

Seminary Students Interpretive Report

MMPI-2™

The Minnesota Report[™]: Revised Personnel System, 3rd Edition James N. Butcher, PhD

Name:	Adrian H
ID Number:	2537
Age:	23
Gender:	Male
Years of Education:	16
Date Assessed:	01/02/2008

Standard Level Addiction Potential

PEARSON

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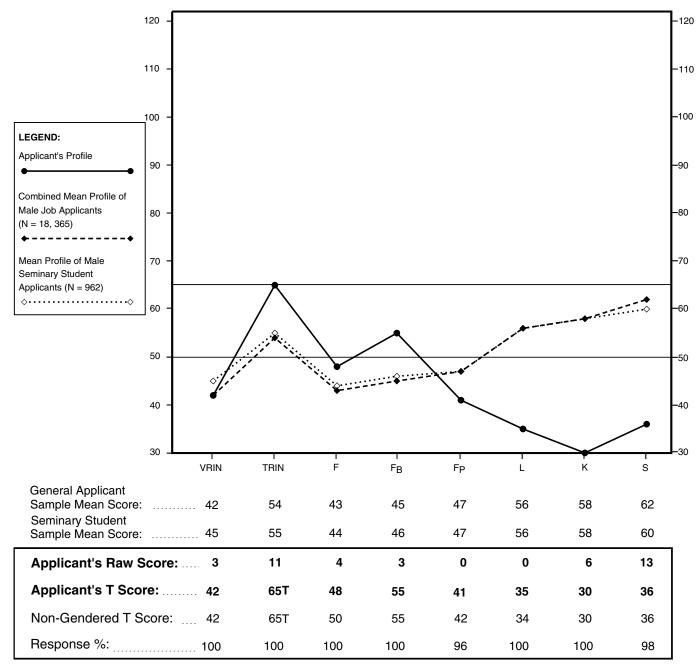
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TRADE SECRET INFORMATION

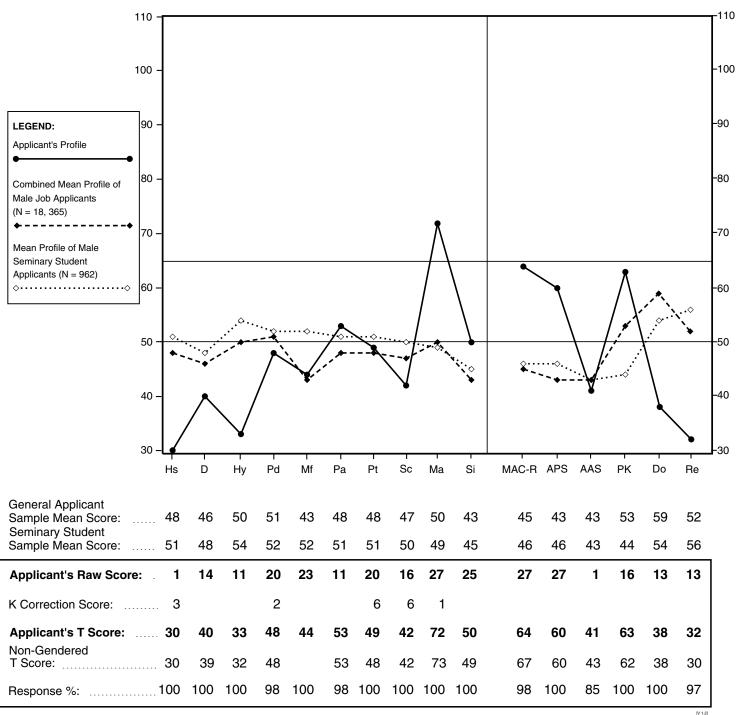
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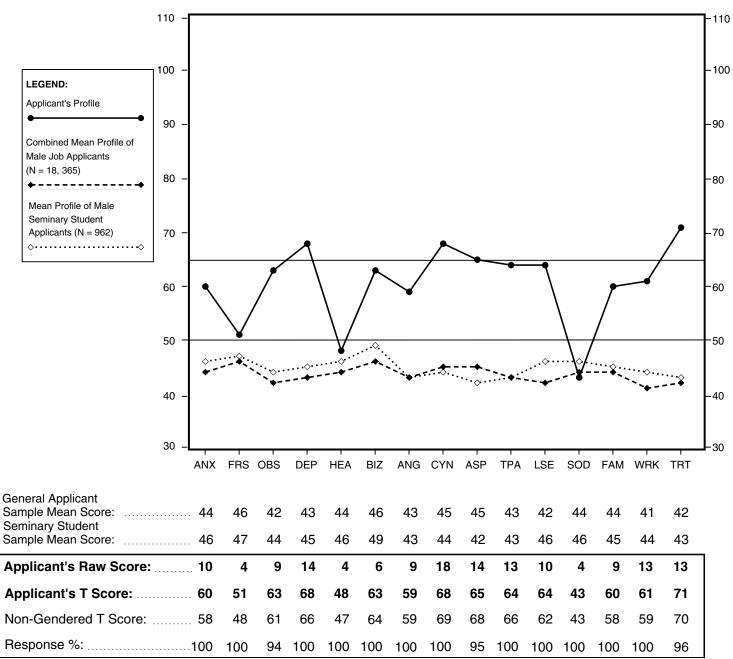
Cannot Say (Raw):	6		Raw Score	T Score	Resp. %
	-	S ₁ -Beliefs in Human Goodness	2	36	100
Percent True:	57	S2-Serenity	6	50	100
Percent False:	43	S ₃ -Contentment with Life	2	40	100
		S4-Patience/Denial of Irritability	2	40	100
		S ₅ -Denial of Moral Flaws	1	36	80



