

The CPI Police and Public Safety Selection Report

The California Psychological Inventory (CPI) is a self-report questionnaire designed to measure normal-range human behavior. It consists of 434 true/false items representing concepts—such as Tolerance, Responsibility, Integrity, Empathy, and Self-Control—that are commonly used to describe and understand human behavior. (A detailed description of the CPI can be found in the test manual [Gough, H. G., & Bradley, P. (1996). *CPI Manual* (3rd ed.). Mountain View, CA: CPP, Inc.]

The CPI Police and Public Safety Selection Report, created by Johnson, Roberts and Associates, Inc., (JR&A) is a special purpose employment selection report based on the CPI. It is the most frequently chosen test of normal range personality by psychologists who conduct psychological screening of police and other public safety job applicants. It is generally paired with a test of psychopathology such as the Psychological Assessment Inventory (PAI) or the Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2- RF) or MMPI-2.

The CPI Police and Public Safety Selection Report, which is based on a normative sample of more than 50,000 public safety job applicants, supplements the basic CPI and its interpretive lore with a number of innovative features designed to improve the accuracy and fairness of employment selection decisions in the public safety field. These innovative features include:

- Risk statements that estimate the likelihood (High, Medium, Low) the applicant will: (1) demonstrate a pre-hire history of specific background/character problems (such as Anger Management Problems, Job Problems, etc.); (2) be rated by experienced psychologists as poorly suited for the position; or (3) be involuntarily separated from employment, if hired. (See page one of the sample Report: "Snapshot.")
- CPI scale profiles based on norms for public safety job "incumbents," which allow the applicant's test scores to be compared to those of previous applicants who were subsequently hired and successfully held the job that the applicant is applying for. (Norms and risk statements are developed separately for five different public safety positions: (a) Police officer/sheriff's deputy/state trooper, (b) Corrections officer, (c) Firefighter/EMT, (d) Juvenile probation counselor, and (e) Communications dispatcher). Note that the public safety norm-based T scores in the Selection Report are plotted, for comparison purposes, on the same profile as are the publisher's "Community" norm-based T scores. (See page 2 of the sample report)
- A list of individual "selection-relevant" CPI items endorsed by the applicant, indicating certain responses -- identified by a panel of expert psychologists and by research on officer performance -- that may indicate possible job performance problems. The items endorsed by the applicant can be used by the interviewer to focus their inquiry. The Report also indicates the percent of the applicants who endorse the item the same way, which is an index of how unusual the applicant's response is. (See page 7 of the sample report)
- A summary list of CPI scales for which the applicant's scores are favorable or unfavorable indicators of the applicant's likely performance on specific job functions or job problem areas, based on research involving confidential ratings by police sergeants and command staff of their subordinate officer's post-probationary job performance and personal problems. (See page 8 of the sample report)

Police Style Report Writing

Michael Hoelscher

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

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