews were less effective than the predictors derived from test data alone.

Inwald, R.E., & Brockwell, A.L. (1991). Predicting the performance of government security personnel with the IPI and MMPI. *Journal of Personality Assessment*, 56, 522-535.

Administered the Inwald Personality Inventory (IPI) and Minnesota Multiphasic Personality Inventory (MMPI) to 307 newly hired government security personnel. After 9-22 mo on the job each S was rated by his/her immediate supervisor on a 4-point scale of global performance (exceptional satisfactory unsatisfactory or very unsatisfactory). Discriminant function analyses indicated that the IPI was superior to the MMPI in predicting later job performance but the greatest prediction accuracy was found in discriminant functions based on both tests together. Costs of falsely identifying candidates as poor risks and screening out those who would have been successful increased along with accuracy in predicting the true risks. Implications of psychological screening for organizational selection policy are discussed.

Inwald, R.E., Hurwitz, H., & Kaufman, J.C. (1991). Uncertainty reduction in retail and public safety-private security screening. *Forensic Reports, 4*, 171-212.

Compared 13 predictive research studies (published 1984-1990) from the public safety/security field that used the Inwald Personality Inventory (IPI) and the Minnesota Multiphasic Personality Inventory (MMPI) and predictive data from P. R. Sackett et al (see record 1990-03057-001) on "honesty/integrity" testing. The IPI and MMPI appeared to have more uniform performance than available honesty/integrity tests, with fewer misclassifications of apparently successful employees.

Inwald, R.E., & Shusman, E.J. (1984). Personality and performance sex differences of law enforcement officer recruits. *Journal of Police Science & Administration, 12*, 339-347.

1,887 male and 520 female 19-37 yr olds applying for the job of correction officer completed the MMPI, the Inwald Personality Inventory, and a personal history questionnaire as part of the employment application process to examine sex differences in Ss' personality and performance. 748 male and 157 female Ss from the initial population, who were subsequently hired and stayed on the job for 1 yr, were also followed up to examine these Ss' personality and performance on the job. Results indicate that males endorsed test items measuring acting-out behavior and undue suspiciousness of others with greater frequency than females. Females tended to admit more often to items measuring anxiety and internal conflicts than males. It was found that male Ss who were hired and later terminated were identifiable by their endorsement of items measuring acting-out behaviors and suspiciousness, combined with rigid, stereotyped attitudes. For females, scales measuring lack of timidity, or assertiveness and extraversion, helped to identify those who were terminated. Findings are discussed in terms of sex differences with respect to performance and effectiveness on the job and areas of possible intervention to increase productivity of male and female officers.

Inwald, R.E., & Shusman, E.J. (1984). The IPI and MMPI as predictors of academy performance for police recruits. *Journal of Police Science & Administration, 12*, 1-11.

Administered the MMPI and the Inwald Personality Inventory (IPI) to 329 hired male 19-32 year old urban police officers. Subjective and objective performance criteria were

obtained from records of recruits over the 6-month academy training period. Results indicate that scales measuring "acting out" behavior (as measured on the IPI scales Trouble with the Law, Job Difficulties, and Drugs) best predicted negative behaviors for Ss on 8 job-performance measures. Ss demonstrating a heightened awareness and sensitivity to others, as well as some wariness, were rated more positively by their superiors. The IPI was a more effective predictor than the MMPI. However, in some cases, the MMPI scales helped to increase overall prediction accuracy when used in conjunction with the IPI.

Ironside, W. (1996a). The incidence of psychiatric illness in a group of New Zealand medical students. *Journal of the American College Health Association*, *15*, 50-53.

Ironside, W. (1996b). Psychiatric morbidity in medical students of four successive fifth-year classes. *New Zealand Medical Journal*, *65*, 752-754.

Ivanoff, J.M., Monroe, G.D., & Marita, M. (1966). Use of intellectual and nonintellectual factors in classifying female elementary and secondary teacher trainees. *Journal of Experimental Education*, *34*, 55-61.

Jalkanen, R.J. (1955). *The personality structure of seminarians: The use of available MMPI norms for diagnosis*. Unpublished master's thesis, Roosevelt University, Chicago, IL.

Jansen, D.G., Bonk, E.C., & Garvey, F.J. (1973). MMPI characteristics of clergymen in counseling training and their relationship to supervisors' and peers' ratings of counseling effectiveness. *Psychological Reports*, *33*, 695-698.

Computed normative MMPI data for 85 clergymen (mean age = 33 yrs) entering counseling training at a state hospital. The mean MMPI scores were similar to those reported previously for male marriage counselors. The correlation between supervisor's and peers' ratings of counseling effectiveness was .64. 3 MMPI clinical scales showed negative correlations of more than .30 with supervisor's ratings, whereas 6 clinical scales and 1 validity scale correlated -.30 or more with peers' ratings of effectiveness. 2 2-scale combinations showed a negative multiple correlations of .50 or more with supervisor's ratings of effectiveness, while 6 such combinations correlated -.50 or more with peers' ratings of effectiveness.

Jansen, D.G., & Garvey, F.J. (1973). High-, average-, and low-rated clergymen in a state clinical program. *Journal of Clinical Psychology*, *29*, 89-92.

Jansen, M.B., & J.B. Rotter. (1947). The value of thirteen psychological tests in officer candidate screening. *Journal of Applied Psychology*, *31*, 312-322.

Thirteen tests were investigated with regard to their value as selection devices in an Officer Candidate School. Jarvis, P.E., & Hamlin, D. (1984). Avoiding pitfalls in

compensation evaluations. *International Journal of Clinical Neuropsychology*, 6, 214-216.

In personal injury cases, there may be four types of problems in using neuropsychological examinations: administration and scoring problems, failure to consider the possible effects of medications, the necessity of determining the possible effects of pre-existing psychiatric disorders, and potential malingering or exaggeration of deficits. Two types of information that can be of use in identifying malingering are the validity scales of the MMPI and examination of consistency between different tests that require the same types of abilities.

Jarvis, L.G., Simnegar, R.R., & Traweck., A.R. (1975). A MMPI comparison of U.S.A.F. groups identified as drug users. *Psychological Reports*, 37, 1339-1345.

Used the MMPI to compare 85 US Air Force personnel in a drug treatment center who had disciplinary problems and were returned to the evaluation unit from the treatment unit with a group of 85 who had no disciplinary problems and who finished the treatment program without problems. The groups were racially balanced and the mean ages were 21.53 and 21.17 yrs, respectively. A significant difference on the F, Hs, and Pd scales of the MMPI was found, the problem Ss scoring high. Persons on these scales would be less likely to profit from treatment. Similar personality organizations for both samples were found, however.

Jennings, C.L. (1967). The use of normative data in the psychological evaluation of flying personnel. *International Psychiatric Clinic*, 4, 37-51.

In the author's experience, the typical Air Force pilot had a flat MMPI profile, with the exception of an elevation of K. Because of the frequency of K elevations, the author cautions against using published normative data for screening flying personnel.

Jennings, L.S. (1948). Minnesota Multiphasic Personality Inventory: Differentiation of psychologically good and poor combat risks among flying personnel. *Journal of Aviation Medicine*, 19, 222-226.

The MMPI was administered to 516 flying officers in England before their assignment to operational heavy bombardment groups. Of the 501 men who had valid MMPI scores, 404 fell within the normal range and 97 were classified abnormal. During the first 25 to 35 combat missions flown by these men, 3.2% of the normal group (13 men), and 14.4% of the abnormal group (14 men) became psychiatric casualties. The MMPI was also administered to another group of 45 men who had been grounded for psychiatric reasons. Of the 39 men who had valid scores, 6 (15.4%) had scores within the normal range, while 33 (84.6%) had scores in the clinical range. The author finds that the misclassification rate of the MMPI is so high that it cannot be used for the psychiatric screening of combat pilots.

Jennings, L.S. (1948). Minnesota Multiphasic Personality Inventory: differentiation of

psychologically good and poor combat risks among flying personnel. *Journal of Aviation Medicine*, 19, 222-226.

The Minnesota Multiphasic Personality Inventory (MMPI) was administered to 516 flying officers in England prior to their assignment to operational heavy bombardment groups. Of the 501 men who had valid scores on the MMPI, 404 fell within the normal range and 97 were classified abnormal. During the first 25 to 35 combat missions flown by these men, 3.2% of the normal group (13 men), and 14.4% of the abnormal group (14 men) turned out to be psychiatric casualties. The MMPI was also administered to another group of 45 men who had been grounded for psychiatric reasons. Of the 39 men who had valid scores, 6 (15.4%) had normal scores, while 33 (84.6%) had abnormal scores. The author finds that the misclassification rate on the MMPI is so high that it cannot be used for the psychiatric screening of combat pilots. He suggests further research on a test similar to the MMPI but modified somewhat to conform more closely to the specific problems of military aviation.

Jensen, M.B., & J.B. Rotter. (1947). The value of thirteen psychological tests in officer candidate screening. *Journal of Applied Psychology*, 31, 312-322.

Thirteen tests were investigated with regard to their value as selection devices in an Officer Candidate School. John, W.F. (1951). *A study of the relationship between the clinical variables of the MMPI and major field of study of Ohio State University students*. Unpublished master's thesis, Ohio University, Columbus. Johnson, J.A. (1965). Relationships among characteristics and performance ratings of experienced secondary school counselors. *Dissertation Abstracts*, 25, 7081.

Johnson, E.E. (1983). Psychological tests used in assessing a sample of police and fire fighter candidates. *Journal of Police Science & Administration*, 11, 430-433.

Identified psychological instruments used in decisions about mental fitness or unfitness of 175 police and 35 fire fighter candidates and determined the frequency of their use by psychiatrists and psychologists on the Civil Service Medical Review Board of New Jersey. Results show that sentence completion tests were the most generally used projective instruments and the MMPI was the most frequently used non-projective instrument. Psychological tests most frequently used with the police sample were projective, self-report, general intelligence, situational, special aptitude, and interest and attitude, with the 1st 3 categories accounting for 89.2% of all tests used. Although situational testing played a negligible role in evaluating candidates, it holds promise to the extent that it can simulate everyday life situations and still maintain face validity of the task.

Jordan, R.G., Nunley, T.V., & Cook, R.R. (1992). Symptom exaggeration in a PTSD inpatient population. Response set or claim for compensation. *Journal of Traumatic Stress*, 5, 633-642.

This study examines the relationship between service-connection (financial

compensation) and exaggeration of PTSI) symptoms. Sixty inpatient Vietnam combat veterans in PTSD treatment comprised three groups: those financially compensated for PTSD, those financially compensated for physical or other mental problems, and those not financially compensated. Results indicate that veterans who are not service-connected do not exaggerate-symptoms on the MMPI F scale more than those who are service-connected. Also F scores reported for inpatient PTSD were higher than previously established cut-off criteria found chiefly in outpatient populations. Implications for therapists' biases concerning financial compensation and symptom claims are discussed in terms of their clinical relevance.

Kania, W. (1966). An investigation of the K scale of the MMPI as a measure of defensiveness in Protestant theological seminary students. *Dissertation Abstracts*, 26, 6169.

Karmel, L.J. (1961). An analysis of the personality patterns, and the academic and social backgrounds of persons employed as full-time counselors in selected secondary schools in the state of North Carolina. *Dissertation Abstracts*, 26, 23, 531.

Kauder, B.S. & Thomas, J.C. (2003). Relationship between MMPI-2 and Inwald Personality Inventory (IPI) Scores and Ratings of Police Officer Probationary Performance. *Applied H.R.M. Research* 8, 81-84.

We investigated the relationship between scores on the MMPI-2 and Inwald Personality Inventory (IPI) and supervisor ratings of law enforcement performance after three months on the job. Participants in the study were 30 officers completing their probationary period in law enforcement agencies in Oregon. The results indicated that higher scores on the Hs and Pt scales of the MMPI-2 and the Unusual Experiences and Family Conflicts scales of the IPI were related to higher performance ratings.

Keddy, P.J., Erdberg, P., & Sammon, S.D. (1990). The psychological assessment of Catholic clergy and religious referred for residential treatment. *Pastoral Psychology*, 38, 147-159.

Examined the psychological problems of 29 male and 13 female Catholic clergy and religious Ss (aged 29-64 years) who were referred for residential treatment. Measures used included the Wechsler Adult Intelligence Scale--Revised (WAIS--R) and the Minnesota Multiphasic Personality Inventory (MMPI). Ss exhibited an intellectualized orientation naive defensiveness and difficulty in handling emotions. Men did not respond in a stereotypically masculine way and 8 men were confused or distressed about their sexual orientation. The longstanding nature of the problems suggests the need for thorough psychological assessment and psychotherapy at the seminary or novitiate level.

Kelley, P.L., Jacobs, R.R., & Farr, J.L. (1994). Effects of multiple administrations of the MMPI for employee screening. *Personnel Psychology*, 47, 575-591.

Examined the effect of re-screening with the MMPI to determine whether any systematic

changes in scores across administrations occur. 1997 nuclear power plant workers completed the MMPI at least twice as part of routine screening procedures; a total of 5290 profiles were collected. Results point to statistically significant changes in MMPI scores as a function of repeated administrations. Scores generated from later assessments appeared to portray an increase in normality by reducing extreme scores. Many of the changes were of sufficient magnitude that they would be judged as clinically significant shifts. It is concluded that the MMPI's effectiveness as an indicator of pathology diminishes with repeated measures. Motivational and test-wise interpretations for scores changes are offered.

Kelly, W.L. (1974). Psychological prediction of leadership in nursing. *Nursing Research*, 23, 83-42.

Kelley, P.L., Jacobs, R.R., & Farr, J.L. (1994). Effects of multiple administrations of the MMPI for employee screening. *Personnel Psychology*, 47, 575-591.

Examined the effect of re-screening with the MMPI to determine whether any systematic changes in scores across administrations occur. 1997 nuclear power plant workers completed the MMPI at least twice as part of routine screening procedures; a total of 5290 profiles were collected. Results point to statistically significant changes in MMPI scores as a function of repeated administrations. Scores generated from later assessments appeared to portray an increase in normality by reducing extreme scores. Many of the changes were of sufficient magnitude that they would be judged as clinically significant shifts. It is concluded that the MMPI's effectiveness as an indicator of pathology diminishes with repeated measures. Motivational and test-wise interpretations for scores changes are offered.

Kennedy, W.A., Nelson, W., Lindner, R., Turner, J., & Moon, H. (1960). Psychological measurements of future scientists. *Psychological Reports*, 7, 90-94.

Keppers, G.L. (1960). Selection (if any) of graduate students in guidance and counseling. *The Vocational Guidance Quarterly*, 9, 90-94.

Khatun, S.A. (1965). A comparative study of personality characteristics and graduate students majoring in educational psychology and guidance with the graduate students of other areas of education at Colorado State University. *Dissertation Abstracts*, 26, 868.

Kimmons, S.E. (2002). Suitability and persistence in roman catholic religious life using the MMPI/MMPI-2 as a predictive instrument. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 63, 531.

This study examined the utility of the Minnesota Multiphasic Personality Inventory (MMPI and MMPI-2) in assessing suitability and predicting persistence in the Society of Jesus (Jesuits) a male religious order in the Roman Catholic Church. Participants were 162 men (75 completed the MMPI and 87 completed the MMPI-2) who applied for entrance into the Society of Jesus between 1981-1997. There were three groups (persist

nonpersist and did not enter). Univariate findings demonstrated that persisters had significantly lower mean scores relative to nonpersisters on the Psychopathic Deviate (Pd) and Hypomania (Ma) clinical scales of the MMPI/MMPI-2. Relative to the normative population the Social Introversion (Si) scores were significantly below the mean of the normal population. Discriminant function analyses examined differences between persisters and nonpersisters within the four stages of Jesuit formation for the priesthood (novitiate philosophate regency and theologate). Persister and nonpersister groups were found to be similar within each stage. Univariate and multivariate analyses of demographic data were generated to determine if demographic variables were better predictors of persistence relative to the MMPI/MMPI-2. Results indicated that persisters were more likely to enter religious life at a later age (25-30 years old) relative to nonpersisters (20-25 years old). There was a trend toward nonpersisters having a history of alcohol or drug use in the family. As with the MMPI/MMPI-2 data persisters and nonpersisters were similar within the four stages of Jesuit formation. MMPI/MMPI-2 clinical and the demographic variables correctly predicted the persister group with greatest accuracy. It appears that the greatest utility of the MMPI/MMPI-2 is to identify seriously disturbed candidates who apply for religious life and not to predict persistence. Problems associated with assessing a normal population with the MMPI/MMPI-2 and the use of alternative personality instruments for assessing suitability for male religious life in the Roman Catholic Church are discussed.

King, B.T. (1959). *Predicting submarine school attrition from the Minnesota Multiphasic Personality Inventory*. USN MRL Rep., New London, 18(8, Whole No. 313).

A group of 76 graduates of a submarine school class was compared with a group of 74 who were dropped from the class for academic and temperamental deficiencies with respect to background variables, Navy Basic Test Battery scores, and MMPI scores. An MMPI attrition key yielded a bi-serial validity coefficient of .74.

King, P., Norrell, G., & Erlandson, FL. (1959). The prediction of academic success in a police administration curriculum. *Educational and Psychological Measurement*, 19, 649-651.

Kirk, B.A., Cummings, R.W., & Goodstein, L.D. (1962). Predicting student success in graduate business courses. *California Management Review*, 5, 63-66.

Kirkwood, J.W. (1949). *Incidence, contributory etiological factors, and the use of the MMPI as a prognostic and diagnostic instrument of psychopathological conditions among public school teachers in California*. Unpublished doctoral dissertation, University of California, Berkeley.

Kleinke, C.L., & Spangler, A.S. (1988). Predicting treatment outcome of chronic back pain patients in a multidisciplinary pain clinic: Methodological issues and treatment implications. *Pain*, 33, 41-48.

Treatment outcome of 72 chronic back pain patients was assessed with four standardized

measures: the McGill Pain Questionnaire, The Audiovisual Taxonomy of Pain Behavior, the Beck Depression Inventory, and the Profile of Mood States. Patients were also rated by their primary nurse on pain behavior, activity, drug-seeking, and sleep. Variables used to predict scores on outcome measures included patients' demographics and MMPI scores. Multiple regression analyses indicated that patients receiving workers' compensation engaged in more pain behavior and rated their pain as more severe, both upon admission and discharge from the pain program. High scores on the MMPI Hy scale were correlated with high self-ratings of pain and several MMPI scales correlated with negative mood. Even though demographic variables predicted admission and discharge scores on a number of treatment outcome measures. Patients with high scores on MMPI Hy and D scales displayed greatest admission to discharge improvement on self-rated pain and mood. Results were integrated with findings from previous studies. It was suggested that by distinguishing between overall scores on treatment outcome measures and improvement on these measures, professionals will be in a better position to devise individualized treatment plans for pain patients.

Kitaeff, J. (2011). *Handbook of police psychology*, (Ed.). New York, NY: Routledge.

\*This book, in chapters 6-11, covers pre-employment screening of police officers. W.U. Weiss and P.A. Weiss contribute to this volume, which surely mentions the use of the MMPI(2).

**Dantzker, M.L. (2011). Psychological preemployment screening for police candidates: Seeking consistency if not standardization. *Professional Psychology: Research and Practice*, 42, 276-283.**

\*Makes frequent reference to the MMPI-2, noting that of the 26 US states that mandate psychological testing of police recruit candidates, the MMPI-2 is required by 15.

Knapp, R.R., & Most, J.A. (1960). Personality correlates of marine corp helicopter pilot performance. *Naval Medical Field Research Laboratory Report*, 10, 111-178.

Knehr, C.A., & Kohl, R.N. (1959). MMPI screening of entering medical students. *Journal of Psychology*, 47, 297- 304.

Three successive classes of entering medical students were tested with the MMPI after admission and during the first few weeks of attendance at Cornell Medical College. The hypothesis that students who would experience problems in adjustment or psychiatric illnesses during medical training could be located by a quantitative personality inventory was not confirmed. Test indications of clinical levels of psychopathology in about one-quarter of entering students were not significantly related to success or failure in medical school.

Knief, L.M. (1966). The personality of pre-theological majors. *Journal of Experimental Education*, 34, 62-68. Knowles, R.H. (1959). Differential characteristics of successful and unsuccessful seminary students. *Dissertation Abstracts*, 19, 1655.

Subjects included 256 male seminary students who were divided into successful and unsuccessful honor students. A middle group, consisting of Ss who had never been on probation and never on the honors list, was also included. Standard objective test and inventory scores were used to systematically differentiate successful from unsuccessful students. MMPI results did not precisely indicate those individuals who would have scholastic difficulty. But persons with markedly deviant MMPI scores do not generally succeed in seminary in accordance with their potential as evidenced by academic and mental ability test scores.

Kleinke, C.L., & Spangler, A.S. (1988). Predicting treatment outcome of chronic back pain patients in a multidisciplinary pain clinic: Methodological issues and treatment implications. *Pain, 33*, 41-48.

Treatment outcome of 72 chronic back pain patients was assessed with four standardized measures: the McGill Pain Questionnaire, The Audiovisual Taxonomy of Pain Behavior, the Beck Depression Inventory, and the Profile of Mood States. Patients were also rated by their primary nurse on pain behavior, activity, drug-seeking, and sleep. Variables used to predict scores on outcome measures included patients' demographics and MMPI scores. Multiple regression analyses indicated that patients receiving workers' compensation engaged in more pain behavior and rated their pain as more severe, both upon admission and discharge for the pain program. High scores on the MMPI Hy scale were correlated with high self-ratings of pain and several MMPI scales correlated with negative mood. Even though demographic variables predicted admission and discharge scores on a number of treatment outcome measures. Patients with high scores on MMPI Hy and D scales displayed greatest admission to discharge improvement on self-rated pain and mood. Results were integrated with findings from previous studies. It was suggested that by distinguishing between overall scores on treatment outcome measures and improvement on these measures, professionals will be in a better position to devise individualized treatment plans for pain patients.

Knapp, R.R., & Most, J.A. (1960). Personality correlates of marine corp helicopter pilot performance. *Naval Medical Field Research Laboratory Report, 10*, 111-178.