MMPI-2 CLINICAL AND SUPPLEMENTARY SCALES PROFILE

Welsh Code: 9'+-6<u>0/74</u>582:31# F:LK#

Profile Elevation: 45.9



MMPI-2 CONTENT SCALES PROFILE

PROFILE VALIDITY

The client omitted 6 items on the MMPI-2. Although this is not enough to invalidate the resulting MMPI-2 clinical profile, some of his scale scores may be lower than expected because of these omissions. It is often valuable to examine the content of omitted items at the end of this report to determine areas the applicant refused to address. It may be helpful to talk with him to determine the reasons for his omissions. Many clinicians prefer to readminister the omitted items (listed at the end of this report) to ensure the most accurate interpretation possible.

The pattern of his item omissions should be carefully evaluated. He omitted from 10% to 15% of the items on Scales AAS and Pd2. Omitting items may result in an underestimate of the problems measured by the affected scales. He omitted from 16% to 25% of the items on Scale ASP2. Caution should be exercised in interpreting the affected scales because scale scores are clearly attenuated by this degree of item omission. Of course, any scale elevations above a T score of 60 should be interpreted, but it should be understood that if there are omitted items, the score probably underestimates problems reflected by the scale.

This is a valid MMPI-2 profile. The applicant responded to the items in a generally open and frank manner, neither denying problems nor claiming an excessive number of unusual symptoms. There is, however, some possibility that he was frank in his self-appraisal, being somewhat more self-critical than most job applicants. This may reflect low self-esteem or a need to call attention to his problems.

PERSONAL ADJUSTMENT

The applicant's performance on the MMPI-2 suggests that he is outgoing and considers himself to have few psychological problems. However, his overuse of denial and his tendency to overextend himself may occasionally cause problems. He tends to be very aggressive, overconfident, and somewhat self-centered, with an unrealistic view of his capabilities. At times he is overly optimistic, fails to recognize his own limitations, and is insensitive to the needs of others. He tends to be an expressive, spontaneous person who might act or make decisions without careful consideration of the consequences. Without apparent cause he may become somewhat elated, and at other times he may be moody and irritable.

