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The Research Question

What impact does MMPI-2 invalidity have on selection?

PThe MMPI-2 L Scale consists of 15 items which guage the repondents willingness to admit to normal human weaknesses in character, behavior and temperment. Given an unusual reluctance to do so, individuals with scores at or above 80 pose a problem for selection officials. How should such a score be interpreted, and what other signs of impression management are present?



Applicants to OCSO, 1993-1999

- P Over a five and a half year period, 985 applicants took the standard assessment battery for positions in law enforcement which included the MMPI-2.
- POut of 985, seventy-two (72) applicants produced an invalid MMPI-2 profile due to L Scale elevation equal to or greater than a T score of 80. This represents 7.3% of the population.



Demographics

What does the sample look like?

P The following matrix depicts the sample studied:

	W	В	Н	O	Sum
M	13	13	20	1	47
F	10	10	5	0	25
Sum	23	23	25	1	72



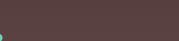
What other validity measures are in the battery?

P In addition to the MMPI-2 L Scale, three other measures are of interest to the present study:

IPI Guardedness (GD) Scale

HPP/SQ Candor (CA) Scale

MMPI-2 Superlative (S) Scale



The Findings

Within the 72 L Scale applicant sample, analysis found:

P Pearson correlation co-efficients for GD, CA, S:

GD

CA

S

$$n=43$$

$$n=22$$

$$n = 49$$

$$r = .234$$

$$r = -.245$$

$$r = .057$$



What do the findings reveal?

P The L Scale in the present sample is:

- Positively correlated with Guardedness
- Negatively correlated with Candor
- ▶ Positively, but only slightly, correlated with S Scale
- P Impression management appears to be attempted by certain applicants in a systematic way.



The Implications

How do we handle this problem?

- P Impression management as a factor in non-selection:
 - ► L > 80 Cause for Concern
 - or Added cause for concern CA < 40
- P Any other indicator of reluctance to acknowledge negative qualities -- non-select.



Tracking Invalid Hires

- P Inevitably, some candidates for law enforcement positions who have produced an invalid MMPI-2 profile will be selected.
- P Data will be gathered to track performance over the first year or so of employment in an attempt to obtain better validity of selection protocols.

Postscript to this Study

The PERSEREC Project

PIn a nationwide study examining correlates of corruption-prone law enforcement officers, the Defense Personnel Security Research Center (in a sample of more than 800 officers from 80 police agencies) found that an L Scale score greater than 60 correlated significantly with "violators" of the public trust.