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Knief, L.M. (1966). The personality of pre-theological majors. *Journal of Experimental Education, 34*, 62-68. Knowles, R.H. (1959). Differential characteristics of successful

and unsuccessful seminary students. *Dissertation Abstracts*, 19, 1655.

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Kobler, F.J. (1964). Screening applicants for religious life. *Journal of Religion and Health*, 3, 161-170. Kornfeld, A.D. (1995). Police officer candidate MMPI-2 performance: Gender ethnic and normative factors. *Journal of Clinical Psychology*, 51, 536-540.

Reassessed the use of the MMPI-2 for occupational selection of police officers in small and medium towns. Over 4 yrs 84 police officer applicants (61 White males 12 White females and 11 minority males) were administered the first 370 items of the MMPI-2 as part of an employment screening assessment including the Inwald Personality Inventory. K-corrected scores were used in plotting the MMPI-2 T-scores. All the applications showed a defensive style low scores on scales 2 and 0 and extreme scores on scale 5. Ss presented as psychologically healthy individuals who were comfortable with people free of worry and self- confident. White males had typical males attitudes while females rejected typically female roles and stereotypical behavior exhibiting aggressiveness self-confidence and assertiveness.

Kornfeld, A.D. (2000). Harris-Lingoes MMPI-2 Pd subscales and the assessment of law enforcement candidates. *Psychological Reports*, 86, 339-343.

This study analyzed the performance of 111 male law enforcement applicants (mean age 26.9 yrs) on MMPI-2 Harris-Lingoes Psychopathic Deviate (PD) subscales. Applicants' self-descriptions derived from their scores on these subscales showed greater confidence and resistance to authority and less social alienation and personal unhappiness than the MMPI-2 national normative sample. A multiple regression analysis indicated that PD2 (Authority Problems) was the best predictor of K-corrected PD scores for the sample of applicants.

Koscheyev, V.S., Martens, V.K., Kosenkov, A.A., & Lartzev, M.A. (1993). Psychological status of Chernobyl nuclear power plant operations after the nuclear disaster. *Journal of Traumatic Stress*, 6, 561-568.

Chief operators at the Chernobyl power plant were assessed at four points after the nuclear disaster and compared to a group of chief operators at another nuclear power station. MMPI findings demonstrated a significant increase over time in health concerns,

depression, and other indicators of stress in those operators working at the station at the time of the assessment. There was also an increase in the elevation of at least one MMPI clinical scale into the abnormal range. The authors hypothesize that the continuing uncertainty of whether it is safe to be working at Chernobyl may have contributed to these findings by either increasing the stress levels of those who remained at the power station, or attracting workers who were less well adjusted before volunteering to work there.

Kubiszyn, T. (1984). *The MMPI, litigation and back pain treatment: A curvilinear relationship*. Paper presented at the American Psychological Association, Toronto, Ontario, Canada.

Kunce, J.T., & Callis, R. (1969). Vocational interest and personality. *Vocational Guidance Quarterly*, 18, 34-40. Kurth, C.J. (1961). Psychiatric and psychological selection of candidates for the sisterhood. *Bulletin of the Guild of Catholic Psychiatrists*, 8, 19-25.

LaBue, A.C. (1955). Personality traits and persistence of interest in teaching as a vocational choice. *Journal of Applied Psychology*, 39, 362-365.

MMPI scores were compared for "persistent" and "non-persistent" male and female college students. "Persistent" meant completion of a program of teacher preparation and acceptance of a teaching position after graduation; "non-persistent" meant making application for admission to a teacher preparation program but not enrolling in the program. Significant differences between persistent and non-persistent females in mean scores were found on five of nine MMPI scales, but only one significant difference was found for the male groups.

Lachar, D., (1974). Prediction of early US Air Force freshman cadet adaptation with the MMPI. *Journal of Counseling Psychology*, 21, 404-408.

This study tested the predictive ability of MMPI scales to identify US Air Force Academy freshmen who were at "high-risk" for problems of emotional adjustment and subsequent separation from the Academy. Entrance profiles from the freshman class (N = 1,389) were screened for pathological signs by computer and clinical evaluation. This screening process identified a 6% subsample of the total class that was labeled "high risk". Evaluation of the 165 cadets who had separated during a two-month interval indicated that the rate of attrition and problems in emotional adaptation leading to separation were significantly greater in the high-risk group than in the remainder of the freshman class.

Lacks, P.B., & Powell, B.J. (1970). The Mini-Mult as personnel screening technique: A preliminary report. *Psychological Reports*, 27, 909-910.

Laguna, L., Linn, A., Ward, K. & Rusplaukyte, R. (2009). An examination of authoritarian personality traits among police officers: The role of experience. *Journal of Police and Criminal Psychology, 25*, 99-104.

Abstract:

This study compared authoritarian traits as determined by MMPI-2 scores between inexperienced versus experienced police officers. The purpose of this comparison was to investigate whether experienced police officers possessed higher levels of authoritarian traits which may be related to years on the job. Results found that inexperienced and experienced police officers tend to be psychologically healthy and do not possess high levels of authoritarian traits. Some specific differences emerged with inexperienced police officers demonstrating higher scores on ASP (antisocial practices) but lower scores on HY (emotional reactions to stress). Possible reasons for these results are discussed.

Langston, R.D. (1970). The MMPI and perseverance in the convent. *Psychological Reports, 27*, 811-814.

LaPlace, J.P. (1954). Personality and its relationship to success in professional baseball. *Research Quarterly of the American Association of Health, Physical Education, and Recreation, 25*, 313-319.

Laver, A.B. (1955). *Item analysis of the MMPI against an army misconduct criterion*. Unpublished master's thesis, Queens University, Kingston, Ontario, Canada.

Lavin, P.F., Chardos, S.P., Ford, W.T., & McGee, R.K. (1987). The MMPI profiles of troubled employees in relation to nuclear power plant personnel norms. *Transactions of the American Nuclear Society, 54*, 146-147.

Lawlis, G.F., & Anderson, R.P. (1972). MMPI personality factors as predictors of vocational needs assessed by the Minnesota Importance Questionnaire. *Psychological Reports, 31*, 859-865.

Lee, S.J. (1998). The relationship of personality type to self-perceived and faculty-perceived managerial effectiveness among college and university sport/physical education administration in the Republic of Korea. *Dissertation Abstracts, 58*, 4512.

This research was conducted to identify the relationships between personality type and self-perceived and faculty-perceived managerial effectiveness among Republic of Korea College and university sport and physical education program administrators. The research utilized the Type-A content scale of the MMPI-2 to measure personality type, and the Professional and Managerial Position Questionnaire (PMPQ) to measure managerial performance. The sample consisted of 38 administrators and 139 faculty from college and university sport and physical education programs in the R.O.K. The research focused on three areas: (1) identifying R.O.K. administrators as either Type-A or non-Type A personality types; (2) determining the relationship between personality type and self-

perceived effectiveness; and (3) determining the relationship between personality type of the administrator and faculty-perceived effectiveness. Spearman rank order correlation coefficients were utilized to measure the relationships between personality types and managerial effectiveness. The correlational analysis showed that no statistically significant associations existed between personality types and self-perceived or subordinate-perceived administrative effectiveness.

Lee, R.R. (1988). Need for approval behavior and the MMPI: The obvious/subtle scales of the MMPI and ministers. In J.B. Ashbrook & J.E. Hinkle, Jr. (Eds). *At the point of need: Living human experience: Essays in honor of Carroll A. Wise*. (pp. 243-252).

Lanham, MD, England: University Press of America.(from the chapter) Garrett-Evangelical Theological Seminary has a thirty year history of testing ministerial students with the MMPI (Minnesota Multiphasic Personality Inventory) /// need-for-approval patterns / among corporate executives / in failed marriages / among clergy

Leep, A.G. (1965). Selected pre-service measures as predictors of first-year teaching performance of elementary teachers. *Dissertation Abstracts*, 26, 3510.

Lees-Haley, P.R. (1986). How to detect malingerers in the workplace. *Personnel Journal*, 65, 106 & 108.

Discusses the detection of malingering in employees attempting to gain worker's compensation benefits, particularly with regard to unobservable illnesses such as chronic pain, stress disorders, neuropsychological deficits, and depressive responses to injury. The ability of some employees, particularly psychopaths, to feign illnesses is described, and the frequent inability of health care professionals to detect malingering is noted. Methods to identify malingering include observations of the employee in unguarded moments, testing with instruments such as the Minnesota Multiphasic Personality Inventory (MMPI) and Rorschach, and interviews. It is suggested that malingerers can frequently be identified because genuinely ill persons tend to grieve and deny the loss; truly psychiatrically impaired persons often also behave in ways that do not promote their claim.

Leiner, M. (1965). Changes in selected personality characteristics and persistence in career choice of women associated with a four year college education at one of the colleges in the City University of New York. *Dissertation Abstracts*, 25, 5636.

Leton, D.A. (1949). A study of the relationship between the Kuder Preference Record and the MMPI. *Minnesota Counselor*, 4, 18-22.

Levenson, H., Hirschfeld, M.L., & Hirschfeld, A.H. (1985). Duration of chronic pain and the MMPI: Profiles of industrially-injured workers. *Paper presented at the 20th Symposium on Recent Developments in the Use of the MMPI, Honolulu*.

Levine, S. (1952). *The relationship between personality and efficiency in various hospital*

*occupations*. Unpublished doctoral dissertation, New York University, New York.

Levine, M.M. (1980). Development of an MMPI subscale as an aid in police officer selection. *Dissertation Abstracts International*, 40, 3406.

Levitt, E.E., Lubin, B., & DeWitt, K.N. (1971). An attempt to develop an objective test battery for the selection of nursing students. *Nursing Research*, 20, 255-258.

A battery of tests (Kuder Preference Record-Vocational, Edwards Personal Preference Schedule, Institute for Personality and Ability Testing Anxiety Scale, MMPI, the Kerr Empathy Test, and the California Capacity Questionnaire) was administered to 425 sophomore nursing students. Comparisons were made between those who dropped out of the program (n=86) and those who persisted. Multiple regression analysis indicated that the Kuder Outdoor and Social Service scales, the MMPI F scale, and the EPPS Succorance scale were the best predictors of persistence.

Lewis, J.A. (1946). *Occupational interests and personality tendencies*. Unpublished master's thesis, University of Minnesota, Minneapolis.

Lewis, J.A. (1947). Kuder Preference Record and MMPI scores for two occupational groups. *Journal of Consulting Psychology*, 11, 194-201.

50 life insurance salesmen and 50 social workers took both tests. It is concluded that there is a relationship between occupational interests and personality tendencies.

Lewis, R.D. (1957). *Some factors associated with perseverance in the field of education as measured by the Minnesota Multiphasic Personality Inventory*. Unpublished master's thesis, University of Utah, Salt Lake City.

Lindenthal, J. (1968). The delayed decision to enter the ministry: A study in occupational change. *Dissertation Abstracts*, 28, 5154B.

Logue, P.E. (1966). Concurrent validation of two counselor selection inventories. *Dissertation Abstracts*, 26, 6170. Logue, O.M. (1946). Teachers college students and the Minnesota Multiphasic Personality Inventory. *Journal of Applied Psychology*, 30, 241-247. The MMPI was taken by 185 unmarried students; approximately half were enrolled in the general curriculum, the others in music. No significant differences were found.

Lough, O.M. (1947). Women students in liberal arts, nursing and teacher training curricula and the Minnesota Multiphasic Personality Inventory. *Journal of Applied Psychology*, 31, 437-445. No statistically significant differences exist on MMPI scale scores between women enrolled in the curriculum for elementary school teachers and those in music, nursing, or liberal arts, although certain tendencies appear.

Lough, O.M. (1951). Correction for "Women students in liberal arts, nursing, and teacher training curricula and the MMPI". *Journal of Applied Psychology*, 35, 125-126.

A table showing how women students in four college curricula compare on subtests of the MMPI is presented as a substitute for a comparable table presented in a 1947 article in this journal.

Lowe, C.M. (1967). Prediction of post-hospital work adjustment by the use of psychological tests. *Journal of Counseling Psychology, 14*, 248-252.

Lucero, R.J., & Currens, W.C. (1964). Effects of clinical training on personality functioning of the minister. *Journal of Clinical Psychology, 20*, 147.

Lundin, R.W., & Lathrop, W. (1963). The relationship between field of major concentration and personality adjustment in college males. *Journal of General Psychology, 69*, 193-196.

Analysis of variance of three groups of male students at Hamilton College, majoring in history, biology- chemistry, and English literature, showed no significant differences on MMPI scales and choice of major.

Lutz, W.W. (1964). The personality characteristics and experiential backgrounds of successful high school instrumental music teachers. *Dissertation Abstracts, 24*, 3781.

Lyon, J.B. (1969). A study of experiential, motivational, and personality factors related to vocational decisions vs. indecision. *Dissertation Abstracts, 20*, 1269.

Macintyre, S., Ronken, C., & Prenzler, T. (2005). Validity Study: Relationship between MMPI-2 Scores and Police Misconduct in Australia. *Applied H.R.M., 10*, 35-38.

We investigated the relationship between scores on the MMPI-2 and police misconduct for 301 police officers in Australia. The results indicated that although the correlations were low scores on the Hs scale ( $r = -.14$ ) Ma scale ( $r = .17$ ) Husemann Index ( $r = .14$ ) and Aamodt Index ( $r = .14$ ) were significantly related to receiving an unacceptable number of complaints.

MacKinnon, D.W. (1958). *An assessment study of air force officers: Part V, summary and applications*. Wright Air Development Center Technical Report, WADC-TR-58-91 (V).

MacKinnon, D.W. (1961). Fostering creativity in students of engineering. *Journal of Engineering Education, 52*, 129-142.

MacKinnon, D.W. (1962). The personality correlates of creativity: A study of American architects. In *Personality Research: Proceedings of the 141 International Congress of Applied Psychology*. Copenhagen: Munksgaard.

MacLean, M.S., Gowan, M.S., & Gowan, J.C. (1955). A teacher selection and counseling

service. *Journal of Educational Research*, 42, 669-678.

Maffeo, P.A., Ford, T.W., & Lavin, P.F. (1990). Gender differences in depression in an employment setting. *Journal of Personality Assessment*, 55, 249-262.

This study extends the literature on sex differences in depression to an employment setting, using raw and T scores for the MMPI D scale and a 30-item subset of the scale on which same-sex norms were available. In contrast to previous findings, no gender differences remained on any of the measures after the effects of salary, age, education, and job classification had been taken into account. Findings replicated earlier results showing that depressed males have greater difficulty with concentration and motivation than do depressed females. Data suggest that MMPI gender-based T scores may overcorrect for sex differences in raw scores. Possible explanations for the findings are discussed, including a general improvement in women's well-being associated with changes in social conditions such as employment, or the possibility of a self-selection bias in the sample.

Mahler, I. (1955). Use of the MMPI with student nurses. *Journal of Applied Psychology*, 39, 190-191.

The group form of the MMPI was administered to 81 freshmen student nurses and a matched group of 50 freshmen college women. The data were compared with norms published by Weisgerber and Beaver. Despite some differences, it is concluded that the Iowa nurses accord with Weisgerber's norms. Although a significant difference between nurses and non-nurses is found on Beaver's scale (comprising 65 MMPI items), only 13 items significantly differentiate between the groups, and 27 produce characteristic answers opposite to the ones cited by Beaver. It is concluded that Beaver's scale needs considerably more study and validation before it can be used.

Maier, L.R. (1987). Air force norms for the thirty-one Harris and Lingo's subscales. *Proceedings of the Annual conference of the Air Force Behavioral Scientist*, 14, 349-371.

Malone, T.J. (1967). *A study of the personality changes in two small groups of Maryknoll seminarians*. Unpublished Master's thesis, Loyola University, Chicago, IL.

Mandel, K. (1970). The predictive validity of on-the-job performance of policemen from recruitment selection information. *Dissertation Abstracts International*, 31, 2996B.

Manzano, I.B. (1951). *The relation of personality adjustment to occupational interests*. Unpublished doctoral dissertation, University of Southern California, Los Angeles.

Markward, F.C. (1961). Pattern analysis techniques in the prediction of college success. *Dissertation Abstracts*, 21, 2990.

Martin, J.C., & Carkhuff, R.R. (1968). Changes in personality and interpersonal functioning of counselors-in-training. *Journal of Clinical Psychology*, 24, 109-110.

Matarazzo, J.D., Allen, B.V., Saslow, G., Wiens, A.N. (1964). Characteristics of successful policemen and firemen applicants. *Journal of Applied Psychology*, 48(2), 123-133.

The Ss were 243 successful applicants for the positions of policemen and firemen who were placed on the eligibility lists for these 2 positions during 1959-62. Each was studied individually in an 8-hr. examination which included the WAIS, MMPI, EPPS, SVIB, Rorschach, 5 other instruments, and an interview. The results reveal that these successful Civil Service applicants are of high intelligence (IQ 113) and have superior personality adjustment. Interests of policemen applicants are social service in orientation, while those of firemen are primarily technical and business in orientation. The study reveals that, at least in 1 large city, fire and police departments are recruiting superior young men into their ranks.

Matyas, G.S. (2004). Using MMPI Special Scale Configurations to Predict Police Officer Performance in New Jersey. *Applied H.R.M. Research*, 9, 63-66.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel I investigated the ability of these scale configurations to predict supervisor ratings of the performance of 115 police officers in New Jersey. The results indicated that none of the special scale configurations were significantly related to the supervisor ratings of performance. However scores on the Good Cop/Bad Cop and Gander Index were negatively related to commendations and scores on Factor II and Factor III were related to the number of suspensions received.

Matyas, G.S. (1981). The relationship of MMPI and biographical data to police selection and police performance. *Dissertation Abstracts International*, 41, 4269.

Mayo, G.D., & Guttman, I. (1959). Faking in a vocational classification situation. *Journal of Applied Psychology*. 43, 117-121.

McAllister, L. (1977, October). *The MMPI as a selection instrument for law enforcement officers in Dakota County, 1969-77*. Paper presented at the Police Officer Training Board Seminar, Willmar, MN.

McBride, D.W., Hammill, D.D., & Gilmore, D. (1965). Personality factors in the success of classroom teachers of the handicapped. *Cerebral Palsy Journal*, 26, 3-5.  
31 special class teachers already having been screened by means of the MMPI, were rated for teaching success, and the relationship between ratings on this criterion and performances on the MMPI were examined. "Highly desirable" and "acceptable" teachers differed, the latter being "less conforming... more sensitive and critical of others... more abstract in their interests... more inclined to give socially approved answers regarding self... and had significantly more functional complaints... ."

McCants, A.J. (1963). *A study of the MMPI profiles of highly-rated counselor trainees at*

*Atlanta University*. Unpublished master's thesis, Atlanta University.

McClelland, J.N., & Rhodes, F. (1969). Prediction of job success for hospital aides and orderlies from MMPI scores and personal history data. *Journal of Applied Psychology*, 53, 49-54.

Employed 13 individual performance measures and weighted composite criterion for each job. Ss were 37 aides and 23 orderlies for each job. All but 1 of the 10 basic MMPI scales and 10 of 13 biographical predictors showed small correlations with at least 1 of the individual criterion measures. Corrected multiple Rs of .48 were obtained between each weighted composite criterion and combined test and biographical predictors. The biographical data proved relatively more useful in this prediction. Factor analyses of individual criterion measures yielded similar factor structures for both jobs.

McCollum, E.L. (1951). *Selection of men best qualified for subarctic and arctic duty. An 18 month longitudinal study of airmen assigned to Alaskan Duty*. Ladd AFB, Alaska. Arctic, AL, Proj. No. 21-01-007, Part B.

Seventy-three airmen were given a test battery (including the MMPI) at the beginning of Alaskan duty and after 18 months. Scores on the MMPI showed no significant personality changes. .

McConahay, J.B. (1971). Psychological testing in evaluation and guidance of seminary students. *Theological Education*, 7, 109-120.

McCormick, A.G. (1967). An investigation of reading skills, general mental ability and personality variables used in the selection of practical nursing students. *Dissertation Abstracts*, 27, 4136B.

McCraw, R.K., & Bearden, D.L. (1990). Personality factors in failure to adapt to the military. *Military Medicine*, 155, 127-130.

Compared 3 groups of enlisted military personnel (MP) to examine the usefulness of identifying individuals unwilling or unable to adapt to the demands of the military. 104 MP who desired discharge (discharge group) were compared with 82 MP who were referred for a mental health evaluation but did not want a discharge and 34 MP who were reportedly well-adjusted to the military (adjusted group). Analyses of Ss' responses to the California Psychological Inventory (CPI) and scales of the Minnesota Multiphasic Personality Inventory (MMPI) revealed that (1) the Dominance scale of the CPI was a significant predictor of group membership and (2) the Achievement via Conformance scale most strongly distinguished the discharge from the adjusted group. These scales of the CPI may be valuable for screening military applicants.

McDonagh, A.J. (1961). *A study of adjustment and interests of first-year college seminarians for the diocesan priesthood*. Unpublished master's thesis, Loyola University, Chicago, IL.

McDonald, R.L. (1962). Personality characteristics of freshman medical students as depicted by the Leary system. *Journal of General Psychology, 100*(2), 313-323.

The Leary Interpersonal System was used to analyze MMPIs and ACLs obtained from 64 freshman medical students. These results were compared with other normative data for the public interpersonal level (I-S) and the level of underlying character structure (III-MM); 91% of the medical students presented healthy, symptomatic behavior and 81% described themselves as responsible, generous, managerial persons in interpersonal situations. Characterologically 85% had underlying managerial, competitive, responsible feelings. In spite of the large percentages of “healthy” behavior at this level and the “façade” level, the most frequent Ideal of these students was to be a critical-sadistic person. These interlevel conflicts point to the possibility of future poor adjustment on the part of many of the students. .

McGehearty, L.I.D. (1965). Factors associated with the probable success of prospective school counselors as evaluated by their peers and by staff members. *Dissertation Abstracts, 26*, 873.

McGraw, J.P. (1970). A comparison of MMPI scores and other variables with subsequent ratings of Nazarene ministers by their district superintendents. *Dissertation Abstracts International, 31*, 157B.

McGregor, F.A. (1996). An Abbreviated MMPI: Predictor of security guard performance. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 56*, 6444.

