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Laramie County Sheriff Department
Pre-Employment Selection Report

Name: Mister Candidate

Address: 361 Post Road, Cheyenne, WY 82001

Birth Date:

Social Security:

Date of Evaluation: July 24, 2013

Date of Report: July 25, 2013

Reason for Referral

Mr. Candidate was referred by Sheriff Danny Glick of the Laramie County Sheriff Department for an estimate of his current level of intellectual and emotional functioning in order to assist in determining his suitability to be employed as a Patrol Deputy as required by Wyoming Statute 9-1-704 (vii).

Statement of Limitations

This evaluation was prepared for the purpose indicated above and may not be suitable for other applications. Any opinion, conclusion, diagnosis, or recommendation herein is based upon the information contained and referenced from the sources indicated, including the report of the subject of the evaluation. Substantial inaccuracies with the information herein could affect the validity of the results and conclusions of this evaluation.

Procedures

Clinical Interview

Current Mental Status Examination

Multidimensional Aptitude Battery – II (MAB-II)

Wide Range Achievement Test – 4 (WRAT-4)

Integrated Visual-Auditory Continuous Performance Test (IVA+Plus)

Minnesota Multiphasic Personality Inventory – 2 – Restructured Form
(MMPI-2-RF)

California Personality Inventory (CPI)

Background Information

Mr. Candidate reported that he was born and raised in Nebraska. He was raised by both of his biological parents who remained married at the time of this evaluation. Mr. Candidate was the youngest of three boys in his family. He denied any history of abuse or trauma during childhood. Mr. Candidate had never been married, but was currently engaged to be married. He had no children, although his fiancée was currently pregnant. Mr. Candidate lived alone in Cheyenne, WY at the time of this evaluation, but planned to move to Cheyenne, WY to live with his fiancée in the near future. He reported that he graduated from high school and completed three years of college at the University of Nebraska at Lincoln in Criminal Justice, with a minor in Spanish. Mr. Candidate noted that he stopped attending college after his military deployment due to a change in his goals. He denied any history of learning or attention problems.

Employment History: Mr. Candidate reported that he had worked as a farm hand during high school. He had also worked as a busser at a restaurant, and was an outdoor guide at his university. Mr. Candidate was currently employed as a patrol officer with the Cheyenne Police Department and had held this position for one year.

Military Service: Mr. Candidate reportedly served in the Army Reserve from April of 2006 through the present time. His rank was E-5. Mr. Candidate was deployed to Afghanistan between February of 2011 and February of 2012.

Current and Past Legal History: Mr. Candidate denied any legal history.

Alcohol and Substance Abuse History: Mr. Candidate denied any history of drug or alcohol abuse. He reportedly last consumed alcohol one month prior to this evaluation and noted that he drank once every

couple of months. Mr. Candidate denied any use of illicit drugs or tobacco.

Health History: Mr. Candidate reported that he had sustained injuries to his knees and wrist playing football in high school. He denied any history of head injury. Mr. Candidate reported that he was currently in good health and was not prescribed any medications.

Psychological History: Mr. Candidate denied any history of psychiatric diagnosis or treatment. He had never been admitted to a psychiatric unit of the hospital, and he had never considered or attempted self-harm. He reported that his mood was generally happy and denied concerns related to sleep, appetite, energy, motivation, or anxiety. Mr. Candidate denied any history of auditory or visual hallucinations. When asked to describe a time when he was the most frightened, he reported that he once went skydiving and had a hard landing. He briefly feared that he might be paralyzed. Mr. Candidate denied any posttraumatic stress related to this or any other incidents throughout his life.

Mental Status Examination

Mr. Candidate was a 24 year old Euro-American male of average height and average weight who appeared his stated age. He was well groomed, and dressed in clean, casual clothing, appropriate to the evaluation situation. He was courteous and compliant with the examiner and staff, and rapport was established without difficulty. He was alert and fully oriented to person, place, time, and situation. Gait was normal, and there was no indication of difficulty in fine or gross motor skills. Assistive devices were not employed. He drove himself to the evaluation and was prompt. Affect was stable and euthymic. Speech was within normal limits in volume and tone, organized, relevant, and goal-directed. Memory was intact for distant events and intact for recent events. Insight was good, judgment was good, and concentration was good. Suicidal ideation was denied. Homicidal ideation was denied. There was no evidence of a formal thought disorder.

Test Results

Intellectual Functioning: Results of the current administration of the MAB-II, a computer-based instrument that estimates intellectual functioning, indicated high average to superior intellectual abilities. Mr. Candidate's intellectual functioning was developed beyond the minimum necessary for him to complete the duties of a Patrol Deputy.

On the current administration of the MAB-II, Mr. Candidate's scores were as follows:

Index Standard Scores (Average = 100, +/-15)

Scale	Standard Score	Percentile Rank
Verbal IQ	120	91
Performance IQ	118	88
<i>Full Scale IQ</i>	<i>120</i>	<i>91</i>

Subtest Scaled Scores (Average = 50, +/-10)

Verbal Subtests	Age-Adjusted Scaled Score	Percentile Rank
Information	69	97
Comprehension	64	92
Arithmetic	58	79
Similarities	57	76
Vocabulary	61	86

Performance Subtests	Age-Adjusted Scaled Score	Percentile Rank
Digit Symbol	59	82
Picture Completion	61	86
Spatial	56	73
Picture Arrangement	58	79
Object Assembly	63	90

Subtest Descriptions:

Arithmetic Arithmetic assesses abstract reasoning and problem solving abilities in regards to solving numerical calculations.

