

## Validity Study

### Personality Profiles of Police Officers who Successfully Complete Academy Training

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*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 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.*

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#### Participant Characteristics

N	304 police officer candidates who entered a police training academy in a large Midwestern city
Gender	79.4% were men
Race	63% were white
Age	$M = 27.5$

#### Measures

Candidates were screened prior to hiring by a clinical psychologist using the MMPI or MMPI-2, the California Personality Inventory, a structured interview, and in 199 cases the Inwald Personality Inventory. The correlation between the psychologist's rating and academy completion was  $-.03$ .

#### Dependent variable

The dependent variable in this study was whether or not the candidate completed the police training academy. Of the 304 participants, 248 (81.6%) successfully completed the training academy. Those who did not complete the academy included those who voluntarily quit and those who were terminated.

**Author Note:** This research is based on the first author's master's thesis. The article contents do not constitute the views of the FBI.

**Table 1**  
**Correlations with academy completion (0=Not completed; 1 = Completed)**

Scale Configuration	Mean	SD	Correlation with Academy Completion
<b>Good Cop/Bad Cop</b>			
Blau <i>et. al.</i> Method	0.39	0.49	.00
Brewster & Stoloff Method	0.50	0.69	.02
Husemann Index (F + Pd + Ma)	139.99	12.42	.12*
Aamodt Index (F + Ma)	91.59	10.61	.10
Goldberg Index (L+Pa+Sc-Hy-Pt)	63.78	16.18	.09
Gonder Index (Pd + Pt + Mf + Ma + Hs + Hy)	299.94	24.12	-.05
<b>Five-Factor Model</b>			
Factor I (Hs + Pd + Pa + Pt + Sc + Ma)	296.58	24.85	-.01
Factor II (Hy + Hs + K - Ma)	120.68	19.80	-.06
Factor III (Si)	46.25	6.12	-.12*
Factor IV (Pa + MF - L - K)	-33.59	22.88	-.09
Factor V (F-K)	-20.87	10.06	.07

**Table 2**  
**Correlations among scale configurations**

Scale Configuration	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
1. Good Cop/Bad Cop		.52*	.33*	-.14*	.64*	.57*	.28*	.08*	.10	.08
2. Husemann Index			.83*	.12*	.72*	.71*	-.07	-.03	.18*	.35*
3. Aamodt Index				.14*	.43*	-.45*	-.40*	-.01	.29*	.61*
4. Goldberg Index					.00	.17*	.04	.10	-.40*	.00
5. Gonder Index						.86*	.42*	-.05	.14*	-.11
6. Factor I							.41*	-.09	.07	-.11
7. Factor II								-.05	-.44*	-.56*
8. Factor III									.04	.26*
9. Factor IV										.51*
10. Factor V										

**Table 3**  
**Outcome frequencies for the Good Cop/Bad Cop method**

GCBC Category	Frequency (Percent)	Percent Passing Academy
<b>Blau et al Method</b>		
Bad Cop (1+ problem scales)	120 (39.5%)	81.7%
Good Cop (no problem scales)	184 (60.5%)	81.5%
<b>Brewster &amp; Stoloff Method</b>		
Bad Cop (2+ problem scales)	33 (10.9%)	84.8%
Borderline (1 problem scale)	87 (28.6%)	80.5%
Good Cop (no problem scales)	184 (60.5%)	81.5%

**Appendix**  
**Correlations between individual scales and training academy completion**

Inventory/Scale	Mean	SD	Correlation
<b>MMPI</b>			
L	66.53	13.94	.09
F	43.88	6.36	.06
K	64.75	7.10	-.04
Hs	49.88	5.99	-.03
D	48.40	6.76	.06
Hy	53.76	6.88	-.01
Pd	53.22	7.94	-.07
Mf	47.98	9.86	-.11*
Pa	49.70	7.62	.00
Pt	47.37	5.74	-.02
Sc	48.68	5.44	.00
Ma	47.72	7.75	.09
Si	46.25	6.12	-.12*
<b>CPI</b>			
Dominance	60.73	8.31	.00
Capacity for status	56.54	7.45	.00
Sociability	57.11	6.61	.04
Social presence	57.23	7.65	-.04
Self-acceptance	55.45	6.67	.00
Independence	61.09	4.61	-.21
Empathy	59.35	6.21	.21
Responsibility	54.53	7.43	-.03
Socialization	55.19	6.77	-.03
Self-control	62.11	7.52	-.05
Good impression	64.90	9.57	-.05
Communality	52.14	8.20	-.08
Well-being	59.48	5.73	-.09
Tolerance	60.05	7.31	-.06
Ach via conformance	61.55	5.98	.02
Ach via independence	61.00	7.77	-.10
Intellectual Efficiency	57.14	6.71	.00
Psych mindedness	60.33	6.39	-.14
Flexibility	53.22	9.98	-.08
Femininity	44.03	8.97	-.03

**Appendix**  
**Correlations between individual scales and training academy completion**

	Mean	SD	Correlation
Inwald Personality Inventory (n = 199)			
Guardedness	42.41	9.00	.10
Alcohol use	52.97	10.35	.00
Drug use	48.98	7.29	.06
Driving violations	54.41	5.61	.02
Job difficulties	44.00	7.04	.05
Trouble with the law	44.85	6.64	-.08
Absence abuse	43.73	6.51	-.03
Substance abuse	45.18	8.24	.07
Antisocial attitudes	42.32	6.45	.07
Hyperactivity	44.80	7.51	.03
Rigid type	43.26	8.93	-.13
Type A	47.89	9.44	-.05
Illness concerns	46.78	7.87	-.13
Treatment programs	53.13	12.71	-.07
Anxiety	48.37	7.96	.03
Phobic personality	45.55	7.42	.05
Obsessive personality	45.73	8.18	-.05
Depression	44.38	6.13	-.01
Loner type	42.73	6.99	-.03
Unusual experiences	43.24	4.67	-.01
Lack of assertiveness	52.00	10.11	-.05
Interpersonal difficulty	44.20	7.21	-.09
Undue suspiciousness	42.58	5.80	-.07
Family conflicts	44.32	7.48	-.17*
Sexual concerns	46.14	5.29	-.16*
Spouse/mate conflicts	46.06	7.60	-.04