This study was designed to investigate whether personality traits as measured by the Faschingbauer's Abbreviated MMPI (FAM) could significantly predict the on-the-job performance of security officers over a one year period of duty. Subjects were 450 male security officers employed by a large metropolitan security agency in the western United States. Hypothesis one suggested that personality traits can predict successful or unsuccessful job performance. Hypothesis two suggests that there are some differences on personality measures between Black and White officers. Hypothesis three suggests that there is a difference in the ages of the security guard applicants who are terminated and those who are not terminated. Hierarchical multiple regressions and step-wise multiple regressions were performed. Five personality traits were useful in predicting the job performance variables of retention/termination data. One personality scale was useful in predicting the job performance variable of commendations. Hypothesis one was partially supported. Descriptive analyses were performed to determine whether significant differences existed between Black and White security applicants. Multivariate and univariate analyses were performed to determine the effects of ethnicity by individual scales. Hypothesis two was also partially supported by the data. Hypothesis three found that age was a significant variable in predicting terminations. The overall findings in this study indicate that two FAM scales are somewhat valid predictors of security officers job performance. Scales score differences were found between Black and White security guards. Age was found to be related in terminations for this security guard sample. Further research is needed to identify more accurate predictive variables of the job performance of security officers.

Melton, R.S. (1955). Studies in the evaluation of the personality characteristics of successful naval aviators. *Journal of Aviation Medicine*, 25, 600-604.

Previous attempts to use the MMPI to predict those who would fail in flight training were unsuccessful because they attempted to find linear relationships between MMPI scores and ratings of success. Rather than using single scales, the current study examined the combine use of several scales to make predictions. When scores on Scales Hy, Mf, and Ma are plotted in a three-dimensional manner, a cluster of flight failures may be observed among those scoring low (less than 40) on each scale. "A new approach to selection research has been outlined, one that adapts the concepts of n-dimensional geometry to multivariate data. The MMPI was utilized as a measuring instrument and by means of a discriminant equation based on two clusters, 83 per cent of a sample of 935 NavCads were correctly categorized into pass and fail categories. It is anticipated that future selection batteries may be supplemented by personality measures."

Melzack, R., Katz, J., & Jeans, M.E. (1985). The role of compensation in chronic pain: Analysis using a new method of scoring the McGill Pain Questionnaire. *Pain*, 23, 101-112.

Patients who receive workers' compensation or are awaiting litigation after an accident have long been regarded as neurotics or malingerers who are exaggerating their pain for financial gain. However, there is a growing body of evidence that patients who receive workers' compensation are no different from patients who do not. A study of 145 patients suffering low-back pain and musculoskeletal pain revealed that compensation and non-compensation patients had virtually identical pain scores and pain descriptor patterns. They were also similar on the MMPI pain triad (depression, hysteria, hypochondriasis) and on several other personality variables that were examined. Compensation patients, contrary to traditional opinion, appear not to differ from people who do not receive compensation. ( Source)

Mendola, M.J. (1998). Characteristics of priests and religious brothers referred for evaluatin of sexual issues. *Dissertation Abstracts*, 58, 6817.

This retrospective study examined archival data gathered from 277 Roman Catholic priests and religious brothers referred for psychiatric evaluation of sexual issues at a psychiatric hospital. The purpose of this study was to investigate the relationship between symptomatology and psychopathology of priest and brother sexual abusers of minors and adults by examining the age and gender of their victims and self-reported history of sexual victimization as a child or adolescent. The research investigated three hypotheses: (1) three categories (pedophile, ephebophile, and compulsive sexual) of priest and brother sexual abusers of minors and adults would obtain significantly different scores on the MMPI-2, MCMI-II, and Rorschach tests; (2) two categories of priest and brother sexual abusers of minors and adults organized by the gender of their victims (male and female) would obtain significantly different scores on the MMPI-2, MCMI-II, and Rorschach tests; (3) two categories

(sexual victimization as a child or adolescent would obtain significantly different scores on the MMPI-2, MCMI-II, and Rorschach tests. Also examined was an assessment of the relationships between the categories of pedophile, ephobophile, and compulsive sexual and the demographic variables of age, intellectual performance, and sexual orientation, use of alcohol, physical abuse as a child or adolescent and suicidal history.

Mendoza, B.F.A. (1967). *A normative analysis of psychological test results of graduate students selecting counselor education*. Unpublished master's thesis, Western Michigan University, Kalamazoo.

Menefee, T.S. (1996). Utility of MMPI-2 clinical profiles and other clinical variables in predicting outcome success for at-risk United States Air Force basic military trainees. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 57, 4035. US Air Force Basic Training (BMT) recruits referred to the Behavioral Analysis Service (BAS) for evaluation and recommendations regarding retention or discharge offer the clinical psychologist a wealth of clinical data with which to formulate the recommendation. The appropriate utility of the MMPI-2 and other clinical variables for 505 evaluatees of the BAS are analyzed using discriminant analysis to identify the stronger predictors of who will be recommended for retention or separation and then later who will actually be separated or graduated from BMT. The discriminant function calculated for the 60 variables accurately predicted 81% of the sample for separation or graduation from BMT. The variables found to best predict which evaluatees will be separated from the military before graduating from BMT were: the MMPI-2 clinical scales along with the psychologist's assessment of the evaluatee's depression anxiety risk of suicide current trauma from an abusive history and alcohol problems and the evaluatee's report of sleep and appetite disturbance.

Menges, R.J. (1967). *Studies of clergymen: Abstracts of research*. *Ministry Studies*, 1, 3.  
Menges, R.J., & Dittes, J.E. (1965). *Psychological studies of clergymen : Abstracts of research*. New York:

Thomas Nelson and Sons. Merian, E.M., Stefan, D., Schoenfeld, L.S., & Kobos, J.C. (1980). Screening of police applicants: A 5-item MMPI research index. *Psychological Reports*, 47, 155-158.

The usefulness and validity of various personality tests in the selection of police officers has been considered by J. F. Gavin and J. W. Hamilton (1975) and by L. R. Goldberg (1969). The present study examined use of the MMPI to differentiate successfully between 46 acceptable and 23 unacceptable police candidates, using the Goldberg Index. An item analysis of the MMPI is presented, and 5 items that significantly differentiated the groups are combined in a new index. Statistical errors of inference in a simulated selection procedure are examined with the use of Bayes's theorem. The index has sufficient validity to warrant further investigation, perhaps in conjunction with the Goldberg Index.

Morgeson, F.P., Campion, M.A., Dipboye, R.L., Hollenbeck, J.R., Murphy, K., & Schmitt, N. (2007). Reconsidering the use of personality tests in personnel selection contexts. *Personnel Psychology*, 20, 683-729.

\*Frequent citation of articles concerning fake-good and fake-bad MMPI profiles.

Abstract:

Although long thought to be unrelated to job performance, research in the early 1990s provided evidence that personality can predict job performance. Accompanying this research was a resurgence of interest in the use of personality tests in high-stakes selection environments. Yet there are numerous potential problems associated with the current operational use of personality. As such, 5 former journal editors from *Personnel Psychology* and the *Journal of Applied Psychology* (2 primary outlets for such research), who have collectively reviewed over 7,000 manuscripts and who have no vested interest in personality testing, reconsider the research on the use of personality tests in environments where important selection decisions are made. Their comments are based on a panel discussion held at the 2004 SIOP conference. Collectively, they come to several conclusions. First, faking on self-report personality tests cannot be avoided and perhaps is not the issue; the issue is the very low validity of personality tests for predicting job performance. Second, as such, using published self-report personality tests in selection contexts should be reconsidered. Third, personality constructs may have value for employee selection, but future research should focus on finding alternatives to self-report personality measures.

Michael, W.B., Haney, R., & Brown, S.W. (1965). The predictive validity of a battery of diversified measures relative to success in student nursing. *Educational and Psychological Measurement*, 25, 579-584.

High School achievement indices did better than the MMPI scales in predicting performance in ward activities. Michael, W.B., Haney, R., & Gershon, A. (1963). Intellectual and non-intellectual predictors of success in nursing training criteria. *Educational and Psychological Measurement*, 23, 817-821.

Michael, W.B., Haney, R., Lee, Y.B., & Michael, J.J. (1971). The criterion-related validities of cognitive and noncognitive predictors in a training program for nursing candidates. *Educational and Psychological Measurement*, 31, 983-987.

Michael, W.B., Jones, R.A., & Haney, R. (1959). The development and validation of a test battery for selection of student nurses. *Educational and Psychological Measurement*, 19, 641-643.

Michaelis, J.U., & Tyler, F.T. (1951). MMPI and student teaching. *Journal of Applied Psychology*, 35, 122-124.

The Minnesota Multiphasic Personality Inventory was administered to 56 women students immediately before entrance into student teaching. Reliabilities, and

intercorrelations of sub-tests were also investigated. Findings were that: (1) the reliabilities of the sub-tests are fairly high with the exception of "paranoia" and "mania," (2) the intercorrelations between sub-tests are low, but only a few pairs of sub-tests have diagnostic value insofar as the present sample is concerned, and (3) in general, the subtests have very little value for predicting success in student teaching (with university supervisors' ratings as the criterion). However, there were some differences between high and low groups on "hysteria," "psychopathic deviate," and "psychasthenia."

Mijangos, S.E. (1998). Seminary students who drop out: A Minnesota Multiphasic Personality Inventory profile (persisters). *Dissertation Abstracts*, 58, 2169.

MMPI results for 195 freshmen in the college level program at the Central American Theological Seminary (CATS) were examined, the hypothesis being the Dropouts would score higher on Scales 4 and 9, and lower on Scale 8, than do persisters (those who graduate). Analysis of Variance (ANOVA) of males showed significant differences between Persisters and Dropouts on Scales 4 and 8 in the hypothesized direction; analyses of females showed significant differences only on Scale 8 in the hypothesized direction. Significant differences between Persisters and Dropouts were also found in the interaction of the three scales. Results may be useful to the Admissions Office of CATS in identifying students who may need additional guidance and counseling to graduate.

Miller, S., Jr. (1961). The relationship of personality to occupation, setting, and function. *Dissertation Abstracts*, 21, 3158.

Miller, S., Jr. (1962). Relationship of personality to occupation, setting, and function. *Counseling Psychology*, 9(2), 115-121.

A biographical questionnaire including items from the MMPI and the EPPS is used to measure 13 personality characteristics, related differentially to job setting and job function. .

Mills, M.C. (1981). The MMPI and the prediction of police job performance. *Dissertation Abstracts International*, 41, 2773.

Mochel, M. (1949). The MMPI as a factor in the selection and guidance of physical education major students. University of Southern California Abstracts of Dissertation, 19-51.

The purpose of the study is to determine the extent to which the MMPI is useful in selection and guidance of physical education major students. The MMPI was administered to 40 female and 223 male PE majors and to 78 females and 180 males majoring in other educational areas; 35 PE majors took the test again six months later. Results indicate: (1) The group as a whole had higher scores than the standardization population; (2) The women PE majors were better adjusted than the men; (3) The PE majors were slightly better adjusted than the other education majors; (4) PE majors with low grades showed evidence of greater adjustment; (5) PE students classified as

successful were better adjusted.

Moore, C.H., & Cole, D. (1957). The relation of MMPI scores to practice teaching ratings. *Journal of Educational Research, 50*, 711-716.

Elementary candidates were divided into best, above average, average, below average, and poorest categories on the basis of supervisors' ratings. Mean T scores on the familiar clinical scales as well as on the K scale were higher for the poorest than for the best. No relationship of this sort was found for the 3 intermediate categories.

Morgan, H.H. (1952). A psychometric comparison of achieving and nonachieving college students of high ability. *Journal of Consulting Psychology, 16*, 292-298.

This paper considers the measured interests, personality traits, and motives of achieving and nonachieving college students of high ability, and investigates the relationships between these measured personality variables and the students' scholastic success.

Morgan, W.P., & Johnson, R.W. (1978). Personality characteristics of successful and unsuccessful oarsmen. *International Journal of Sport Psychology, 9*, 119-133.

The MMPI was administered to 50 University of Wisconsin oarsmen during the first week of their freshman year, and their athletic records were examined four years later to identify successful (n=13) and unsuccessful (n=37) rowers. The successful oarsmen possessed more favorable scores on each of the eight clinical scales of the MMPI from the outset. In the second study, state and trait anxiety (STAI); somatic perception (SPQ); tension, depression, anger, vigor, fatigue, and confusion (POMS); and extraversion, neuroticism, and a psychometric lie score (EPI) were evaluated in 57 candidates for the 1974 US Heavyweight Rowing Team. Clinical (a priori) and statistical (post hoc) predictions of success resulted in prediction gains of 20% over base-rate expectancies. The model was refined and tested on the 16 finalists for the Lightweight Team with the aim of identifying the final 8 oarsmen. The model was capable of making predictions in nine of the sixteen cases, and all of these predictions were correct. The remaining profiles were not remarkable, and therefore, predictions could not be advanced. Also, ANOVA revealed similar psychological profiles for oarsmen as a function of division of labor. Lightweight and heavyweight oarsmen possessed similar test profiles, but both groups differed appreciably from published norms. It is concluded that psychological states and traits are useful in predicting ability in oarsmen of national caliber, but the precision associated with this prediction is not acceptable for selection purposes.

Morse, P.K. (1963). The Strong Vocational Interest Blank and Minnesota Multiphasic Personality Inventory as measures of persistence toward the ministry as a vocational goal. *Dissertation Abstracts, 23*, 3239.

The sample was composed of 701 Presbyterian males who had made a written declaration of interest in the ministry and who had taken the SVIB and MMPI; 503 achieved ordination (persisters) and 198 apparently changed interests (non-persisters). Persisters and non-persisters were divided randomly into two samples, and the SVIB and MMPI

results for each sample were cross-validated to determine if persistence could be predicted by scores on individual scales, pattern analysis, or multiple regression analysis. Conclusions: (1) Those that eventually persist toward the ministry as their vocational goal differ from the general male groups on both the SVIB and MMPI. (2) In the group of men who indicated an interest in the ministry, the SVIB and MMPI did not effectively discriminate between those who persisted and those who did not.

Morton, S.I. (1952). *Personality differences in pre-professional groups*. Unpublished doctoral dissertation, Stanford University, Palo Alto, CA.

Mucha, T.F., & Reinhardt, R.F. (1970). Conversion reactions in student aviators. *Journal of American Psychiatry*, *127*, 493-497.

Presents a study of 56 student naval aviators who developed conversion reactions (visual symptoms, auditory symptoms, paralysis or paresthesias of the extremities, and paresthesias of the tongue) during training. Clinical information and results obtained from a questionnaire, MMPI, and psychiatric interview are described.

Muha, T.M., & May, J.R. (1974). An employment index for identifying unfit job applicants. *Journal of Community Psychology*, *1*, 362-365.

Analyzed the MMPI T scores and certain demographic data of 300 Ss who had applied for employment in a government agency in order to develop multiple regression equations to help identify job applicants with significant emotional problems. 4 groups of 75 Ss each were established based on the sex of the S and the recommendation for or against hire made in a psychological assessment interview. The equations were validated on an additional sample of 70 Ss. Mean differences between Ss found fit vs. unfit for hire were also analyzed. Results are discussed in the context of clinical vs. statistical prediction.

Muller, B.P. (1988). *Use of the MMPI in police selection*. Paper presented at the 23rd Annual Symposium on Recent developments in the Use of the MMPI, St. Petersburg, FL.

Muller, B.P., & Bruno, L.N. (1986). *The MMPI and the Inwald Personality Inventory in the psychological screening of police candidates*. Paper presented at the 21st Annual Symposium on Recent Developments in the Use of the MMPI, Clearwater Beach, FL.

Muller, B.P., & Bruno, L.N. (1988). *The effects of ethnicity on personality assessment in police candidates*. Paper presented at the 23rd Annual Symposium on Recent Developments in the Use of the MMPI, St. Petersburg, FL.

Munday, L.A., Braskamp, L.A., & Brandt, J.E. (1968). The meaning of unpatterned vocational interests. *Personnel and Guidance Journal*, *47*, 249-256.

Murphy, J.J. (1972). Current practices in the use of psychological testing by police agencies. *Journal of Criminal Law, Criminology and Police Science*, *43*, 570-576.

Murphy, L. (1962). *Changes in MMPI scores of three groups of seminarians retested after one, two, and three years*. Unpublished master's thesis, Fordham University, Bronx, NY.

Murray, J.B. (1957). *Training for the priesthood and personality and interest test manifestations*. Doctoral dissertation, Fordham University, Bronx, NY.

Murray, J.B. (1958). Personality study of priests and seminarians. *Homiletic Pastoral Review*, 49, 443-447.

Report of investigations of personality and interest patterns of seminarians and priests, diocesan and religious, using modified versions of the MMPI and SVIB.

Murray, J.B. (1966). Follow-up of personality and interest patterns of seminarians and priests, diocesan and religious, using modified versions of the MMPI and SVIB.

Murray, L.D. (2003). MMPI-2 scores as a predictor of outcomes on the Phase II profile integrity inventory. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 63, 6124.

Many personality inventories have been developed and used for clinical assessment purposes as well as pre-employment screening devices. Examples include the Woodworth Personal Data Sheet, the Thematic Apperception Test (TAT), the California Psychological Inventory (CPI), the Sixteen Personality Factor Questionnaire (16PF), and the Minnesota Multiphasic Personality Inventory (MMPI, MMPI-2) (Kaplan & Saccuzzo, 1993).

Murrell, M.E., & Lester, D. (1979). Masculinity in police officers. *Psychological Reports*, 44, 14.

Although 123 police officers scored significantly higher than the norms on the Mf scale of the MMPI, so did comparison groups of 33 college students. Thus, there was no evidence for homosexual tendencies in police officers.

Murtaugh, J.J. (1965). *A longitudinal study investigating the predictability of the MMPI and Kuder for diocesan seminarians*. Unpublished master's thesis, Loyola University, Chicago, IL.

Muse, C.J. (1966). Personality and need characteristics as predictors of student teacher and in-service teacher ratings. *Dissertation Abstracts*, 27, 987B.

Naffziger, J.V. (1950). *A study of the personality characteristics of juniors in a teacher education program as revealed by the MMPI*. Unpublished master's thesis, Illinois State University, Normal, IL.

Nance, R.D. (1949). Masculinity-femininity in prospective teachers. *Journal of Education Research*, 42, 658-666.

Three tests which, among other traits, purport to measure masculinity-femininity were administered to 102 teachers college sophomores (51 male, 51 female). The tests used were the SVIB, MMPI, and GAMIN. The correlations range from .28 to .51 for the men, from .20 to .22 for the women and from .60 to .72 for the sexes combined.

Nauss, A. (1973). The ministerial personality: Myth or reality?...*Journal of Religion & Health*, 12, 77-96.

Reviews major research regarding prevalent personality traits among clergy and seminarians during the past 30 years and compares Catholic priests with Protestant clergy. No research to speak of has been done on Jewish rabbis. Clinical psychological studies predominate although Edwards Personal Preference Schedule, 16 PF, MMPI, and others have been used as tools in the various studies. Results are classified under 5 major categories: mental health, introversion/extraversion, reflective vs. sergeant traits, environment-ordering vs. environment-perceiving, and nurturant with succorant traits. Generally a preponderance of extraversion was found among all clergy and clergy trainees. Possible deficient mental health suggestions derived from MMPI results are examined. Low autonomy, heterosexuality, aggression, and activity are discussed. High MMPI uniformity results are discussed in terms of actual performance of clergy in their work roles. Catholic clergy are most different from Protestants in being more introverted.

Navarro, A.R., & Chavez, S.B.P. (1976). (MMPI profiles of federal employees at various levels: I. Males.). *Annals of the Japan Association for the Philosophy of Science*, 1, 62-71.

Navran, L. (1952). The dependence scale scores of graduate students classified by major subjects. *California Journal of Education Research*, 3, 182.

Nelson, K.G. (1957). Use of the MMPI as a predictor of high school teacher effectiveness. *American Psychologist*, 12, 390.

The MMPI, administered at entry into training, was related to a composite effectiveness rating made by pupils, supervisors, and college observers on 217 high school teachers at the end of the first year of service. Low, significant, negative correlation was found for academic but not for nonacademic teachers on the clinical scales. Significant correlations (+.27) were obtained for a locally developed scale with academic teachers but not with nonacademic teachers (-.03 to +.19). Nonsignificant correlations were found for the Gowan Teacher Prognosis Scale (-.05 to +.05).

Newman, O.S., Heaton, R.S., & Lehman, R.A.W. (1978). Neuropsychological and MMPI correlates of patient's future employment characteristics. *Perceptual and Motor Skills*, 46, 635-642.

Nezami, E., & Zamani, R. (1996). Chapter in J.N. Butcher, (Ed.) *International applications of the MMPI-2, Minneapolis, Minnesota: University of Minnesota Press.*

The use of original MMPI in Iran is described as well as a number of studies employing a short form of the MMPI in the selection of military personnel are described. Translation of the MMPI-2 into Farsi is described and the use of the instrument with two clinical cases illustrated.

Nielson, L.J., Jr. (1959). *Minnesota Multiphasic Personality Inventory profiles of persons applying for licenses to operate nursing and convalescent homes.* Unpublished master's thesis, University of Utah, Salt Lake City.

Noce, S.F., & Whitmyre, J.W. (1981). Comparison of the MMPI and Mini-Mult with both psychiatric inpatients and screening nursing students. *Journal of Personality Assessment, 45*, 174-150.

The study evaluates the diagnostic adequacy of the Mini-Mult in a psychiatric population and a presumed normal sample as well as the descriptive accuracy of statements inferred from the Mini-Mult profiles of the patient sample. The Mini-Mult showed significant correlations with the full MMPI for all scales except Hs in a male psychiatric inpatient sample and for all scales except F, Hs, and D in a female nursing-school applicant sample. Nevertheless, in both samples there were significant mean differences on most scales when the two techniques were compared. For the psychiatric sample in cases where both the Mini-Mult and MMPI gave limited prediction of profile type and descriptive statements. For the student nurse sample, there is good agreement (86%) between the techniques when used only to screen for possible pathology. The Mini-Mult seemed to have some promise in applications involving the screening of presumed normals but showed little success in predicting diagnostic and descriptive features as inferred from the full MMPI.