Comprehension Comprehension assesses the ability to evaluate and apply socially acceptable behavior, and comprehend laws and social customs. It requires general verbal abilities, social intelligence, and knowledge of conventional standards for moral and ethical judgment.

Digit Symbol Digit Symbol requires short term recall of a novel set of stimuli, and the ability to utilize visual acuity, figural memory, visual and fine motor skills, and speed of information processing. It is markedly affected by age and by impairment of visual-motor performance.

Information Information reflects the degree to which an individual has accumulated a fund of knowledge about diverse topics. This fund of information is influenced by an individual's level of curiosity, extent of learning, and

motivation to learn novel information. Long term memory is required.

Object Assembly Object Assembly requires the use of perceptual analytical skills and judgment to identify and assemble visual stimuli.

Picture Arrangement Picture Arrangement requires the examinee to utilize perceptual abilities and social intelligence to create a meaningful sequence of events.

Picture Completion Picture Completion requires the ability to distinguish essential from nonessential details, visual perceptual reasoning, and deductive problem solving skills.

Similarities The Similarities subtest requires the examinee to conceptualize and categorize items based on likeness. Flexibility, attention to detail, and abstract reasoning and deduction skills are necessary.

Spatial The Spatial subtest requires the ability to visualize stimuli within a two-dimensional perspective and employ figural-spatial processes and abstract reasoning skills.

Vocabulary Vocabulary assesses the capacity to effectively store, categorize, and retrieve verbal knowledge.

Achievement Functioning: Mr. Candidate’s academic achievement was assessed between the average and superior ranges. He demonstrated a relative strength with reading comprehension. Overall, academic abilities were developed beyond the minimum necessary level to perform the duties of a Patrol Deputy.

On the current administration of the WRAT-4, Mr. Candidate’s scores were as follows:

Index Standard Scores (Average = 100, +/-15)

Domain	Standard Score	95% Confidence Interval	Percentile Rank	Grade Equivalent
Reading	101	93-109	53	12.5
Sentence Comprehension	120	112-127	91	>12.9
Spelling	110	100-119	75	>12.9
Math Computation	100	89-111	50	>12.9
Reading Composite	111	105-117	77	N/A

Attention Functioning: Mr. Candidate was administered the IVA+Plus, which is a test that measures a subject's response to repetitive simple auditory and visual stimuli. Several hundred trials of the stimuli are presented, and errors of commission and omissions, variations in response time, response style, and fine motor hyperactivity are measured. Essentially, this is a very boring, repetitive task that a subject is expected to attend to continuously over a period of 13 minutes. A person with average attention functioning will make very few errors on this simple task, and a person with poor attention functioning is generally not able to do well on this task.

On the current administration of the IVA+Plus, Mr. Candidate's scores indicated that he did not have significant difficulty attending to either auditory or visual stimuli. His attention was generally assessed within the high average range. There was no indication of fine motor hyperactivity.

Personality Functioning: Mr. Candidate provided a valid profile on the MMPI-2-RF. There was no evidence of clinical psychopathology in his profile. When his scores were statistically compared to a normative sample of serving police officers, however, there were some scores that fell outside the range typically observed. Mr. Candidate's scores were indicative of a higher probability than normal of being uncooperative toward peers and supervisors, abusing power, not taking responsibility for mistakes, and deceptiveness. It is vital to note, however, that these are probabilities based on research and are not specific to Mr. Candidate and should always be interpreted with caution, examining all available data for a candidate. Given Mr. Candidate's history of success in the Army Reserves and with the Cheyenne Police Department, and his general presentation during this evaluation, the likelihood that Mr. Candidate would engage in undesirable behaviors on duty was deemed to be low.

The CPI is a self-report test that gathers information concerning an individual's typical behavior patterns, usual feelings and opinions, and attitudes related to social, ethical, and family matters. The results are plotted on 20 scales and three vectors focusing on aspects of interpersonal relationships that are presented in every day, common sense descriptions.

Mr. Candidate's profile on the CPI was also valid. His profile was suggestive of an Alpha Type. At their best, Alphas tend to be charismatic leaders and instigators of constructive social action. At their worst, they may be rigid in their beliefs, authoritarian and

punitive and have some difficulty with introspection. Mr. Candidate's profile indicated that he had an above average realization of the positive potentialities of his type. Mr. Candidate was likely to demonstrate average initiative and self-confidence, and moderately good leadership skills.

Summary

Mr. Candidate presented as a pleasant and cooperative man during the current evaluation. He appeared to have high average to superior intellectual functioning and similar academic achievement abilities. He demonstrated high average levels of concentration and attention. There were no indications of any psychopathology present.

Opinion

The findings of the present evaluation support the examiner's opinion that Mr. Candidate was qualified for the job of Patrol Deputy. While there was no indication of psychopathology at a clinical level, there was some risk, deemed to be minimal, of conduct unbecoming a police officer, described in more detail above. Therefore, it is recommended that these areas of performance be monitored during Mr. Candidate's probationary employment period. However, given his history of success in the Army Reserves and with the Cheyenne Police Department, and his general presentation during this evaluation, it appeared that Mr. Candidate would be able to, and had in the past, performed his job duties well. Results of the testing and the examiner's observations of Mr. Candidate during the clinical interview indicated that it was unlikely that he would be substantially impaired in performing essential job-related tasks.

Thank you for referring this interesting man to us for evaluation.



Rebecca S. Shtulman, Ph.D.
Licensed Psychologist