Norman, R.D., & Redlo, M. (1952). MMPI personality patterns for various college major groups. *Journal of Applied Psychology, 36*, 404-409.

Seven groups of students majoring in different academic subjects were contrasted with each other and with a "total" group minus the particular subgroup on the MMPI.

Nowicki, S. (1966). A study of the personality characteristics of successful policemen. *Police, 10*, 39-41. Nuttin, J., & Benko, A. (1965). [Examination of the personality of candidates for the priesthood]. Louvain: Publications de Universitaire de Louvain.

O'Brien, S.G. (1996). The predictive validity of personality testing in police selection: a meta-analysis. *Dissertation Abstracts, 35*, 0905.

This thesis investigates the validity of personality tests for predicting police officer performance and compares the validity of different selection models, measurement methods, traits and tests. For this sample, the best tests were the clinical interpretation of

the full MMPI (.38) and the full CPI (.27); several of the individual CPI scales were also significantly correlated with performance recommendations are made for both practice and research.

O'Connor, Boes, J.A. (1997). Individual differences and corruption: An investigation of the MMPI in a law enforcement setting. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 58, 2166.

This dissertation investigates the predictive validity of scales derived from the Minnesota Multiphasic Personality Inventory (MMPI) for law enforcement corruption. Of over 4000 departments invited to participate sixty-nine departments provided 439 pairs of corrupt/non-corrupt officers (matched using gender ethnic group age and/or academy graduation class). MMPI data appropriate for use in this study was available for 230 pairs. Scales potentially predictive of corruption were identified a priori based upon three research approaches. A total of thirty-six scales were assessed for relationships with corruption criteria. Only the psychopathic Deviance scale was significantly related to the dichotomous corrupt/non-corrupt criterion. The strongest predictor of the dichotomous corruption/non-corrupt criterion was the officer's misconduct on the job prior to the corrupt act. Of the MMPI scales there were significantly more corrupt officers with elevated scores (T- scores greater than 65) on the Psychopathic Deviance (Pd) scale than non-corrupt officers. A canonical correlation was used to assess the relationships between the ten violation types and six punishment types. The two pairs of variants identified appear to represent severity of acts and the degree to which the act is a betrayal of trust. Scales were found to meaningfully predict these variants as well as a criterion made up of the numbers of post-hire acts of misconduct in which an officer engaged. Officers who self reported discontent and distrust of others lack of interest in interpersonal relations and a low energy level on the pre-employment psychological evaluation later evidenced higher levels of misconduct at work.

O'Gorman, W.D., & Kunkle, E.D. (1947). Study of the relation between Minnesota Multiphasic Personality Inventory scores and "pilot error" in aircraft accidents. *Journal of Aviation Medicine*, 18, 31-38.

Comparisons are made between 490 fighter pilots who had no major accidents (control group) and 258 fighter pilots charged with accidents involving "pilot error" (accident group). The groups had about equal amounts of flying experience. Scores on the MMPI are of negligible value in distinguishing the accident group the control group.

Oldroyd, R.J., Pappas, J.P., & Hart, D.H. (1973). A comparison of three personality inventories as screening instruments to select effective teachers. *Journal of the Student Personnel Association for Teacher Education*, 12, 45-53.

Compared 3 personality inventories as screening instruments to select effective teachers. 84 female and 52 male undergraduate student teachers of differing age and major took the MMPI, 16 Personality Factor Questionnaire (16PF), the Eysenck Personality Inventory (EPI), and D. G. Ryan's (1960) rating scale of teacher effectiveness. Results show that

the MMPI, 16PF, and EPI are not independent in identifying Ss with behaviors detrimental to teaching effectiveness. Different rating criteria were used by the S himself, his cooperating teacher, and his university supervisor.

Owens, W.A., & Jewell, D.O. (1969). Personnel selection. *Annual Review of Psychology*, 20, 419-446. Owens, W.A., & Johnson, W.C. (1948). Some measured personality traits of collegiate under-achievers at Iowa State College. 38 items were isolated as differentiating between the three groups.

A short form of the MMPI was given to groups of underachievers, normal achievers and overachievers at Iowa State College. 38 items were isolated as differentiating between the three groups.

Pallone, N.J. (1992). The MMPI in police officer selection: Legal constraints, case law, empirical data. *Journal of Offender Rehabilitation*, 17, 171-188.

The use of the MMPI in police officer selection was examined in light of the federal ruling in the case of Griggs vs. Duke Power Co. This ruling requires potential employers to use only those selection criteria that have been empirically demonstrated to be effective in predicting occupational success. Several issues, including computerized interpretation, were discussed. The essence of the federal ruling in the case of Griggs v. Duke Power Co. is that only criteria that have been empirically validated to predict success within a particular occupation as it is specifically incarnated within the workplace of a particular employer are Constitutionally acceptable as selection criteria. In light of this ruling research is summarized regarding the use of the MMPI in the selection of candidates for appointment as police officers and for subsequent evaluation of the officers. Discussion focuses on structure and criterion referencing the meaning of the MMPI scales computer scoring and interpretation and the matter of truncated prediction.

Palmatier, J.J. (1996). The big five-factors and hostility in the MMPI and IPI: Predictors of Michigan State troopers job performance. *Dissertation Abstracts International Section A: Humanities and Social Sciences*, 57, 2213.

State trooper job performance as measured by supervisor ratings and patrol activity collected for a twelve-month period after all subjects finished probation was used to assess the predictive validity of the Big Five Personality Factors as defined by various Minnesota Multiphasic Personality Inventory (MMPI) clinical scales and Inwald Personality Inventory (IPI) scales. The MMPI and IPI were administered to a total 314 recruits from four resident State Police Basic Academy classes the first night at the academy. Inventory scores were not used for selection purposes. Data from 301 recruits were subjected to analysis. Confirmatory factor analysis was used to assess different Big Five-factor definitions assembled using MMPI and IPI scale. Results show that the MMPI and IPI scales each provide a measure of one Big Five-factor personality domain. Neuroticism was measured by the MMPI while Agreeableness was measured by the IPI. Neuroticism and Agreeableness were found to be parallel measures suggesting that a third personality domain Hostility

was the primary determinant. Correcting for attenuation subjects with elevated Hostility scores had lower job performance ratings ( $r = -.43$ ) lower levels of patrol activity ( $r = -$ ) lower Academy GPAs ( $r = -$ ) and were more prone to leave the state police ( $r = -.24$ ). It is suggested that Hostility may be a reliable and useful predictor for police officer selection.

Palmer, W.H. Relationships of certain personality attitudes and classroom behavior factors of classroom supervisors and student teachers. *Dissertation Abstracts*, 25, 6411.

Parker, J.W. (1953). Psychological and personal history data related to accident records of commercial truck drivers. *Journal of Applied Psychology*, 37, 317-320.

Patrick, J. (1988). Personality characteristics of work-ready workers' compensation clients. *Journal of Clinical Psychology*, 44, 1009-1012.

Results of this investigation indicate that "work-ready" status constitutes a significant variable in the characterization of workers' compensation claimants. The mean MMPI profile obtained for work-ready claimants ( $N=69$ ) showed no scales elevated above 70. Previous compensation studies, which did not differentiate claimants on this basis, consistently reported an elevated (123) profile for this population. In addition to demonstrating the absence of significant psychological disturbance in this population on the MMPI, the present study also found that work-ready claimants do not differ from the general working population on a number of salient attitudinal variables (e.g., ambition, willingness to accept challenges, etc.).

Patrick, J. (1990). Assessment of narcissistic psychopathology in the clergy. *Pastoral Psychology*, 38, 173-180.

Examined J. Meloy's (see record 1988-01572-001) hypothesis that pathological narcissism is prevalent among the clergy. 34 male and 30 female ministerial candidates completed psychometric instruments including 3 subscales of the Minnesota Multiphasic Personality Inventory (MMPI), the Millon Clinical Multiaxial Inventory, and the Edwards Personal Preference Schedule (EPPS). Findings did not confirm most characteristics commonly associated with pathological narcissism (e.g., lack of empathy, exploitativeness, intolerance of criticism, grandiosity). Female Ss, were identified as having greater narcissistic vulnerability owing to the persisting lack of acceptance accorded to women in this role. The only positive EPPS supporting Meloy's thesis were that Ss tended to be more dominant and were significantly less inclined to blame themselves compared with norms for the EPPS scales.

Patterson, C.H. (1962). Test characteristics of rehabilitation counselor traits. *Journal of Rehabilitation*, 28, 15-16.

The Miller Analogies Test, EPPS, the MMPI, SVIB, and the Kerr-Speroff Empathy Test were administered to approximated 550 students enrolled in graduate work in rehabilitation counseling in 20 colleges and universities.

Paz, J.M. (1952). *The personality of medical students, according to MMPI*. Unpublished Doctoral dissertation University of Havana, Cuba. Spanish

Pemberton, W.H. (1950). *Test characteristics of student teachers rated at the extremes of teaching ability*. Doctoral dissertation, University of California, Berkeley.

Pendergast, M.C. (1969). Assessment of a psychological screening program for candidates to a religious congregation of women. *Dissertation Abstracts*, 29, 2572B.

Perl, J.L., & Kahn, M.W. (1983). The effects of compensation on psychiatric disability. *Social Science and Medicine*, 17, 439-443.

Psychiatrically impaired veterans who were receiving 100%, partial, or no compensation for their psychiatric disabilities were compared on type and level of psychopathology, self-esteem, locus of control, and treatment utilization. All groups were highly elevated on measures of psychopathology measures, except that the 100% group scored significantly higher than the uncompensated group on hostility. Differences in locus of control were not found. On 3 of 10 subscales, partially compensated patients reported higher level of self-esteem than patients in one or both of the other groups. Uncompensated patients required the most hospitalization. Those who were receiving 100% disability compensation required less hospitalization and the number of days they spent in the hospital were significantly reduced following attainment of full compensation.

Perri, W.D. (2001). An analysis of psychologically evaluated roman catholic priests and brothers comparing vocation and lifestyle sexual orientation and age. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 62, 560.

The symptomatology and psychopathology of 395 Roman Catholic priests and brothers referred to treatment centers for psychological evaluation were examined. Three independent variables were utilized: (1) vocation/lifestyle (2) sexual orientation and (3) age. Selected scales on the Minnesota Multiphasic Personality Inventory (MMPI) the Edwards Personal Preference Schedule (EPPS) and the Myers-Briggs Type Indicator (MBTI) provided the dependent measures which were analyzed using a Multivariate Analysis of Variance (MANOVA). The results indicated no significant differences among diocesan priests religious priests and religious brothers in relation to any of the MMPI dependent measures examined except on Scale 4 where diocesan priests had slightly higher scores. There were no differences between heterosexual and homosexual subjects on any dependent measure with the exception of a notable variation on Scale 5 of the MMPI where homosexual subjects had higher scores. There was no significant difference between heterosexual and homosexual subjects whose sexual orientation is age inappropriate (i.e. toward minors) on Scale 4 of the MMPI. Older subjects (>46) had significantly higher scores on Scale 2 of the MMPI than the younger subjects; they also had significantly higher manifest needs on the EPPS for Order Abasement and Deference and on the SJ temperament of the MBTI. The younger subjects had significantly higher scores on the Perceiving (P) attitude of the MBTI. Results suggest that this population

had needs for independence and were perfectionists. Their frustration over dependence/independence issues may have led to maladaptive behaviors which resulted in psychological evaluation. There were strong suggestions of personality ambivalence among this population and a need for "dichotomy-transcendence." Overall this entire group did not suffer from any gross psychopathology. It is possible that they were sent for psychological evaluation for disciplinary reasons (particularly having to do with the vow of celibacy) as opposed to psychological reasons.

Peterson, G.W., & Clark, D.A. (1990). The use of the MMPI as a measure of personal adjustment in career counseling. *Journal of Career Development, 16*, 297-307.

The study reviews research on job performance and occupational interests as they relate to the MMPI. Research indicates that the MMPI is appropriate for this setting; however, career counselors should fully understand the nature of the scales and the processes by which they were developed.

Peterson, H.C. (1970). A comparison of personality characteristics of persisters and nonpersisters in an under-graduate engineering program on the MMPI. *Dissertation Abstracts International, 30*, 3798B.

Peyrot, M. (1995). Psychological testing and forensic decision making: The properties-in-use of the MMPI. *Social Problems, 42*, 574-586.

Reports an ethnographic study of the clinical use of the MMPI in a legal psychiatry clinic that makes recommendations to the courts regarding criminal justice child custody and workmen's compensation cases. Psychological testing using the MMPI supports the decision-making process. Case examples illustrate the normal limit validity and bias properties-in-use. Through a variety of interpretive practices the staff deals with contradictions between the MMPI and other clinical information while maintaining the sense that the MMPI is a valuable tool that can provide valid assessments. Test results are generally accepted when they indicate a client problem but are likely to be rejected when they indicate no problem while other clinical information suggests that a problem exists. The author distinguishes between using the MMPI as a context-sensitive tool and claiming that it generates objective easily defended characterizations.

Phillips, C.E. (1970). A study of marriage counselors' MMPI profiles. *Journal of Marriage and the Family, 32*, 119-130.

Phillipus, M.J. (1962). A study of personality, value, and interest patterns of student teachers in the areas of elementary, secondary, and special education. *Dissertation Abstracts, 22*, 3926.

Plante, T.G., Aldridge, A. (2005). Psychological patterns among Roman Catholic clergy accused of sexual Misconduct. *Pastoral Psychology, 54*, 73-80.

A remarkable amount of international attention has focused on the sexual misconduct by

Roman Catholic clergy in recent years. While the demographics and risk factor profiles of clergy sex offenders is now fairly well established, the psychological and personality profiles of these men are not. Very few empirical research studies have been published on the psychological and personality functioning of clergy who engage in sexual misconduct in the Catholic Church. The purpose of this study was to investigate the psychological profiles of 21 Roman Catholic clergy who have confronted credible accusations of sexual misconduct. Relative to national norms, MMPI-2 results suggest that these men tend to have profiles that were defensive, repressive, mistrustful, isolative, and irritable. Precautions and limitations of the current study, as well as implications for future research, are offered.

Plante, T.G., Manuel, G., & Bryant, C. (1996). Personality and cognitive functioning among hospitalized sexual offending roman catholic priests. *Pastoral Psychology, 45*(2), 129-139.

Investigated the role of personality and cognitive variables among hospitalized sex offending Roman Catholic priests using specific MMPI-2, Wechsler Adult Intelligence Scale--Revised (WAIS--R), and Halstead-Reitan measurements. The role of defensive coping styles as measured by the L, K, O-H, and R scales of the MMPI-2 along with IQ scores from the WAIS-R and the Halstead impairment index were investigated. A total of 160 22-74 year old Roman Catholic priests (80 who sexually abused minors and 80 non-abusing control patients) hospitalized in a private psychiatric facility specializing in the diagnosis and treatment of clergy were evaluated. Results suggest that overcontrolled-hostility (O-H) was the most reliable predictor of group membership while Verbal IQ approached statistical significance. Implications for further research are offered.

Plante, T.G., Manuael, G., & Tandez, J. (1996). Personality characteristics of successful applicants to the priesthood. *Pastoral Psychology, 45*(1), 29-40.

This study investigated personality characteristics of successful pastoral candidates to a major Catholic religious order. Between 1990 and 1994 the MMPI-2 and 16PF were administered to 21 male applicants who subsequently entered into religious life. Results suggest that these clergy applicants were generally well-adjusted, socially responsible, and interpersonally sensitive. However, results also suggest a tendency for defensiveness. Coping with perceived negative impulses, such as anger and hostility, may also be an issue for many. Implications for future research are offered.

Poland, A.P., Smith, D., Metter, G., & Possick, P. (1971). A health survey of workers in a 2, 4-D and 2,4,5-T plant with special attention to chloracne, porphyria cutanea tarda, and psychologic parameters. *Archives of Environmental Health, 22*, 316-327.

Pollack, D.R., & Graine, T.F. (1984). A comparison of MMPI profiles for state and private disability insurance applicants. *Journal of Personality Assessment, 48*, 121-125.

Compared the MMPI scores of 26 state disability applicants (average age 37 yrs), 26 private industrial insurance applicants (average age 36 yrs), and 26 applicants (average

age 32 yrs) for adoption in order to investigate the effectiveness of the MMPI in predicting successful outcomes (attainment of disability benefits or adoption of a child). Results show that the adoption group had the most normal MMPI scores, and a lower or normal MMPI score increased the likelihood of a positive outcome. Private disability Ss had scores significantly higher than the adoption Ss but lower than the state disability Ss. Differences between the state and private disability groups suggested that private disability Ss would more likely be placed in employment than state disability Ss. Private disability Ss had elevations on the Hypochondriasis and Hysteria scales with a lower Depression score. State disability Ss had extremely high MMPI scores; their high F-scale scores suggest malingering, confusion, or severe emotional problems. In addition, significant sex differences were found for MMPI scales Hs, D, Hy, Mf, Pt, and Sc. The effects of injury had a more damaging effect on the psychological status of males. Findings point toward significant differences in motivation among the 3 applicant groups.

Pongpanich, L.O. (1996). Use of the MMPI-2 in Thailand. In J.N. Butcher, (Ed.) *International Adaptations of the MMPI-2*. Minneapolis, Minnesota: University of Minnesota Press.

The original MMPI was widely used in personnel selection in Thailand after being translated into Thai in the early 1980s. The translation of the MMPI-2 is described and several studies employing the instrument in the assessment of applicants for military medical school and for Thai Army positions are included.

Pool, D.A. (1964). Relation of unrealistic choices to personality characteristics in a physical handicapped group. *Archives of Physical Medicine*, 45, 466-468.

Portenier, L.G. (1948). Personality tests in a university guidance program. *Journal of Educational Psychology*, 39, 479-487.

Porterfield, L.M. (1967). *MMPI factors related to job success among secretarial and clerical women*. Unpublished manuscript, Dow Chemical Company.

Powers, W.P. (1996). An evaluation of the predictive validity of the Minnesota Multiphasic Personality Inventory as it relates to identifying police officers prone to engage in the use of excessive force. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 58, 4517.

Police departments around the country have been under increased pressure to resolve the problem within their ranks of the use of unnecessary force. Historically governing bodies and special commissions have urged police managers to look toward psychological testing as one avenue of use to avoid hiring officers who are prone to engage in the use of excessive force. In response many police departments have begun to employ psychological testing of all applicants. Research reveals that of all the instruments available to departments the Minnesota Multiphasic Personality Inventory is the one test consistently used by those departments that perform psychological testing. The purpose of this study was to determine if the MMPI can identify officers who are prone to engage

in excessive force. The sample contained 75 officers who had been identified as receiving six or more excessive-force complaints within a 5 year period. The sample's pre-hire MMPI profiles along with selected demographic variables were evaluated. No significant correlations were found between any of the variables. Possible explanations for this negative finding are offered.

Price, R.V. (1968). A study of personality organization as it relates to work behavior. *Dissertation Abstracts*, 28, 2991B.

Putnam, S.H., Kurtz, J.E., & Houts, D.C. (1996). Four-month test-retest reliability of the MMPI-2 with normal male clergy. *Journal of Personality Assessment*, 67, 341-353. This investigation examined the test-retest coefficients and absolute score changes with the Basic, Supplementary, and Content scales of the Minnesota Multiphasic Personality Inventory-2 (MMPI-2). Participants were 111 active male clergy who were not receiving mental health services at the time of their participation and who completed the MMPI-2 on two occasions separated by 4 months. A repeated measures multivariate analysis of variance for the three groups of scales revealed nonsignificant changes in mean T scores. In general, the test-retest coefficients obtained were similar to those reported in the MMPI-2 manual by Butcher, Dahlstrom, Graham, Tellegen, and Kaemmer (1989) and by Spiro, Butcher, Levenson, Aldwin, and Bosse (1993). Increases or decreases of 3 to 6 T-score points were observed for the majority of the scales, and instances in which T-score changes exceeded 10 points were observed on every scale. In sum, the test-retest reliability of the majority of MMPI-2 scales, as represented in this nonclinical sample, appears acceptable and compares favorably with the original MMPI.

Raditz, B.S. (1986). A study of the efficacy of the MMPI and clinical interview for screening correction officers. *Dissertation Abstracts International*, 46, 3605.

Rahe, R.H., Karson, S., Howard, N.S., & Rubin, R.T. (1990). Psychological and physiological assessments of American hostages freed from captivity in Iran. *Psychosomatic Medicine*, 52, 1-16.

Medical evaluations of 52 Americans held hostage in Iran for 444 days included psychological and physiological measures. Psychological testing utilized the MMPI and the 16PF and focused on the stress management capabilities of the group upon their arrival at Wiesbaden, West Germany. Physiological testing utilized plasma and urinary cortisol values, along with plasma and urinary catecholamine levels to help document former hostages' stress responses following their release from captivity. Saliva cortisol and testosterone were measured over the first three hospital days to assess the group's psychophysiological recovery. Psychological testing indicated that the former hostages, as a group, were generally well defended, appearing to have endured their ordeal well. In contrast, plasma and saliva cortisol, urinary catecholamine, and saliva testosterone were seen to be highly elevated. These physiological measures appeared to reflect three strong affects: distress, anxiety, and elation. Saliva cortisol was the only physiologic measurement that demonstrated a significant correlation with psychiatrists' ratings of the released hostages' psychological disturbance. Ratings appeared to be a valid psychometric estimate, as adduced from their correlations with MMPI and 16PF major

scales.

Raynes, B.L. (2004). Using MMPI Special Scale Configurations to Predict Supervisor Ratings of Police Officer Performance. *Applied H.R.M. Research*, 9, 67-70.

As part of a special issue of *Applied H.R.M. Research* on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict supervisor ratings of the performance of 26 police officers in a southern police department. Due in part to a small sample size the results indicated that scores on the Good Cop/Bad Cop Husemann Index Aamodt Index Goldberg Index and Gander Index were not significantly related to supervisor ratings of overall performance. Scores on the Husemann Index Aamodt Index and Factor I however were significantly related to supervisor ratings of discipline problems.

Redlo, M. (1951). *MMPI personality patterns for several academic groups*. Unpublished master's thesis, University of New Mexico, Albuquerque.

Reinhardt, R.F. (1970). The outstanding jet pilot. *American Journal of Psychiatry*, 127, 732-736.

A study of 105 superior jet pilots aged 20 to 40 years revealed that most were firstborn children with unusually close father-son relationships. They were self-confident, showed a great desire for challenge and success, were not introspective and tended toward interpersonal and emotional distance. The author cites implications for population control and small families. He feels that we should give more attention to the significance of birth order and specific parental influence in regard to other groups.

Repko, G.R., & Cooper, R. (1983). A study of the average workers' compensation case. *Journal of Clinical Psychology*, 39, 287-295.

This study investigated information derived from a group of 200 patients seen for psychiatric evaluation that involved workers' compensation litigation. Data for these cases include demographic data and MMPI date, including mean profiles and frequent two-point code patterns. Also included are frequencies of presenting complaints grouped into five broad categories. Male vs. female testing patterns were compared. Spanish version patterns on the MMPI were compared with standard MMPI English versions. This study provides useful information to the practicing clinician who is involved in the diagnostic evaluation of workers' compensation cases. Results are discussed, and special reference is made to validity indicators.

Repko, G.R., & Cooper, R. (1985). The diagnosis of personality disorder: A comparison of MMPI profile, Millon Inventory, and clinical judgment in a workers' compensation population. *Journal of Clinical Psychology*, 41, 867-881.

This study investigated information derived from 100 workers' compensation cases and

used disorder diagnosis. Tests used were the MMPI and the Millon Clinical Multiaxial Inventory. Patients were divided according to categories of presenting complaints. Significant differences were found on both the MMPI and the Millon between the diagnostic groups of personality disorders. The authors cautioned about the use of the Millon Test because of the extremely high numbers of personality disorders suggested by that test. In the discussion, attention was called to the complexities of personality disorder diagnosis when Axis I and Axis II diagnoses are present.

Rhead, C. Abrams, A., Trosman, H., & Margolis, P. (1968). The psychological assessment of police candidates. *American Journal of Psychiatry*, 124, 1575-1580.  
Rhoad, J.F. (1964). A pilot study of the prediction of salesmen's success in an electronics organization. *Dissertation Abstracts*, 25, 2283.

Rice, P.J. (1958). *An MMPI study of religious seminarians*. Unpublished master's thesis, Loyola University, Chicago.

Rieck, E.C. (1959). A comparison of teachers' response patterns on the Minnesota Multiphasic Personality Inventory with response patterns of selected non-teacher groups. *Dissertation Abstracts*, 20, 594.

The purpose of the study was to identify and compare profile patterns of teachers with profile patterns of non-teacher groups at the University of Wisconsin using the MMPI. The students were divided into three main groups: Students with teaching certificates, students with majors in Letters and Science who did not prepare for teaching, and students who dropped out before starting the junior year. Conclusions: Significant differences in profile patterns between the groups of college students were found. The largest numbers of significant code-type differences were found among students who dropped out.

Rieck, E.C. (1961). A comparison of teachers' response patterns on the MMPI with response patterns of selected nonteacher groups. *Journal of Experimental Education*, 29, 355-372.

Rippy, M.L., Jr. (1961). Certain relationships between classroom behavior and attitude and personality characteristics of selected elementary teachers. *Dissertation Abstracts*, 21, 814.

Criterion data consisted of pupil scores on the RSSR test and three factors of OSR. Predictor data were secured from three types of inventories, including 17 scales of the MMPI. Ss consisted of 54 elementary school teachers. Results: (1) A substantial number of the teacher attitude and personality factors defined in the study were significantly related to identifiable aspects of the classroom. (2) Personality characteristics seemed to serve as better predictors of the teacher and pupil behavior in the classroom than did attitude characteristics or self-description of behavior.

Risetti, F., Himmel, E., Gonzalez, J.A., & Olmos, S.P. ( ). Use of the MMPI-2 in Chile:

Translation and equivalence adaptation. In J.N. Butcher, (Ed.) *International Adaptations of MMPI-2*. Minneapolis, Minnesota: University of Minnesota Press.

The MMPI was widely used in Chile after it was translated in the 1970s at the Catholic University. A large- scale project to assess entering freshmen at the University has been ongoing for over 18 years and has involved over 40,000 cases. The Counseling Center at the Catholic University in Chile uses the freshman student test profile to detect individuals and to provide a test base line for any student who later seeks counseling at the center.

Roe, A. (1956). *The psychology of occupations*. New York: Wiley. Rooney, J.J. (1966). Psychological assessment in a community of teaching sisters. *Catholic Psychological Report*, 4, 56-62.

Rosen, H., & Rosen, R.A.H. (1957). Personality variables and role in a union business agent group. *Journal of Applied Psychology*, 41, 131-136.

MMPI data are analyzed for a group of 21 union business agents, whose roles are characterized by a heavy demand on time and energy, problem orientation, operation under constant tension which they could not afford to show, and need for caution and skepticism. Profile data for the group as a whole, and a comparison of 1996 profiles for four high-rated and four low-rated agents suggested profiles differing from the general population in a predictable direction.

Rosse, J.G., Miller, H.E., & Barnes, L.K. (1991). Combining personality and cognitive ability predictors for hiring service-oriented employees. *Journal of Business and Psychology*, 5, 431-445.

Rowe, F.B. (1957). The selection of psychiatric aides: Criterion development and prediction. *Dissertation Abstracts*, 17, 2674-2675.

A battery of tests, including the MMPI, was administered to 350 males and female psychiatric aides or hospital attendants. A rating scale was developed as a measure of on-the-job performance of the aides. Test scores. Multiple correlation coefficients were computed and results were presented.

Rubin, J., & Cruse, D.I. (1973). Police behavior: II. *Journal of Psychiatry & Law*, 1, 353-375.

Investigated types of police behavior and characteristics which form a typology of officers in radio patrol service. Ss were 12 radio patrolmen in Miami, Florida. Individual differences were assessed with the MMPI and behavioral ratings made in the field. Ss were classified into 3 groups according to time in service. Intercorrelations among MMPI scores and rating scales showed that time in service, or experience, accounted for much of the variance in the data. As a group, Ss had normal MMPI profiles. The psychological development of policemen is discussed in terms of role conflicts and the relative lack of

job mobility. Two important fantasies concerning the patrolman as a crime fighter and as a community service agent are discussed.

Ruch, F.L., & Ruch, W.W. (1967). The K Factor as a (validity) suppressor variable in predicting success in selling. *Journal of Applied Psychology*, 51, 201-204.

The MMPI was given to 182 sales representatives from 9 companies ranging from beverage sales to business forms. Within each sample SS were cast into upper and lower-criterion groups based upon sales managers' ratings. The 5 uncorrected MMPI scales which are normally subject to the K correction differentiated significantly between the criterion groups in the expected direction. The K suppressor variable, when applied as instructed in the publisher's manual, actually decreased validity. This effect was clearly statistically significant for 3 of the scales approached significance for 1 scale and was not significant for the final scale.

Sackett, P. R. & Wanek, J. E. (1996). New developments in the use of measures of honesty, integrity, conscientiousness, dependability, trustworthiness, and reliability for personnel selection. *Personnel Psychology*, Vol 49(4), Win 1996, 787-829.

Reviews journal articles, books, book chapters, law review articles, convention papers, and dissertations regarding integrity testing for personnel selection. Developments include an examination of professional and congressional inquiry into this area of testing, rapid growth of the validity database, new insight into similarities and differences between different tests, and links to the Big Five personality dimensions. Inquiries into relationships with other constructs are reviewed, as are applicant reactions to these tests. The effects of the Civil Rights Act of 1991 and the Americans with Disabilities Act are considered. It is concluded that the increment in knowledge of and insight into integrity testing since the P. R. Sackett is substantial. Specifically, in the domain of criterion-related validity, the cumulative database has grown dramatically, and the pattern of findings continues to be consistently positive. Sackett and Wanek (1996) reviewed the use of measures of honesty, integrity, conscientiousness, dependability, trustworthiness, and reliability for personnel selection, and found that the criterion-related validity studies are well represented. Using this as a basis, Murray (2000) completed a construct validation study of the Phase II Profile Integrity Inventory, which provided compelling results for its valid use in pre-employment and promotion screening purposes. This study investigated the factorial validity of the Phase II Profile Integrity Inventory by assessing the predictive power of the MMPI-2 scores for outcomes on the Phase II Profile Integrity Inventory using the statistical technique of structural equation modeling, a confirmatory factor analysis procedure. Several goodness-of-fit indices indicate that MMPI-2's Anti-social Practices, Cynicism, and Work Interference Scales are a viable predictor of outcomes on the Phase II Profile's overall confidence scale score. In addition to the equation modeling, a hierarchical cluster analysis was used to examine the underlying relationships of constructs measured by the Phase II Profile Integrity Inventory, yielding cluster structures that are similar to the results of a previous principal components analysis. Analysis of variance statistics reflect that there are gender differences (for this college sample) on the overall confidence scale scores, which is derived from the Phase II Profile. Findings indicate that the use of the Phase II Profile with this younger, inexperienced age group (mean age = 19.5 years) could be

inappropriate. It may be that employers have differing screening needs and while one employer may want a full clinical picture of the applicant another may want to focus on only a partial picture of the applicant. If this is true, many employers and human resource specialists may benefit by adding this 117-item inventory to their set of tools.

Saccuzzo, D. P., Higgins, G., & Lewandowski, D. (1974). Program for psychological assessment of law enforcement officers: Initial evaluation. *Psychological Reports*, 35, 651-654.

For the initial evaluation of Tennessee's Law Enforcement Candidate Assessment Program, 104 metropolitan and 92 non-metropolitan candidates for police certification were studied and compared with respect to their scores on the MMPI, Kuder Preference Record-Vocational (Form CH), and Otis-Lennon Mental Ability Test (Form J). The mean profiles for each group individually, as well as the profiles for the groups combined, were calculated. Results show that the non-metropolitan applicants were older and had lower IQ scores than the metropolitan group. Both groups approached the MMPI in a "faking good" manner. These profiles, nevertheless, were relatively flat and hovered around the mean. In terms of interests, both groups showed peaks in the social service area with the metropolitan sample scoring somewhat higher than the non-metropolitan group, who also showed a strong interest in outdoor activities. Their other interests appeared to be approximately equal. Although caution is suggested in interpreting the results, the data indicate that, if psychopathology is present in police officers, it will most commonly be manifest as a character disorder as described by the 4-9 or 4-3 MMPI profile code type.

Sarris, D.P. (1995). Antisocial personality characteristics as manifested in executive leadership. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 55, 3051.

The problem. The purpose of the present study was to compare leaders and non-leaders on measures of antisocial characteristics. Method. Fifty-seven leaders and 50 nonleaders were compared on the Psychopathic Deviate (Pd) scale of the Minnesota Multiphasic Personality Inventory (MMPI) and on the Socialization (So) scale of the California Psychological Inventory (CPI). In addition leaders and nonleaders were compared on the Defensiveness (K) scale of the MMPI and on seven hypothesized subscales of the Pd scale. Results. There were no significant differences revealed between leaders and nonleaders on either the Pd scale of the MMPI or on the So scale of the CPI. Contrary to predicted results leaders were significantly lower than nonleaders on the Pd subscales of Obvious (psychopathy) (O) Authority Problems (AP) and Self Alienation (SA). The demographic variables of education age and years experience in the organization were analyzed to determine their relationship to the significant differences revealed between leaders and nonleaders on the Pd subscales of Obvious Psychopathy (O) Authority Problems (AP) and Self Alienation (SA). No significant differences were shown between the leader and nonleader groups in terms of education age or years experience in the organization with respect to scores on the Pd subscales of O AP or SA. Significant negative correlations were found for all subjects between education and the Pd subscales of O and SA between age and the Pd subscale of AP and between years experience in the

organization and the Pd subscale of AP. The higher the education level the less Obvious Psychopathy and Self Alienation demonstrated. The older a subject was or the greater the number of years experience in the organization the less Authority Problems shown.

Saunders, B.T., & Pappanikou, A.J. (1970). Minnesota Multiphasic Personality Inventory sub-scale indices of effective child-care personnel. *Devereux School Forum*, 6, 19-26.

From a brief review of previous studies it is concluded "that little progress has been made in the area of psychometric selection of child care workers. Past research attempts have failed to establish a relationship between child care personnel test performance and actual performance with children. This study attempted to determine by the use of . . . -the MMPI= (Form R), whether child care workers whose children display behavioral improvement can be psychometrically differentiated from child care workers whose children do not display behavioral improvement." Ss were 23 18-33 year old camp counselors in a camp for emotionally disturbed children. Each S was administered the MMPI, Form R, during a 3-day precamp training session. After 2 weeks of working and at the end of the 9-week camping session, the Devereux Child Behavior Rating Scale was administered. In addition, Ss rated each other and the campers rated the Ss. Staff ratings and children's ratings were significantly correlated at the .05 level. Results support the hypothesis that the MMPI can "differentiate between good and poor child care workers, as measured by behavioral improvement in the children for whom they are responsible . . . -From the results= it would appear that psychometric techniques could be employed successfully in the screening of future child-care personnel."

Saxe, S.J., & Reiser, M. (1976). A comparison of three police applicant groups using the MMPI. *Journal of Police Science & Administration*, 4, 419-425.

Examines issues on the use of the MMPI as part of the psychological assessment of police applicants. The sample consisted of 3 groups: (a) 100 successful applicants; (b) 100 rejected applicants; and (c) 100 in an attrition group (men who began training but were separated from the department within the next 3 yrs). Means and standard deviations were calculated for the 10 MMPI clinical and 3 validity scales for each group and for selected combinations. The mean MMPI profile of applicants who became successful police officers was significantly different from the profile of applicants of 3 other groups: (a) those who failed the psychiatric evaluation; (b) those who passed a psychiatric evaluation and were selected, but were later unsuccessful; and (c) those from a combination of the 2 failure groups.

Schaffer, K.F. (1976). Evaluating job satisfaction and success for emotionally maladjusted men. *Journal of Vocational Behavior*, 9, 329-335.

Work histories of male psychiatric patients were compared to see if they varied as a function of psychiatric diagnosis. It was predicted that there would be significant differences between diagnostic groups for types and levels of jobs held, amounts of job success achieved, and levels of job satisfaction attained. All three predictions were supported. Results indicated that the more severe the maladjustment, the less likely the

men were to have been employed above the semi-skilled level of occupations. Job satisfaction and job success were found to vary as a function of the personality characteristics of the different diagnostic groups. A direct relationship was found between severity of psychiatric disorder and unemployment time. Implications are discussed.

Schaugaard, M.J. (1999). Detection of MMPI-2 faked honest response, and archival comparison group membership. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 60, 1314.

This study explored the utility of the validity scales of the MMPI-2 in terms of identifying normal, faked bad and faked good profiles. Discriminant function analysis and experienced judges were used to sort individual profiles into groups. Three of those groups were students administered the MMPI-2 for the purpose of this study and randomly assigned to one of three instruction sets, two of which were faking symptoms or faking unrealistic emotional and mental well being. The other two groups were drawn from archival populations; law enforcement academy applicants and psychiatric disability recipients from a Veterans Administration Hospital. Predicted significant differences were found on the F scale and F-K index means, with the student honest response students scoring lower on both than the student fake good and VA disability groups. Further, as was predicted there was no significant difference between student fake good and police academy applicant groups on the F scale. However, contrary to hypothesis, police academy applicant group was higher on the F-K index than the student fake good group. The comparison of judges to discriminant function analysis produced the results that the judges were not able to assign group membership with an accuracy rate significantly better than chance. But on the same task discriminant analysis was able to assign membership to profiles significantly better than chance for all five groups. Increased accuracy of discriminant analysis assignment to the natural groups suggests that group membership results in a more homogeneous profile than is created by instruction set. Limitations of analysis imposed by the archival sample are discussed. Post hoc examinations are explored. Implications for further study are suggested.

Schluck, C.G. (1970). Predicting teaching style using the MMPI. *Dissertation Abstracts International*, 31, 1089B. Schmid, F. (1950). Factor analysis of prospective teachers' differences. *Journal of Experimental Education*, 18, 287-319.

Schmid, F.W. (1964). Clinical personality questionnaires in guidance counseling. *Berufsberatung und berufsbildung*, 49, 34-38.

Schmidt, H.E. (1970). Note on the relationships between academic success, creativity, and motivational factors in architecture students. *Psychologia Africana*, 13, 290-214.

Schmidt, H.E. (1972). The relationship between anxiety, creativity, and academic success in student teachers. *Psychologia Africana*, 14, 130-136.

Schmidt, H.O. (1951). Comparison of women students in occupational therapy and in

nursing. *Journal of Psychology*, 31, 161-174.

Test results were analyzed for affiliate students in Occupational Therapy and student nurses on the MMPI, Rorschach, and W-B. Differences between profiles on the MMPI were too slight for genuine differentiation.

Schmidt, M.J., & Stanard, S.J. (1996). The utility of personality inventories in the employee assistance process: A study of EAP referred police officers. *Employee Assistance Quarterly*, 11(4), 21-42.

Assessed the usefulness of objective measures of personality in the identification of employees in need of an employee assistance program (EAP) and the evaluation of employee mental health change as a result of EAP participation. EAP referred and non-referred employees were compared based upon race, sex, age, and performance variables. MMPI-2, California Psychological Inventory (CPI), and Science Research Associates-Verbal Form (SRA) test data from logical Inventory (CPI), and Science Research Associates-Verbal Form (SRA) test data from all or part of a sample of 376 police officers referred for fitness for duty evaluations were used in various analyses. It was found that the MMPI-2 has the potential utility in both the identification and evaluation stages of the EAP process; the CPI and SRA tests proved less useful. Additionally, males and Black employees were found more likely to be referred to an EAP, with referred performance being more than .6 standard deviations lower than that of nonreferred employees.

Schmitt, N., & Coyle, B.W. (1976). Applicant decisions in the employment interview. *Journal of Applied Psychology*, 61, 184-192.

Schneider, B.M. (2002). Using the Big-Five Personality Factors in the Minnesota Multiphasic Personality Inventory California Psychological Inventory and Inwald Personality Inventory to predict police performance. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 63, 2098.

The purpose of this study was to determine the degree to which the Big-Five personality taxonomy as represented by the Minnesota Multiphasic Personality Inventory (MMPI) California Psychological Inventory (CPI) and Inwald Personality Inventory (IPI) scales predicted a variety of police officer job performance criteria. Data were collected archivally for 270 sworn police officers from a large Southeastern municipality. Predictive data consisted of scores on the MMPI CPI and IPI scales as grouped in terms of the Big-Five factors. The overall score on the Wonderlic was included in order to assess criterion variance accounted for by cognitive ability. Additionally a psychologist's overall rating of predicted job fit was utilized to assess the variance accounted for by a psychological interview. Criterion data consisted of supervisory ratings of overall job performance State Examination scores police academy grades and termination. Based on the literature it was hypothesized that officers who are higher on Extroversion Conscientiousness Agreeableness Openness to Experience and lower on Neuroticism otherwise known as the Big-Five factors would outperform their peers across a variety of

job performance criteria. Additionally it was hypothesized that police officers who are higher in cognitive ability and masculinity and lower in mania would also outperform their counterparts. Results indicated that many of the Big-Five factors namely Neuroticism Conscientiousness Agreeableness and Openness to Experience were predictive of several of the job performance criteria. Such findings imply that the Big-Five is a useful predictor of police officer job performance. Study limitations and implications for future research are discussed.

Schneider, S. (1979). Disability payments for psychiatric patients: Is patient assessment affected? *Journal of Clinical Psychology, 35*, 259-264.

Schnurr, P.P., Rosenberg, S.D., Friedman, M.J. (1993). Change in MMPI scores from college to adulthood as a function of military service. *Journal of Abnormal Psychology, 102*, 288-296.

Changes in MMPI scores from adolescence to adulthood were examined in a longitudinal study of 540 men who attended college during the Vietnam War. Change scores adjusted for initial values were used to compare civilians to veterans who were grouped according to combat exposure: none, peripheral, or direct. In cross-sectional analyses, the groups differed only as adults. Groups were similar in relative stability but differed by multivariate analysis in absolute change on the clinical scales. Only veterans with peripheral exposure differed from civilians in multivariate contrasts, even after controlling for premilitary variables. Effect sizes were small. Results suggest that combat exposure does not produce uniformly negative outcomes and may have positive effects in select populations.

Schoenfeld, L.S., Kobos, J.C., & Phinney, I.R. (1980). Screening police applicants: A study of reliability with the MMPI. *Psychological Reports, 47*, 419-425.

Explored the interrater reliability of 2 experienced law-enforcement-selection judges, using the MMPI "clinically" in a simulated selection procedure to evaluate protocols of 424 policemen. Ss used markedly different selection strategies, disagreed on nominal placement into 2 classes on about one-third of the cases, and reached the near maximum nonchance agreement possible, given that they used the nominal classes at different rates. Neither judge was more accurate than the other despite different selection strategies nor could they improve their overall individual performances when collaborating. It is concluded that criterion variables require improved definition before the search for valid predictors can be objectified.

Schoenfeld, L.S., Preston, J., & Adams, R.L. (1976). Selection of volunteers for telephone crisis intervention centers. *Psychological Reports, 39*, 725-726.

Administered a demographic questionnaire, the MMPI, and the Otis-Lennon Intelligence Test to 30 accepted and 30 rejected inactive and 15 highest- and 15 lowest-rated applicants to a volunteer-staffed crisis center. Rejected applicants (a) were more likely to have been separated, divorced, or widowed; (b) had less education (only high school); (c)

drank more; (d) reported more depression, more suicidal ideation, and more suicide attempts; and (e) were twice as likely to have been treated by a psychologist or psychiatrist than the accepted volunteers. Of the highest rated volunteers, 46% were college graduates and over 50% were frequent or moderate drinkers (vs. 25% for the lowest-rated volunteers). Significant differences on the IQ measure and on the Validity (F), Psychopathic Deviate, Psychasthenia, Schizophrenia, and Hypomania scales of the MMPI were found between accepted and rejected applicants. Other findings on MMPI differences between highest- and lowest-rated Ss are reported.

Schofield, W. (1953a). A study of medical students with the MMPI: I. Scale normals and profile patterns. *Journal of Psychology*, 36, 59-65.

First-year medical students at Minnesota and pre-medics at Wisconsin were given the MMPI, and scores were compared with norms for both general population and college samples. Similarities were greater with norms for both general population and college samples. Similarities were greater with each other than with the general male college sample; they were characterized by a peak on the MF scale, and a secondary one on the Hy. Yet differences were not so pronounced that one could claim a distinctive personality pattern for the medical population.

Schofield, W. (1953b). A study of medical students with the MMPI: II. Group and individual changes after two years. *Journal of Psychology*, 36, 137-141.

This follows a previous paper in which MMPI results for freshman medical school students were reported. In this study they took the test during their third year. Personalities are somewhat more fixed, yet still retain flexibility. They do show acceptance of deprivation and frustration, optimistic evaluation of the future, and belief in the goodness of people. There is a significant increase in the frequency and extent to which they are able to express negative attitudes regarding their interpersonal relationships. There has also been a reduction in general enthusiasms, confidence, and élan, although they are still above male norms.

Schofield, W. (1953c). A study of medical students with the MMPI: III. Personality and academic success. *Journal of Psychology*, 37, 47-52.

Selected groups of medical students from the upper (N = 11) and lower (N = 11) quarters of the junior class, matched for scholastic aptitude as measured by the ACE, were studied for similarities and differences on the MMPI. Differences negatively related to the honor point ratio were noted on the Hy, Pd, and Sc scales.

Schofield, W. (1970). A modified actuarial method in the selection of medical students. *Journal of Medical Education*, 45, 740-744.

Schofield, W., & Merwin, J.C. (1966). The use of scholastic aptitude, personality, and interest test data in the selection of medical students. *Journal of Medical Education*, 41, 502-509.

Schubert, E. (1993). Personality disorders and overseas missions: Guidelines for the mental health professional. *Journal of Psychology & Theology*, 21, 18-25.

Reviews specific personality disorders and their impact in the overseas setting. The dilemma of compassion vs. administrative wisdom is addressed. Suggestions are included to help missions refine selection policies using the MMPI; understanding its limits; and using occupational history review personal interviews and individual follow-up on letters of recommendation. The article is not intended to be a handbook for the missionary selection process but to call attention to an often neglected area of psychopathology that needs to be addressed in the screening evaluation.

Schubert, E., & Gantner, K. (1996). The MMPI as a predictive tool for missionary candidates. *Journal of Psychology & Theology*, 24(2), 124-132.

A double-blind study matched predictive MMPI interpretations with long-term missionary performance in 129 missionary units (1 single missionary or 1 married couple per unit). MMPI test interpretations were 69% accurate in prediction of performance. Other effects were significant with regard to age of the individuals. Gender and general location (home vs. overseas mission) were not significant. Accuracy of "yes" predictions was 77.3% and accuracy of "no" predictions were 71.0%. The "maybe" prediction divided into 57.7% successes and 42.3% failures. Data indicate that MMPI is inadequate as a sole evaluation of missionary candidates, yet has a high potential for use with other basic tools (e.g., Life History Questionnaire, auto-biography). Advantages of using the MMPI instead of the MMPI-2 are noted.

Schutte, E.P. (1968). Personality characteristics of typewriting and shorthand teachers. *Dissertation Abstracts*, 29, 1811B.

Scogin, F., & Beutler, L. (1986). Psychological screening of law enforcement candidates. In P.A. Keller, & L.G. Ritt (Eds.). *Innovations in clinical practice*, 317-330. Sarasota, FL: Professional Resources Exchange.

Scogin, F., Schumacher, J., Gardner, J., & Chaplin, W. (1995). Predictive validity of psychological testing in law enforcement settings. *Professional Psychology: Research and Practice*, 26(1), 68-71.

This study reports the relation between scores on psychological tests and subsequent law enforcement officer performance. 69 officers were administered the Inwald Personality Inventory (IPI; R. Inwald, H. Knatz, and L. Shusman 1983) and the MMPI while in training. One year later subjective and objective job performance data were collected. Analyses indicated that the subjective and some of the objective indicators of performance were related to both MMPI and IPI subscales; the IPI subscales generally exhibited stronger relations. These results suggest that psychological functioning as measured by these personality inventories may be useful for identifying potential officers who will evidence poorer job performance.

Scogin, F., & Reiser, M. (1976). A comparison of three police applicant groups using the MMPI. *Journal of Police Science and Administration*, 4, 419-425.

Scott, G.K. (1966). A study of the relationship between ratings of counselor success and selected personality variables. *Dissertation Abstracts*, 26, 5249.

Seegars, J.E., Jr. (1962). A further investigation of an MMPI scale for predicting college achievement. *Personnel Guidance Journal*, 41(3), 251-253.

Studying female Ss who were all juniors and seniors and matched for IQ, the authors found no significant results for the Hackett Z scale in predicting college achievement.

Severin, D.A. (2003). A taxometric analysis of MMPI-2 impression management and self-deception scales in clergy. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 64, 2939.

Minimal Reporting (MR), or the concept of minimizing negative psychopathological symptoms or problem behaviors, was examined in a sample of aspirants to the Protestant clergy (n = 515). MR was divided into two distinct factors based on the findings of Paulhas (1984): Impression Management (IM), an intentional attempt to create a positive image, and Self-Deception Positivity (SDP), an honestly held but overly biased positive self-belief. Taxometric analyses were used to examine the Minnesota Multiphasic Personality Inventory-2 (MMPI-2; Butcher, Dahlstrom, Graham, Tellegen, & Kaemmer, 1989) scales for IM (L, ODecp, and Sd) and SDP (K, S, and So). Analyses supported previous findings of the underlying taxonic structure of IM and dimensional structure of SDP (Strong, Greene, Hoppe, Johnston, & Olesen, 1999; Strong, Greene, & Kordinak, 2002). Consistent estimates of parameter base rates were obtained suggesting a high frequency of IM in the clergy sample. Historically, studies on the assessment of aspirants to the clergy rarely have addressed the effects of IM on the interpretation of the MMPI-2 profile. Implications for using the MMPI-2 IM scales in the screening procedure with the clergy and considerations for future research are discussed.

Shaffer, J.W., Nussbaum, K., & Little, J.M. (1972). MMPI profiles of disability insurance claimants. *American Journal of Psychiatry*, 129, 64-67.

Sheerin, M.T., & Barrett, M.N. (1964). *Assessment of the personality of sister teachers*. Unpublished manuscript.

Sheldon, M.S. (1957). The fakability of four MMPI scales used in teacher selection. *American Psychologist*, 12, 390.

The fakability of four MMPI scales thought to be useful in teacher selection was tested by having 12 groups of prospective teachers respond to the items twice, once honestly and once trying to fake. Each group responded under a different set of conditions; half of the groups took the test honestly first, then faked; the other half first faked. Half of the

groups signed the answer sheets, while the other half responded anonymously. Four groups each responded traditionally, progressively, and with no direction for faking given. All scales were found to be fakable but only under particular conditions.

Sheldon, M.S. (1959). Conditions affecting the fakability of teacher-selection inventories. *Educational and Psychological Measurement, 19*, 207-219.

Three major factors are related to the fakability of psychological inventories: Item content, sophistication of respondents, and experimental conditions. Items were taken from the MTAI, Teacher Characteristics Schedule, and the MMPI. Three groups of education students took each inventory. Effectiveness of faking also varied with the three inventories.

Sheldon, M.S., Coale, J.M., & Copple, R. (1959). Concurrent of the "warm teacher scale." *Journal of Educational Psychology, 50*, 37-40.

In a sample of 176 students at Colorado State college, the 10 scoring highest and the 10 scoring lowest on the MTAI and on the K, Ho, Pv, and Tp scales of the MMPI were given AVSV, the EPPS, the California F Scale, the WAIS, and 10 cards from the TAT.

Sheneman, K.M. (2004). Traitors in the ranks: Understanding espionage-related offenses and considered implications for the use of personality assessment in personnel selection for federal law enforcement and intelligence candidates. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 65*, 2683.

The arrest of FBI counterintelligence expert Robert Hanssen on charges of espionage has illuminated problems of betrayal by trusted insiders within federal agencies. This dissertation argues that federal initiatives addressing this problem should consider inclusion of personality assessment in the candidate selection processes for federal law enforcement and intelligence positions. Integration of personality assessment in selection for these security-sensitive positions could reduce the incidence of security breaches and increase selection of higher performing individuals. Theories of betrayal-proneness are reviewed along with the contributing personality variables such as narcissism cynicism and psychopathy and contextual factors including the MICE paradigm that correlate with the commission of espionage-related offenses. Five instruments are reviewed including the MMPI-2 the NEO PI-R the Rorschach the LEADR and the FIRO-B for their potential integration into an assessment battery. Legal constraints pertinent to psychologists involved in candidate selection are discussed. A research design is suggested that would investigate personality variables that may distinguish convicted spies from long-term successful federal officers as well a longitudinal study to gather performance data on incoming groups of candidates.

Shusman, E. (1987). A redundancy analysis for the Inwald Personality Inventory and the MMPI. *Journal of Personality Assessment, 51*, 433-440

A redundancy analysis between two psychological pre-employment screening inventories

was conducted with 2,438 19-33 yr old male correction officer candidates. One canonical variate accounted for the majority of overlapping variance. When cross-validated, redundancy indices were .17 for the Inwald Personality Inventory (IPI) and .15 for the Minnesota Multiphasic Personality Inventory (MMPI). Three areas of overlap—control over actions, external control, and restlessness—were suggested. Less pathological behavioral patterns predictive of future job performance appeared measured only by the IPI. These results, combined with results from predictive validity studies, provide evidence that pathology is not sufficient for identifying high risk candidates.

Shusman, E.J., Inwald, R.E., & Landa, B. (1984). Correction officer job performance as predicted by the IPI and the MMPI: A validation and cross-validation study. *Criminal Justice and Behavior, 11*, 309-329.

Conducted 2 experiments to determine the worthiness of 2 psychological inventories, the MMPI and the Inwald Personality Inventory (IPI), in predicting the behavior of correction officers. In Exp I, the predictive validity of the MMPI and the IPI was examined for 716 male correction officer recruits for retention or termination and incidence of absence, lateness, and formal disciplinary interviews. 665 Ss (aged 19-33 yrs) remained on the job at least 1 yr and 51 Ss were terminated. Discriminant function equations developed from IPI scales correctly classified a greater percentage of officers as to positive or negative job performance than did prediction equations developed from the MMPI scales. Mean scores on IPI scales indicating past adjustment difficulties and acting out behaviors were higher for officers exhibiting negative job behaviors. In Exp II, the 665 remaining Ss were randomly divided into 2 groups for a cross-validation analysis of 3 on-job performance criteria. Prediction equations, developed on a random analysis sample of 400 Ss were then applied to a new cross-validation sample of 265 Ss. Overall results indicate that the IPI more accurately classified Ss as to absences and disciplinary interviews than did the MMPI; lateness was predicted equally well by both tests.

Siem, F. M. (1996). The use of response latencies to enhance self-report personality measures. *Military Psychology, 8*, 15-27.

Assessed the utility of inventory response latencies in the context of selecting military pilot candidates. Latencies and scale scores from items on the MMPI were examined for a sample of US Air Force pilot candidates. The full sample used in initial data analyses consisted of 509 student pilots and the subsample included in the validity analyses consisted of 332 student pilots with complete data on the personality measures and training performance. The results indicate that as in previous studies scale scores and response latencies tended to be correlated although the pattern was not consistent across all trait dimensions. Furthermore response latency measures for 2 trait dimensions added incremental validity over inventory scores alone to the prediction of flying training performance. The results were interpreted as providing support for further investigation of the utility of response latencies as indicants of the self-schema that may be useful for personnel selection.

Simono, R.B. (1978). Careers in the clergy: The myth of femininity. *Educational and*

*Psychological Measurement*, 38, 507-511.

Forty-one undergraduate men were administered the standard MMPI and the SVIB (Form T-399) just prior to entering a seminary sponsored by a major Protestant denomination. Earlier research had reported that the choice of a religious occupation was associated with feminine interest patterns and with personality characteristics as revealed by psychological measures. Results of the present study do not support previous findings. Although seminarians who scored high on the MF scale of the MMPI were similar to Ss in previous studies, those scoring low on the MF scale had measured interests different from those commonly attributed to this population. Implications for further research are made.

Singer, A. (1954). Social competence and success in teaching. *Journal of Experimental Education*, 23, 99-131. Skrincoosky, P.C. (1953). *A comparative study of the standard form of the MMPI and a modified form of the same for a seminary group*. Unpublished master's thesis, Fordham University, Bronx, NY.

Snibbe, J.R., Peterson, P.J., & Sosner, B. (1980). Study of psychological characteristics of a workers' compensationsample using the MMPI and Millon Clinical Multiaxial Inventory. *Psychological Reports*, 47, 959-966.

47 Workers' Compensation claimants who had been referred for psychological evaluation were administered the WAIS, MMPI, and Millon Clinical Multiaxial Inventory. Ss were divided into 4 diagnostic groups based on the type of injury claimed: head injury, psychiatric "stress and strain," low back pain, and miscellaneous. ANOVA and discriminant analysis of data comparing the exclusive diagnostic categories revealed that none of these variables displayed any significant differences. Mean profiles on each personality test were derived for each diagnostic group and showed amazingly similar patterns with interesting clinical elevations. Psychological characteristics displayed by all groups included passive dependence, depression, anxiety, and social introversion. Findings are discussed in terms of the use of these instruments in making differential diagnosis, identification of high-risk individuals for filing insurance claims, and the issue of malingering.

Snowden, L., & Cotler, S. (1973). Effectiveness of ex-addict drug abuse counselors. *Proceedings of the 81st Annual Convention of the American Psychological Association*, 8, 401-402.

Snyder, W.U. (1955). The personality of clinical students. *Journal of Counseling Psychology*, 2, 47-52.

Ss were 423 students enrolled in a senior-graduate level course entitled Introduction to Clinical Psychology. The attempt to construct a valid MMPI scale that would differentiate good prospective clinical psychologists from poor prospective clinical psychologists was not successful.

Sobchik, L.N., & Lobanova, T.N. (1989). Psychodiagnostic criteria for managerial personnel. *Soviet Journal of Psychology*, 10, 29-35.

MMPI and Luscher Color Test responses of 132 managers were studied. Several personality characteristics of "successful managers" are described.

Solkoff, N., & Markowitz, J. (1967). Personality characteristics of first-year medical students and law students. *Journal of Medical Education*, 42, 195-200.

Solway, K.S., Hays, J.R., & Zieben, M. (1976). Personality characteristics of juvenile probation officers. *Journal of Community Psychology*, 4, 152-156.

Sparvieri, F., & de Angelis, E. (1971). On the problem of the psychological selection of student pilots: Preliminary results of the use of the MMPI in a group of student pilots. *Rivista de Medician Aeronautica e Spaziale*, 34, 101-110. Spanish

Speir, J.C. (1988). Police performance and psychological testing: Application of the Megargee-Bohn MMPI-based classification system. *Dissertation Abstracts International*, 49, 1584.

Spiaggia, M. (1950). An investigation of the personality traits of art students. *Educational and Psychological Measurement*, 10, 285-293.

Srivastava, A. & Adams, J.W. (2011). Relationship between cynicism and job satisfaction: Exploration of mechanisms. *Psychological Reports*, 108, 27-42.

\*Authors measured cynicism with 12 items from MMPI-1

#### Abstract:

Personality traits related to evaluation of other people and the world are important to study in relation to job satisfaction, which itself is an evaluation of various facets of a job, including the social dimensions. Accordingly, the relationship between cynicism and job satisfaction was studied. Cynicism was expected to be negatively related to job satisfaction, employees' perceptions of job enrichment, quality of leader-member exchange, and support from coworkers. Survey data from 105 employees in a diverse set of organizations (M age = 48 yr.; 50% women; M work experience = 28 yr.; 73% had > 16 yr. education) were subjected to hierarchical regression. Individuals high in Cynicism were likely to have lower job satisfaction, job enrichment, quality of leader-member exchange, and perceptions of co-worker support.

Steere, J.L. (1979). The relationship of a measure of personality factors to a measure of motivation for ministerial work and success in a selected B.D. program. *Dissertation Abstracts International*, 30, 4235B.

Stein, S. (1995). Police officer selection: An inquiry into the scoring criteria of the Behavioral Personnel Assessment Device for police. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 56, 1741.

The Behavioral Assessment Device for Police (B-PAD) is a pre-employment video test designed to measure an applicant's competence in response to a variety of job-related situations. B-PAD has been administered to police applicant's rookies and veteran police officers. Observation of a variety of unusual behaviors (special scores) in the responses of problem officers and applicants who failed their pre-employment psychological evaluations raised the question of the meaning of these special scores. Categories for the special scores are Aggressive Behavior Breaking the Task Extraneous Comments Fails Instructions Gestures Inappropriate Comments Offensive Demeanor Premature Response Time Self-Manipulations and Slow Response Time. A preliminary investigation was conducted to determine if statistically significant differences existed between a group of 17 suitable (satisfactory employees for at least one year) and 17 unsuitable (dismissed from either the hiring process or from employment in less than one year or found to be unsatisfactory by department administrators) police officers regarding each of the 10 special-score categories. Additionally the relationship between the occurrence of special scores and MMPI code-types was explored. The data for this study--B-PAD videotapes MMPI profiles and employment status information--were collected previously over a 2-year period. Two raters established interrater reliability on the presence or absence of special-score behavior from 10 applicants' videotaped responses. There was 100% agreement on 9 of the 10 scenes. Intrarater reliability was established by the principal investigator and resulted in 100% agreement on all 10 scenes. Special-score frequencies were tallied for each of the 10 categories and proportions and tests were used to determine if there were statistically significant differences between the suitable and unsuitable groups. Statistically significant differences were found between the 2 groups on special-score categories Aggressive Behavior and Failure to Follow Instructions. Recommendations for refinement of the scoring criteria of those categories are presented. There was no support for the existence of a relationship between the appearance of special-score behavior and MMPI elevated scales or code-types.

Sternberg, C. (1953). Differences in measured interest, values and personality among college students majoring in nine subject areas. *American Psychologist*, 8, 442-443.

A total of 270 Ss, 30 from each field of study, completed a test battery consisting of the KPF, AVSV, and MMPI. There were significant differences between groups on 17 of the 24 test scales, and 6 of the 7 factors extracted in the analysis. MMPI was least effective in discriminating among the groups. Conclusions: Significant differences in attitudes, interests, and tendencies toward maladjustment among students of various majors exist; the sharpest differences are between music and English majors and scientific field majors. .

Sternberg, C. (1955). Personality trait patterns of college students majoring in different fields. *Psychological Monographs*, 69, 403.

A total of 270 college students elected from nine different academic fields were given the KPR, Form BM of the AVSV, 1931 edition, and the MMPI group form. Correlations were made of the various scales in these tests and the matrix data factor analyzed by the Thurstone Centroid Technique.

Stolrow, J.P. (1994). The assessment and selection of special forces qualification course candidates with the MMPI. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 55, 2413.

Stone, L.A., Bassett, G.R., Brosseau, J.d., DeMers, J., & Stiening, J.A. (1972a). Psychological test scores for a group of MEDEX trainees. *Psychological Reports*, 31, 827-831.

Stone, L.A., Bassett, G.R., Brosseau, J.d., DeMers, J., & Stiening, J.A. (1972b). Psychological test characteristics associated with training-success in a MEDEX (physician's extension) training program. *Psychological Reports*, 32, 231-234.

Stone, L.A., & Brosseau, I.D. (1973). Cross-validation of a system for predicting training success of MEDEX trainees. *Psychological Reports*, 33, 917-918.

Cross-validated an already developed multiple-regression model for predicting success of MEDEX trainees in their training program using a new group of MEDEX trainees. 6 psychological test predictor variables (2 on the MMPI and 4 on the SVIB) were confirmed upon cross-validation. Results lend credence to the use of multidimensional judgment scaling for establishment of a personnel evaluation-grading criterion measure.

Streicher, P.J. (1991). Personality simulation as a response set on the MMPI. *Applied H.R.M. Research*, 2, 68-83.

Examined the ability of the validity scales to detect a personality simulation response set and the accuracy of that simulation on the MMPI. 102 undergraduate students (aged 17-24 yrs) took the MMPI in an honest condition and again in 1 of 3 conditions: faking good, faking bad, or simulating another person. Results indicate no difference between the honest and simulation conditions, but significant differences between both the faking good and faking bad and the honest conditions. Further analysis revealed that those individuals with slightly abnormal honest profiles were most effective and most accurate simulating a normal profile. Implications for clinical and industrial settings are discussed. The scenarios for the 3 conditions are appended.

Stromborg, M.F. (1976). Relationship of sex role identity to occupational image of female nursing students. *Nursing Research*, 25, 363-369.

The purpose of this study was to determine whether a relationship exists between sex role identity and image of nursing. Sex role identity was measured by the Mf scale of the MMPI and the image of nursing was measured by Frank's (1969) Image of Nursing Questionnaire (INQ). In the spring of 1973, the MMPI Mf scale and the INQ were

administered to 430 female senior nursing students in two baccalaureate, five associate degrees, and five diploma programs in northern Illinois. A secondary purpose of the study was to determine whether identifiable groups, i.e., students who differed in age, type of nursing program, and education and occupation of parents, differed in their image of nursing. Sex role identity had a significant ( $p < .001$ ) positive relationship to image of nursing. The student's image of nursing was more in harmony with the image advanced by the profession when the student's sex role identity was more masculine. However, analysis of variance indicated that student's with a highly feminine sex role identity had significantly lower total INQ scores and were, therefore, in disharmony with the professional image of nursing. Graduates of associate degree and baccalaureate programs had an image of nursing more in harmony with that advanced by the profession than students who graduated from diploma programs. Underlying causes for these findings and implications for nursing are explored.

Strong, D.R., Greene, R.L., & Kordinak, S.T. (2002). Taxometric analysis of impression management and self-deception in college student and personnel evaluation settings. *Journal of Personality Assessment*, 78, 161-175.

The typology of impression management (IM) a deliberate attempt to create a positive social image and self-deceptive positivity (SDP) an overly positive bias in self-description was examined using taxometric procedures with Minnesota Multiphasic Personality Inventory-2 (MMPI-2) underreporting scales and Balanced Inventory of Desirable Responding impression management and SDP scales in a sample of college students (mean age 20.68 yrs) and personnel (mean age 28.31 yrs). MMPI-2 underreporting scales were then examined in a personnel evaluation sample. IM was found to be taxonic in both student and personnel settings. Given support for the IM taxon taxometric procedures allow the estimation of the base rate of IM and the classification accuracy of MMPI-2 IM scales in the absence of a separate criterion. Using taxometric procedures the mean base-rate estimates were .16 and .25 for student and personnel settings respectively. Overall classification rates ranged from .80 to .94 for MMPI-2 IM scales in the personnel setting.

Sun, Z. T., Liu, C. X.; Wang (2006). A Follow-up Study on MMPI in Police Recruitment. *Chinese Mental Health Journal*, Vol 20(8), 517-519.

Objective: To study the validity of MMPI in police recruitment. Methods: 9096 police applicants had been tested with MMPI from 1989 to 2004. Results: 1694 male applicants were not accepted, they got higher MMPI (Chinese version) T-scores on scale Hs ( $61.9 \pm 10.0/45.4 \pm 6.6$ ,  $t = 8.76$ ), Pa ( $61.6 \pm 12.7/46.6 \pm 8.1$ ,  $t = 5.85$ ), Pt ( $58.7 \pm 10.1/43.3 \pm 7.6$ ,  $t = 6.45$ ), Sc ( $65.4 \pm 7.8/44.6 \pm 6.6$ ,  $t = 11.46$ ), and Ma, so did the female ones on scale Pt ( $60.9 \pm 3.7/42.2 \pm 8.2$ ,  $t = 3.79$ ), Sc ( $68.9 \pm 3.0/45.2 \pm 8.2$ ,  $t = 4.96$ ), and Ma ( $63.5 \pm 4.1/50.1 \pm 9.2$ ,  $t = 2.48$ ). After a 16-year follow up, the results showed that in the group enrolled, none had suffered mental illness. 43 out of 70 applicants who were not accepted during 1989 to 1990 were investigated. Two of them had been sent to psychiatric hospital for schizophrenia. Conclusion:

Result of MMPI is valuable in police recruitment. (PsycINFO Database Record (c) 2010 APA, all rights reserved)  
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Surette, M.A. Aamodt, M.G., & Serafino, G. (2004). Using MMPI Special Scale Configurations to Predict Performance Ratings of Police Officers in New Mexico. *Applied H.R.M. Research, 9*, 71-72.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict supervisor ratings of the performance of 129 police officers in New Mexico. The results indicated that scores on the Good Cop/Bad Cop Husemann Index Goldberg Index and Gander Index were not significantly related to supervisor ratings.

Surette, M.A., & Serafino, G. (2003). Relationship between personality and law enforcement performance. *Applied H.R.M. Research, 8*, 89-92.

We investigated the relationship between the scores on the MMPI California Psychological Inventory (CPI) Inwald Personality Inventory (IPI) Nelson Denny and Shipley Institute for Living Scale and supervisor ratings of law enforcement performance after one year on the job. Participants in the study were 129 recently hired officers in a variety of small towns in New Mexico. The results indicated that neither personality nor cognitive ability were significantly related to job performance.

Sutker, P.B., & Allain, A.N. ( ). Psychological assessment of aviators captured in World War II. *Psychological Assessment, 8*(1), 18-25.

Psychological assessment, including administration of the MMPI and structured interviews for Axis I mental disorders and PTSD specifically, were used to describe 33 World War II aviators who were held as prisoners of war for an average of 13 months. Results showed more elevated MMPI profile patterns than expected given previous research with pilots (see Ref. No. 90) and rates of current and lifetime PTSD at 33%, assumed to have resulted from POW trauma. Despite this level of psychopathology, WWII aviator POW survivors were found to be more resilient to captivity effects than age-similar nonaviator WWII POW survivors characterized generally by fewer advantages in education, military rank, and other personal resources. Compared to aviator former POWs of the Vietnam War studied in mid-life years (Uranso, Boydston, & Wheatley, 1981), the present sample appeared to be less psychologically robust.

Sweeney, R.H. (1964a). The morality of psychological testing of vocational prospects. *National Catholic Educational Association Bulletin, 60*, 370-380.  
1996

Sweeney, R.H. (1964b). *Testing seminarians with the MMPI and Kuder: A report of ten years of testing*. Unpublished master's thesis, Loyola University, Chicago. IL.

Taft, R. (1961). A psychological assessment of professional actors and related professions. *Genetic Psychology Monographs*, 64, 309-383.

74 actors in Australia were given an intelligence test, the MMPI, a self-description inventory, and a personal interview. The general conclusion was that actors tend to have a basic artistic personality and choose theatrical work as their artistic profession because of particular talents and interests and accidental opportunities.

Taggart, M. (1962). A study of attitude change in a group of theological students. *Dissertation Abstracts*, 23, 2336. Talley, J.E., & Hinz, L.D. (1990). *Performance prediction of public safety and law enforcement personnel: A study in race and gender differences and MMPI subscales*. Springfield, IL England: Charles C Thomas Publisher.

(from the introduction) It is the purpose of this study to demonstrate that different predictors need to be developed and different norms utilized in reviewing law enforcement officer applicants of differing race/gender groups. Thus we make a case in support of differential validity. It is also a purpose of this investigation to advance the idea that psychological testing can be used for more than just screening for gross psychopathology or intellectual deficiency. It is suggested that predictor equations with a good probability of accurate job performance prediction can be developed. It is quite possible that race/gender differences when not parceled out in previous studies masked good predictors that only become apparent when controlling for race and gender differences. /// Further support of the use of the MMPI [Minnesota Multiphasic Personality Inventory] subscales will be presented. It was hypothesized that the scores for 4 (Psychopathic Deviate) and 9 (Mania) may have masked differences between officers who functioned well and those who did not that a subscale analysis would reveal. Finally data is presented suggesting that not only may poor officers be different from excellent and good officers but good officers may also present a different picture qualitatively and quantitatively than excellent officers. We propose that a study like the present one would be most informative for every police public safety or law enforcement department to conduct with its own criteria of excellence and thus locale-specific equations could be developed to be used in conjunction with national norms so that the best personnel decisions possible are made.

Tanner, W.C. (1954). Personality bases in teacher selection. *Phi Delta Kappan*, 35, 271-277.

Taulbee, E.S., Wright, H.W., & Stenmark, D.E. (1977). *The Minnesota Multiphasic Personality Inventory: A comprehensive annotated bibliography (1940-1965)*. Troy, NY:

Whitston. Taylor, G.A. (1996). An empirical comparison of intermittent and compulsive sexually exploitative clergy. *Dissertation Abstracts*, 57, 5379.

This study identified two groups of Roman Catholic clergy and religious who sexually

exploit adult clients in fiduciary relationships. The first group were clergy who exploit clients in isolated or intermittent pattern (intermittent-type, N=40); the second group were clergy who evidenced a pattern of compulsive sexual behavior (sexually compulsive, N=40). The study further compared these two groups with two other groups of impaired clergy; an alcoholic (N=40) and a psychiatric comparison group (N=40). The study proposed and empirically validated three dimensions of a four-dimensional paradigm for comparing these groups. The dimensions of the paradigm included personality profile, psychological profile, Axis I and Axis III comorbidity. The study used the MCMI-II, the MMPI-2, and the NEO PI-R to determine the interaction effect of disorder and group profile. Results indicated that the two groups significantly different personality profiles and the compulsives had more dysfunctional psychosocial histories and more Axis I pathology. These results suggest that the two groups of clergy with sexual behavior problems have distinct nosologies, would benefit from different treatment approaches, and have different prognoses for rehabilitation.

Thomas, J.C., & Kauder B. (2004). Using MMPI Special Scale Configurations to Predict Field Training Officer Ratings of Probationary Police Officer Performance. *Applied H.R.M. Research*, 9, 73-74.

As part of a special issue of Applied H.R.M. Research on using special scale configurations of the MMPI and MMPI-2 in selecting law enforcement personnel we investigated the ability of these scale configurations to predict ratings of the performance of 30 probationary police officers in small northwestern police departments. Given the small sample size the results indicated that scores on the Good Cop/Bad Cop Husemann Index Aamodt Index Goldberg Index Gonder Index and Factors I through IV were not significantly related to field training office ratings of driving relationship or global performance. Scores on Factor V however were significantly related to FTO ratings of driving skill.

Thompson, J.S. (1956). A study of the relationship between certain measured psychological variables and achievement in the first year of theological seminary work. *Dissertation Abstracts*, 16, 1846.

The purpose of the study was to investigate the relationship of psychological variables and achievement among seminarians. Subjects were 113 male seminary students who were administered the MMPI. The criteria of achievement were honor point ratios and faculty ratings. Results: Profile analysis indicated a significant difference in mean honor point ratios between seminarians with elevated MMPI profiles and those with "normal" profiles. The MMPI profiles were similar to those of other college and seminary samples.

Thumin, F.J. (1965). Personality characteristics of diverse occupational groups. *Personnel and Guidance Journal*, 43, 468-470.

Thumin, F.J. (1969). MMPI scores as related to age, education, and intelligence among male job applicants. *Journal of Applied Psychology*, 53, 404-407.  
This study was designed to ascertain the relation of age, education, and intelligence to the

13 basic scales of the MMPI among normal male subjects in a competitive employment situation. Correlational analysis revealed that (1) age was negatively related to Scales F, 7, and 8; (2) with age and intelligence partialled out, education was positively related to Scales L, K, and 9, but negatively related to Scale O); and (3) with age and education partialled out, intelligence was negatively related to L and positively related to Scale 5. All multiple correlations using age, education, and intelligence as predictor variables and MMPI scales as criterion variables resulted in significant correlations except those involving Scales 1 and 2.

Thumin, F.J. (1971). A comparative study of the MMPI profiles of salesmen and technical managers. *Personnel Psychology, 24*, 481-487.

Established and compared the MMPI profiles of 3 occupational groups: technical managers (N = 42) technical salesmen (n = 107) and medical salesmen (n = 63). All Ss were tested in a realistic employment situation. The groups differed significantly on a number of personality dimensions but the overall shapes of the 3 profiles were very similar. Results suggest that capable white-collar workers characteristically produce a profile deviating markedly from a T score of 50 which could easily be misinterpreted by reference to inappropriate normative data. Since very few such data are available for use in hiring or promoting interpretation depends too heavily on extrapolation and guesswork. Certain significant (n = 42) also occur on particular MMPI scales for occupational groups; these deviations can be established only by research in realistic competitive employment situations.

Thumin, F.J. (2002). Comparison of the MMPI and MMPI-2 among job applicants. *Journal of Business and Psychology, 17*, 73-86.

The primary objective was to compare the MMPI-2 profiles for professional job applicants with corresponding profiles on the original MMPI. Male and female MMPI-2 profiles were also compared and correlational and factor analyses were used to examine: A) Interscale correlations vis-a-vis item overlap and B) The impact of K-corrections. The Ss were 82 auditor applicants (mean age 34 yrs) plus 212 sales and management applicants (mean age 34 yrs) from an earlier study. The original MMPI was found to over-pathologize applicant profiles. Male and female MMPI-2 profiles differed only on Mf. Scales L K and Hy formed a favorable cluster for job applicants while F Hs Pt Sc formed one unfavorable cluster-and D Si a second. K-corrections consistently moved clinical scales in the direction of the favorable cluster.

Thurstone, J.R., & Brunclik, H.L. (1965). The relationship of personality to achievement in nursing education. *Nursing Research, 14*, 203-209.

Thurstone, J.R., Brunclik, H.L., & Feldhusen, J.F. (1968). The relationship of personality to achievement in student nursing, Phase II. *Nursing Research, 17*, 265-268.

Thurstone, J.R., Brunclik, H.L., & Finn, P.A. (1961). The relation of MMPI scores to personality and achievement levels of student nurses. *Journal of Psychological Studies,*

12, 75-86.

The MMPI was administered to 146 senior and junior student nurses in three schools of nursing and ratings on nine personality characteristics were done by faculty committees. The inconsistent results obtained for the three schools sampled indicates the inappropriateness of the routine use of the MMPI alone for personality appraisal of nursing students or for predicting achievement or later withdrawal.

Tinsley, D.J., Tinsley, H.E., Boone, S., & Shim Li, C. (1993). Prediction of scientist-practitioner behavior using personality scores obtained during graduate school. *Journal of Counseling Psychology, 40*, 511-517.

Several personality scale scores were used as predictors of future scientist-practitioner behavior (i.e., including scientist-practitioner interests, preferred job, and scholarly publications) among graduate students in a counseling psychology program. No MMPI scores were found to predict future scientist-practitioner behavior.

Topetzes, N.J. (1957). A program for the selection of trainees in physical medicine. *Journal of Experimental Education, 25*, 263-311.

Trabin, T., Radar, C., & Cummings, C. (1987). A comparison of pain management outcomes for disability compensation and non-compensation patients. *Psychology and Health, 1*, 341-351.

The authors compared 50 men in an inpatient comprehensive rehabilitation program receiving disability compensation with 25 non-recipients with respect to pre-and post-program measures of personality functioning, physical functioning, and reported pain. On preprogram measures, the only significant difference emerging between the two groups was found on the MF scale of the MMPI, with the compensation group showing a slightly lower mean score. The compensation group reported a lower level of subjective pain than would be predicted on the basis of preprogram scores. Results suggest that compensation recipients can derive considerable benefit from pain management interventions despite the likely reinforcement provided by disability payments.

Tuft, L.H., & Berman, M.I. (1970a). Men of the sea: A description of a psychiatric population of merchant seaman using the MMPI. *Mental Hygiene, 54*, 440-443.

A sample of 40 merchant marine psychiatric inpatients completed the MMPI shortly after hospital admission. The group obtained high mean scores on Scales D, Pd, Pa, Pt, and Sc. While many of these scores would be expected in any psychiatric population, the authors note that the personality characteristics associated with Scale Pd are consistent with their observations of this population.

Tuft, L.H., & Berman, M.I. (1970b). Some preliminary observations on a psychiatric inpatient merchant seamen using the MMPI. *Southern Medical Journal, 63*, 72-76.

Tuft, L.H., & Berman, M.I. (1979c). The use of the MMPI in describing an inpatient population of merchant seamen, *New Zealand Medical Journal*, 71, 26-29.

Turbovsky, J.M. (1954). *Developing a teaching interest scale from the Minnesota Multiphasic Personality Inventory*. Unpublished master's thesis, Fresno State College, Fresno, CA.

Tydlaska, M., & Mengel, R. (1953). A scale for measuring work attitude for the MMPI. *Journal of Applied Psychology*, 37, 474-477.

"From 58 MMPI items originally selected by three or more judges working in the area of personnel selection and testing as representing insight into a potential employee's inner motivation and work attitude, 37 items were found to distinguish at the .01 level of confidence between a group of 60 male white 'poor work attitude' air force personnel and a group of 50 'satisfactory work attitude' industrial employees equated in terms of education, sex, intelligence, age, occupation, and marital status."

Tyler, F.T. (1954). The prediction of student-teaching success from personality inventories. *University of California Publications in Education*, 1, 233-314.

Three personality inventories, the MMPI, the HPAI, and the JTA, were administered to 189 students in the junior year of their teacher preparation. From these tests 8 were selected for intensive statistical study employing a variety of multivariate analysis techniques to discover whether there were possibilities of predicting rated success of student teachers from measures of personality adjustment. The results of the study are presented and analyzed.

U.S. Department of the Army, Adjutant General's Office. (1944a). *Measurement of personal characteristics of War Department personnel*. (Personnel Research Section, Report No. 669). Washington: American Documentation Institute.

U.S. Department of the Army, Adjutant General's Office. (1944b). *Multiphasic Personality Inventory Manual*. War Department, TC-M3.

U.S. Department of the Army, Adjutant General's Office. Personnel Research Section. (1950). *Validation of the West Point Biographical Inventory WPB-1, against first-year aptitude for service ratings*. (Personnel Research Section Report No. 829). American Documentation Institute.

This study concerns the validation of a questionnaire consisting of 300 MMPI items, 52 background or personal history items. Two classes at the US Military Academy were tested and leadership or officer potential ratings were obtained as criteria. The key for the MMPI items gave negligible validity. .

Uno, E.A. (1980). The prediction of job failure: A study of police officers using the MMPI. *Dissertation Abstracts International*, 40, 3375.

Van Epp, J.C. (1996). An estimate of equivalency between the MMPI and the MMPI-2 and the differential discriminative effectiveness of the clinical and content scales in predicting presenting concerns in a ministerial clinical population. *Dissertation Abstracts*, 57, 5348.

The purpose of this study was to examine the comparability of the MMPI and the MMPI-2 in identifying presenting concerns of a ministerial population. Specific goals were to determine whether: (1) in an outpatient clinical population the clinical scales of the MMPI and the MMPI-2 produce similar T scores and high-point codes and identify presenting problems with a comparable hit rate; (2) the MMPI Family Problems and Work Interference Content scales account for a significant amount of unique variance in the identifying presenting concerns of marital and work conflict independent of the clinical scales; and (3) the MMPI-2 clinical scales account for a significant amount of unique variance in identifying presenting concerns of marital and work conflict independent of the Family Problems and Work Interference Content scales. This investigation employed an ex post facto design. Subjects were 300 male ministers who received testing and counseling at EMERGE Counseling Center in Akron, Ohio, Ohio from 1989 to 1993. Case histories of these ministers yielded the following presenting concerns which were classified into 7 categories: depression, marital conflict, sexual concerns, extramarital affairs, work conflicts, anxiety and stress, and problems with anger. Descriptive statistics included means, standard deviations, ranges, and frequencies. General Linear Model and chi-square procedures were utilized. No significant differences were found between the clinical scales of the MMPI and MMPI-2, or between the 8 clinical scales and the 2 Content Scales of the MMPI-2 when identifying presenting concerns. The clinical scales of both instruments identified presenting concerns. However, the single highest scale score did not significantly identify presenting concerns. This study supported the equivalency of the two instruments.

Varela, J.G. (2001). Meta-analysis of the predictive validity of personality testing in law enforcement employment settings. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 61, 5010.

It is standard practice among most major law enforcement agencies to employ the services of a mental health professional to screen job candidates. That is clinicians are frequently asked to determine if a candidate is psychologically unfit for duty as a law enforcement officer. It is evident why an effort is made to identify unfit individuals. Law enforcement officers are entrusted with the responsibility of upholding the individual rights of members of our society and enforcing laws that have been enacted by our elected officials. Often this work is done in an environment in which public opinion of the police subculture is low and where the demands and stress of police work may be unappreciated. To contribute to the body of knowledge pertaining to the psychological screening of law enforcement candidates a meta-analytic review of the published and unpublished empirical literature was conducted. Data regarding the use of personality testing were found using computer accessed literature databases search of relevant journals and contact with known researchers. Data reported in primary research were

converted to Pearson r or Multiple R coefficients both of which served as common effect sizes for the current study. Using the techniques outlined by Hunter and Schmidt Pearson correlations were corrected for measurement error range restriction and dichotomization. Findings based on multiple predictors (R) were adjusted for capitalization on chance (Ezekiel's formula). The moderating effects of several variables were examined including type of performance criteria study design participant characteristics and jurisdiction. File drawer analyses were conducted for several predictors to assess the stability of the current findings. Lastly observed sample-weighted correlations were subjected to a utility analysis to determine the cost-effectiveness of personality screening in terms of prediction of absenteeism. Results of the current study indicate personality test data are related to law enforcement personnel job performance although this relation is modest at best. Prediction of job performance using multiple predictors proved superior to prediction based on single predictors. The California Psychological Inventory (CPI) emerged as the best predictor of law enforcement personnel performance in comparison to the Minnesota Multiphasic Personality Inventory (MMPI) and the Inwald Personality Inventory (IPI). Results of file drawer analyses indicate a substantial number of negative outcomes are necessary to nullify the findings pertaining to all personality tests as well as studies using the MMPI. Less confidence however was placed in findings using the CPI and IPI individually. The utility analysis revealed personality screening was not a cost effective predictor of absenteeism in the first year of employment but was a cost effective predictor over a five-year period.

Vaughn, R.P. (1963). A psychological assessment program for candidates to the religious life: Validation study. *Catholic Psychological Record, 1*(1), 65-70.

With a five-year survival criterion, test results for 163 of 218 young men of 18+ remaining in the religious life were studied. MMPI, DAP, SC tests, and some Rorschach responses did not distinguish the successful from the failed.

Vaughan, R. P. (1963). The effect of stress on the MMPI scales K and D. *Journal of Clinical Psychology, 19*, 432.

An experimental group of 266 seminary applicants for the Catholic priesthood and a control group of 268 college freshmen were given the MMPI. The seminary applicant group scored significantly higher on the K and D scales of the MMPI.

Vaughn, R.P. (1970). Seminary training and personality change. *Religious Education, 65*, 56-59.

Vega, S. (1983). *The cultural effects upon MMPI resources of industrially injured Mexican and Anglo-American males*. Unpublished doctoral dissertation, University of Southern California.

Veith, W.T. (1995). Use of the MMPI malingering indices to differentiate type of claim and employment status in workers' compensation claimants. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 56*, 0539.

The problem. The purpose of this study was to assess the relationship between type of claim employment status and responses to five MMPI malingering indices in Workers' Compensation (WC) claimants. Method. A 2 x 2 between-subjects factorial design was used in this correlational study. Subjects consisted of 120 in vivo WC claimants who were referred by attorneys to an out-patient psychiatric facility. All subjects alleged a mental injury as part of their disability claims. Subjects were subdivided by type of claim (mental-mental vs. mental-physical/physical-mental) and by employment status (fired vs. nonfired). Dependent measures consisted of five MMPI malingering indices: F-scale F-K Index Gough Dissimulation Scale-Revised Lachar and Wrobel Critical Items and Weiner and Harmon Obvious and Subtle Subscales. Tests for differences among the four groups were made using ANOVA and factorial discriminant function analysis. Supplemental data analysis involved a method to identify "probable" malingerers. Profiles were separated mechanically utilizing a criterion score for each malingering index. A performance score at or above the criterion was classified as "malingered"; a score below was considered "nonmalingered." Comparisons were made in the percentage of malingered profiles identified by each index. Results. Findings indicated that neither the type of claim nor the employment status nor the interaction effect of claim type and employment status was related to WC claimants' performance on the MMPI malingering indices. Hence the hypotheses for the study were not supported. Supplemental analysis results indicated differences in the prevalence of malingered profiles contingent on the validity index and criterion used. Results suggest that the same psychological factors may play a role in WC cases involving a mental disability whether or not the stimulus for the disability has a physical injury component. The probability of malingering appears to be equally likely.

Venn, J. (1988). Low scores on MMPI Scales 2 and 0 as indicators of character pathology in men. *Psychological Reports, 62*, 651-657.

Seventeen men with low scores on MMPI Scales 2 and 0 showed relatively high incidents of arrest, personal injury, impulsivity, recklessness, deceitfulness, and other indicators of probable character pathology. Subjects were from a population of 7,153 adult males who took the MMPI as part of employment screening. Low- 2/low-0 subjects were compared with a control group of 142 men randomly selected from the same population. Descriptive statistics, case histories, interpretive remarks, and limitations of the present data are presented.

Vertein, L.D. (1961). A study of personal-social and intellectual characteristics of group of state college students preparing to teach. *Journal of Experimental Education, 30*, 159-192.

Viglione, D.J., Fals-Stewart, W., & Moxham, E. (1995). Maximizing internal and external validity in MMPI malingering research: A study of a military population. *Journal of Personality assessment, 65*(3), 502-513.

Investigated the effectiveness of various commonly used MMPI indices of exaggeration and malingering in detecting suspected malingering in a military sample of 121 enlisted men. To maximize external validity, only men undergoing psychological evaluations were used as participants. 41 Ss were identified as suspected malingerers through multiple criteria and were contrasted with schizophrenic-spectrum and clinic outpatient groups. Suspected malingerers were asked to take the test without exaggerating. There were many false positives and fewer, but nonetheless many, false negatives with standard malingering indices. It appeared that the Gough Dissimulation Scale (Gough, 1947) might hold the most promise as a measure of malingering, but other scales are also useful.

Voas, R.B. (1957). Validity of personality scales for the prediction of success in naval aviation training. *American Psychologist, 12*, 465.

Voas, R.B., Bair, J.t., & Ambler, R.K. (1957). *Validity of personality inventories in the Naval aviation selection program*. (USN SAM Res. Rep. Proj. No. NM 16 01 11, Sub. 1, Rep. No. 13, iii, 22, A).

Various MMPI scales demonstrated low but significant correlation with the military adjustment criteria. (Taulebee)

Voors, A.W., Rytel, M.W., Jenkins, C.D., Pierce, W.E., & Stewart, G.T. (1969). Prediction of sickness in naval recruits by MMPI scores. *American Review of Respiratory Diseases, 99*, 420-425.

Walter, P.B. (1959). A study of anxiety among elementary and secondary education majors in the School of Education at the University of North Carolina. *Dissertation Abstracts, 19*, 2542.

The experimental group was composed of 73 students planning to teach and the control group consisted of 73 students not planning to teach. The MMPI was selected as the measure. Results: A significant difference at the .06 level was obtained between the groups on Hy. Conclusion: There are slight differences between groups but they are not great enough to be meaningful.

Walfish, S. (2011). Reducing MMPI defensiveness in professionals presenting for evaluation. *Journal of Addictive Diseases, 30*, 75-80.

Abstract:

Due to the possibility of negatively impacting their license to practice, professionals presenting for an intensive fitness for duty multidisciplinary evaluation might have a motivation to minimize emotional difficulties in a psychological evaluation. This study examines the incidence of "fake-good" Minnesota Multiphasic Personality Inventory-2 (MMPI-2) profiles in those being evaluated and changes in psychometric test scores when extremely defensive patients are asked to repeat the testing with specialized instructions. As part of the evaluation process, patients completed an MMPI-2, as well as

other psychometric instruments. The validity of each MMPI-2 profile was evaluated. Patients who produced an invalid test profile due to hyperdefensiveness were provided feedback on their defensiveness and asked to be more open and honest in a repeat testing. More than half (59%) of the patients produced invalid test profiles. Being given feedback and a request for openness and honesty resulted in 90% of valid profiles in the repeat testing. On the second testing, there were significant differences on 6 of the 13 MMPI-2 scales, as well as on each of the separate measures of depression, anxiety, and anger. It appears to be important to include a psychometric measure that includes a validity scale in the evaluation process of professionals because the majority produced invalid MMPI-2 profiles. It is recommended that patients who are defensive in their testing be asked to repeat the test battery to gain a more accurate clinical picture of the individual professional.

Ward, J. (1960). An investigation of the Minnesota Multiphasic Personality Inventory in selecting for the advanced Air Force Reserve Officer Corps at Purdue University. *Dissertation Abstracts*, 20, 1647.

Subjects consisted of 225 students enrolled in the Advanced AFROTC program who were given a test battery that included the MMPI. Conclusion: Although a significant relationship was found between the D scale and criterion, it does not warrant being included in a selection procedure.

Warren, L.W., & Weiss, D.J. (1969). Relationship between disability type and measured personality characteristics. *Proceedings of the 77th Annual Convention of the American Psychological Association*, 4, 773-774.

Wauck, L. (1956). *An investigation of the usefulness of psychological tests in the selection of candidates for the diocesan priesthood*. Doctoral dissertation, Loyola University, Chicago, IL.

Wauck, L.R., & Palomo, F. (1968). Personality adjustment of minor seminarians and of Catholic high school seniors. *National Catholic Guidance Conference Journal*, 12, 253-256.

Webb, S.C., Goodling, R.A., & Shepherd, I.L. (1958). The prediction of field work ratings in a theological school. *Religious Education*, 53, 534-538.

The performance of theological students doing field work was assessed by the customary field work rating blank, and a one-page instrument containing eight graphic rating scales. Scores on the GZTS and MMPI did not possess validity of sufficient magnitude to be of any practical value for predicting field work ratings of the type analyzed here.

Weisgerber, C.A. (1951). The predictive value of the Minnesota Multiphasic Personality Inventory with student nurses. *Journal of Social Psychology*, 33, 3-11.

The MMPI Group Form was administered to 72 senior and junior student nurses and ratings obtained on a series of 19 personality traits that are considered necessary for the

good student nurse. Analyses showed only slight relationships between practical ratings and MMPI scores. Overall, results indicated that the MMPI could not be used as a predictor of training and occupational fitness.

Weisgerber, C.A. (1954). Norms for the MMPI with student nurses. *Journal of Clinical Psychology, 10*, 192-194.

K-corrected T-score norms are given for nurses. The norms were based on 168 student nurses enrolled in a three-year program at two hospitals affiliated with Loyola.

Weisgerber, C.A. (1962). Survey of psychological screening program in a clerical order. In M.B. Arnold, (Ed.), *Screening candidates for the priesthood and religious life (pp 107-148)*. Chicago: Loyola University Press.

Weisgerber, C.A. (1969). *Psychological Assessment of Candidates for Religious Order*. Chicago: Loyola University Press. Wells, V. K. (1992). The MMPI and CPI as predictors of police performance. *Dissertation Abstracts International, 53*, 597.

Weiss, P.A. & Weiss, W.U. (2010). Using the MMPI-2 in police psychological assessment. In P. A. Weiss (ed.), *Personality assessment in police psychology: A 21st century perspective (pp. 59-71)*. Springfield, IL: Charles C. Thomas.

Abstract: None available; book chapter.

Weiss, W.U. & Weiss, P.A. (2009). Impression management in police officer candidacy on the MMPI-2. *Journal of Police and Criminal Psychology, 24*, 120-125.

Abstract:

It is well documented that candidates in employment situations attempt to present overly positive pictures of themselves that may be inaccurate. Police officer candidacy situations are not an exception. They are more critical to the public welfare, however, because of the sensitive nature of police officers as an interface between government and the community. For this reason, the study of impression management using devices that are employed in police selection is of great importance. This study used 36 college students to whom the MMPI-2 was administered, first under standard conditions (control condition) in which the students responded as they ordinarily would and second, under a set of special instructions (experimental condition) which instructed them to respond as if they were police officer candidates. The two profiles were compared. As hypothesized, the Lie (L) and Correction (K) scales were elevated in the experimental condition. An inspection of the clinical scales revealed that all tended to be lower in the experimental condition than in the control condition, with the exception of Masculinity-Femininity (Mf), Psychopathic Deviate (Pd), Paranoia (Pa), and Hypomania (Ma). Implications of these findings for officer candidate selection are discussed.

Wennerholm, M., & Loez-Roig, L. (1983, August). *Use of the MMPI with executives in Puerto Rico*. Paper presented at the Eighth International Conference on Personality Assessment. Copenhagen, Denmark.

Wexler, A.K. (1996). Gender and ethnicity as predictors of psychological qualification for police officer candidates. *Disseration Abstracts*, 57, 2924.

Research has demonstrated that various ethnic minority groups and women tend to score differently on the MMPI and MMPI-2, specifically on Scales 4 and 9, than do Caucasian men (Boone & Green, 1991; Costello, Fine and Blau, 1973; Greene, 1987). It has been found that Latinos rarely score as high as Caucasians on Scales 4 and 9 (McGill, 1980; Whitworth and McBlaine, 1993;). Conversely, African-Americans have often been found to score higher on Scales 4 and 9 than both Latinos and Caucasians (Costello, Fine and Blau, 1973; Gynther, 1972). Furthermore, recently research has indicted that successful police officers' personalities are similar to those of criminals, who often have elevations on Scales 4 and 9 on the MMPI-2. (Hargrave, Hiatt & Gaffney, 1986; Boone & Green, 1991). Much of the past research has been conducted to determine if applicants get hired based on their MMPI-2 profiles. Additionally, there are few studies that examine what role ethnicity and gender play in the police selection process as based on the MMPI-2 profiles. It was hypothesized that Caucasian police applicants would be psychologically qualified significantly more often than Latino or African-American applicants. Additionally, it was thought that African-Americans would be qualified more often than Latinos. Finally, it was hypostasized that men, more than women, would be psychologically qualified. Both univariate and multivariate analyses were performed. The univariate analyses revealed one significant result. Chi-square analyses showed African-Americans were disqualified more often than Caucasians. Logistic regression was also utilized, and results indicated that African-Americans were 2.35 times as likely to be disqualified for hire than were Caucasians. A second logistic regression which controlled for possible confounding demographic variables showed that combinations of gender and ethnicity did not enhance the ability to predict psychological qualification for hire. The multivariate analyses confirmed the results found in the univariate analyses. The implications of this research and recommendations for future re research and recommendations for future research were discussed.

Weybrew, B.B., & Noddin, E.M. (1979). Hand preference and the MMPI profiles of nuclear submariners. *Psychological Reports*, 45, 107-110.

Comparison of the MMPI profiles of the right-handed (87%), left-handed (11%), and the ambidextrous (2%) subgroups within a sample of 1,008 US Navy nuclear submariners (mean age 29 yrs) showed no significant differences, even at the 10% level of confidence. Moreover, the distributions for educational achievement level and verbal aptitude test scores were identical for the 3 groups.

Weybrew, B.B., & Noddin, E.M. (1979). The mental health of nuclear submariners in the United States Navy. *Military Medicine*, 144, 188-191.

The MMPI was administered to 1,013 crew members of nuclear submarines as a means of identifying personality types hypothetically predictive of psychopathological trends which may appear during long submarine missions. Results showed that officers as compared with enlisted men tended to be (a) more defensive in responding to the test items, (b) less prone to be over-concerned with their physical health, (c) less likely to handle emotional distress by immature acting-out behavior, and (d) show less intense emotional reactivity in general. Three MMPI patterns were found that may provide a means for early identification of submariner candidates predisposed to significant psychopathology during long patrols.

Wheatley, R.D., & Ursano, R.J. (1982). Serial personality evaluations of repatriated U.S. Air Force Southeast Asia POWs. *Aviation, Space, and Environmental Medicine*, 53, 251-257.

Presents results of 294 initial and 160 2nd MMPI evaluations obtained during a 5-yr voluntary follow-up program for 332 repatriated US Air Force (USAF) Southeast Asia Prisoners of War. Because no USAF Repatriated Prisoner of War (RPW) was shot down from March 1969 to January 1971, the RPWs are designated Pre-69 and Post-69. The Pre-69 group had a significantly longer and harsher captivity experience. The RPW groups were compared statistically and psycho-graphically with each other; the standard MMPI norms; and 247 healthy, non-RPW USAF air crewmen. Findings indicate that the group MMPI profiles of Pre- 69 and Post-69 RPWs were within normal clinical limits. However, ordering in the data, statistical differences, and serial comparisons indicated that (1) Pre-69ers deviated further from normal than Post-69ers on 1st MMPI, (2) Pre-69ers showed increased repression and denial and greater suspicion and distrust on 1st MMPI, (3) the Post-69er 2nd MMPI profile moved toward the usual aircrew standard, and (4) the profile of Pre-69ers remained essentially unchanged in serial evaluations. It is concluded that the Pre-69er RPWs may be at increased risk for psychological distress.

White, K.B. (1995). Occupational congruence and psychological adjustment in practicing ministers: an examination of Holland's contentions. *Dissertation Abstracts*, 56, 5210.

This study explored the relationship between congruence and self-reported psychological adjustment in employed male ministers. The Minnesota Multiphasic Personality Inventory (MMPI) was used to assess adjustment, the Strong Interest Inventory to assess vocational personality types. Congruence between the occupation of ministry and personality was assigned using seven different methods. Multivariate analyses of variance revealed significant main effects for congruence. The univariate analyses showed significant findings on many MMPI scales. Although the most practically significant findings between congruence and adjustment were consistent across congruence assignment procedures, the other results obtained varied according to the particular congruence method used. In general, the results indicate that the psychological adjustment among ministers varies according to their level of congruence. Specifically, congruent ministers tend to show greater psychological health than do incongruent ministers. An additional finding was that the congruence assignment procedures

employed in the present study are not equivalent.

Wiener, D.N. (1948a). Personality characteristics of selected disability groups. *Journal of Clinical Psychology, 4*, 285-290.

MMPI and intelligence test data, age and educational level on 50 or 100 consecutive veterans falling in various categories—normal, arthritis, asthma, accident proneness (gunshot wounds), malaria, duodenal ulcers—were studied. The average scores of each disability group were compared with those of the normal group. The normal group was younger, brighter and more feminine in interests than the disability groups. In general MMPI results for the various groups confirmed the findings of previous studies. The duodenal ulcer group deviated most markedly from the normals; the malaria group deviated least.

Wiener, D.N. (1948b). Personality characteristics of selected disability groups. In G.S. Welsh & W.G. Dahlstrom (Ed.). *Basic readings on the MMPI in psychology and medicine*. Minneapolis, MN: University of Minnesota Press.

Wiener, D.N. (1948c). Selecting salesmen with subtle-obvious keys for the Minnesota Multiphasic Personality Inventory. *American Psychologist, 3*, 364.

Subtle and Obvious subscales were applied to successful and unsuccessful salesmen groups. Results suggest elevation on S scores is desirable, and elevation on O scores undesirable, with total scale scores in between.

Wiener, D.N. (1948d). The subtle-obvious factor in vocational and educational success. *American Psychologist, 3*, 299.

Subtle and Obvious MMPI subscale results were compared for employed salesmen (success defined by supervisors' ratings), clerical and trade trainees (success defined by training progress), and college students (success defined by school grades). At various cut-off points, significant percentage differences in elimination of successful and unsuccessful individuals were studied.

Wiener, D.N. (1961). Evaluation of selection procedures for a management development program. *Journal of Counseling Psychology, 8*, 121-128.

The selection of management trainees for a VA field station was evaluated by comparison of tools, Ss, and similar prospects.

Wiener, D.N., & Simon, W. (1950). Personality characteristics of embalmer trainees. *Journal of Applied Psychology, 34*, 391-393.

The MMPI was administered to 36 veterans who indicated a desire to become embalmers and made this their training objective after counseling. The control group consisted of 100 veterans who came to the same guidance centers for counseling during the same

period of time, but who decided upon other vocational objectives. Comparison of the test results from the two groups indicates that there are no strongly deviant personality characteristics among the embalmer trainees.

Wilikofsky, A.S. (1987). MMPI-based employment decisions for high-risk positions in nuclear power settings. *Dissertation Abstracts International*, 48, 576.

Williamson, E.G., & Hoyt, D. (1952). Measured personality characteristics of student leaders. *Educational and Psychological Measurement*, 12, 65-78.

From MMPI scores, the authors conclude that student leaders engaged in political activities are characteristically different in personality makeup from those engaged in other types of activities and that fraternity and sorority leaders differ relatively little from other types of students in general.

Willmott, E.H. (1952). *An experimental study of the relationship between the success of group counselors at a therapeutic camp and their personality characteristics as measured by the Minnesota Multiphasic Personality Inventory*. Unpublished master's thesis, University of Michigan, Ann Arbor.

Winick, C. (1964). Personality characteristics of embalmers. *Personnel Guidance Journal*, 43(3), 262-266. The embalmers' personality characteristics differed significantly from the control group.

Wisniewski, E. (2004). Correctional officer job performance as predicted by the Minnesota Multiphasic Personality Inventory-2 and the Inwald Personality Inventory. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 65, 3187. Correctional officers responsible for maintaining control and safety within correctional facilities are often faced with aggressive and violent inmates providing for an unpredictable work environment. They need to possess a calm demeanor be emotionally and psychologically stable and not be easily intimidated or corrupted while also not becoming aggressive violent or hostile themselves. Pre-employment psychological testing has been used to select those correctional officer applicants with the necessary personality characteristics and screen-out those who are psychologically ill-suited. This study examined the predictive validity and reliability of the MMPI-2 the IPI and the MMPI-2 and IPI together in differentiating successful versus unsuccessful correctional officers. Although this study had several limitations the findings contradict earlier research in the field in addition to finding several correlations between scales on the MMPI-2 and IPI and correctional officer's supervisory ratings and their receiving disciplinary sanctions.

Woodworth, D.G., & MacKinnon, D.W. (1958). *The use of trait ratings in an assessment of 100 air force captains*. (Air Force Personnel and Training Research Center, Research Report AFPTRC-TN-58-64).

Woolfolk, E.K. (1965). The relation of certain psychological characteristics to choice of a

type of teacher preparation program. *Dissertation Abstracts*, 26, 886.

Workowski, E.J., & Pallone, N.J. (1999). Previously unscored pre-service MMPI data in relation to police performance over a decade: A multivariate inquiry. *Journal of Offender Rehabilitation*, 29, 71-94.

The authors re-scored MMPI answer sheets completed a decade-earlier by 27 male applicants for appointment to a medium-sized municipal police department and related the newly-calculated scores on the original clinical scales and on 22 derivative scales to a positive and to a negative index of performance respectively over the span of a decade of service. No significant bivariate relationships were found through rectilinear correlation between the positive performance index and scores on any of the newly scored derivative scales. Significant bivariate relationships were found between the negative performance index and scores on 2 of the newly scored derivative scales. Against the negative index stepwise multiple regression progressed to 3 significant steps; the Wiggins poor morale scale the Tryon-Stein-Chu tension and social introversion scales. Results enable the department in question to employ the MMPI in future to predict an important index of negative performance in a manner that moves toward meeting the predictive validity requirements.

Wright, M.W., Sisler, G.C., & Chylinski, J. (1963). Personality factors in the selection of civilians for isolated northern stations. *Journal of Applied Psychology*, 47, 24-29.

This is an investigation of personality characteristics associated with favorable adjustment to northern isolated living and the usefulness of psychological tests in the selection of personnel for northern posting.

Wright, M.W., Sisler, G.C., & Chylinski, J. (1963). Personality factors in the selection of civilians for isolated northern stations. *Journal of Applied Psychology*, 47, 24-29.

An investigation of personality characteristics associated with favorable adjustment to northern isolated living, and the usefulness of psychological tests in the selection of personnel for northern posting. 197 electronic technicians already screened on other psychological tests completed MMPI, Edwards Personal and Brainard Preference tests, and General Information and Arctic Interest questionnaires prior to 1 year of isolation duty on the mid-Canada Line. Adequacy of work and social adjustment was associated with 11 of 35 test variables and 3 of 26 questionnaire items. The discriminating function of the MMPI was reduced by the use of the K correction. It was suggested that despite the highly select nature of the sample used, the test battery has potential value in the selection of civilians to work in the far north.--(17 ref.)

Young, R.H., & Pearson, G.A. (1948). The Professional Aptitude Test, 1947: A preliminary evaluation. *Journal of the Association of American Medical Colleges*, 2, 176-179.

Zapata, A., Kreuch, T., Landers, R. N., Hoyt, T. & Butcher, J. N. (2009). Clinical personality assessment in personnel settings using the MMPI-2: A cross-cultural comparison. *International Journal of Clinical and Health Psychology*, 9, 287-298.

ABSTRACT. The Minnesota Multiphasic Personality Inventory-2 (MMPI-2) is the most widely used and researched clinical personality assessment instrument in personnel selection. This instrumental study addresses the comparability of the MMPI-2 in assessing Spanish-speaking employees to the performance of English-speaking employees. A sample of 332 Puerto Rican power plant repairers and installers, who were administered the test in Spanish, were compared with 327 English speaking employees from the U.S mainland. The overall MMPI-2 performance of both groups of participants was highly similar and well within the normal range with most scales within the standard error of measurement. A few scales, such as the Lie scale (L), showed small differences with Hispanic clients scoring higher than the Anglos, a finding that has been reported in other studies. The MMPI-2 symptom scales for Hispanics are generally similar to the Anglo scores and do not require adjustments in interpretive strategies. In personnel settings where test defensiveness is common, interpreters need to assure that the applicant's L score is within the interpretive range.

Zelig, M. (1983). A typology of police applicants based on the Minnesota Multiphasic Personality Inventory. *Dissertation Abstracts International*, 44, 621.

Zwetschke, E.T. (1954). The function of the MMPI in determining fitness for student teaching at the nursery school, kindergarten, and primary school level. *Dissertation Abstracts*, 14, 500-501.