He seems to lack the broad cultural interests that are characteristic of many individuals with his level of education. He appears to have a rather limited range of interests and prefers traditional, action-oriented activities to artistic and literary pursuits or introspective experiences. He may be somewhat intolerant and insensitive, and others may view him as rather crude, coarse, and narrow-minded.

In addition, the following description is suggested by the content of this applicant's responses. He shows some disrespect for authority and believes that people should get away with everything they can. He may view the world as a jungle. He believes it is acceptable to break rules as long as you don't get caught. Items that the applicant endorsed suggest that he may be experiencing some of the following feelings associated with low mood. He is preoccupied with feelings of guilt and worthlessness and feels that he deserves punishment for wrongs he has committed. He feels unhappy and regrets his past, seems plagued by worry about the future, and is uninterested in life at present. He has endorsed a significant number of items suggesting that he possesses some antisocial beliefs or attitudes. His work history

should be carefully evaluated to determine if irresponsible behavior has resulted in work-related problems. He reports having very cynical views that may distort how he perceives the motives and intentions of other people.

INTERPERSONAL RELATIONS

He appears to be a very outgoing person, forward and aggressive in relationships and able to influence others easily. Although he makes a good first impression, his relationships tend to be rather superficial.

The content of this applicant's MMPI-2 responses suggests the following additional information concerning his interpersonal relations. He appears to have rather cynical views about life. Any work involving cooperative effort may be affected by his negativism. He may view relationships with others as threatening and harmful. He feels some family conflict, but he does not seem to view this as a major problem in his life. He may be viewed as irritable and competitive. He may experience some interpersonal problems at times because of his aggressiveness.

PROFILE FREQUENCY

It is usually valuable in MMPI-2 clinical profile interpretation to take into consideration the relative frequency of a given profile pattern in various settings. An elevated score on the Ma scale was found in 15.2% of the MMPI-2 normative sample of men (N = 1,138). Only 8.43% of the normative sample of men obtained clinical scale spikes on Ma above a T score of 65. This high-point score on the Ma scale, at this level of profile elevation, was obtained by 4.17% of male seminary applicants (Pearson Assessments Archival Data, 1994).

CONTEMPORARY PERSONNEL BASE RATE INFORMATION

Additional contemporary profile frequency information is available to serve as a basis for interpreting seminary applicants' profiles. The relative frequency of this profile in job applicants is informative and can provide clues regarding the individual's emotional stability. High scores on Ma can reflect tendencies toward impulsive and careless behavior. In the Pearson Assessments (Butcher et al., 2000) combined job applicant sample (N = 18,365 males), this MMPI-2 high-point clinical scale score (Ma) occurs in 8.6% of the males regardless of elevation. However, 12.5% of spikes elevated at or above a T score of 65 produce this pattern. The Ma spike was the highest single-scale peak among elevated and well-defined profiles. In a specific sample of seminary applicants (N = 962 males) the Ma high-point score occurs in 6.8% of the cases regardless of elevation and 7.8% have a well-defined Ma scale spike at or above a T score of 65.

PROFILE STABILITY

The relative elevation of the highest scales in his clinical profile shows very high profile definition. His peak scores are likely to be very prominent in his profile pattern if he is retested at a later date. His

high-point score on Ma is likely to remain stable over time. Short-term test-retest studies have shown a correlation of .83 for this high-point score. Spiro, Butcher, Levenson, Aldwin, and Bosse (1993) found a moderate test-retest stability index of .59 in a large study of normals over a five-year test-retest period. His behavior may be somewhat variable. He may appear to be quite outgoing and elated, but he may be susceptible to mood changes and irritability.

POSSIBLE EMPLOYMENT PROBLEMS

Seminary applicants with this MMPI-2 profile tend to be quite enthusiastic, energetic, and oriented toward human service work. There is some possibility that they might be very impulsive at times. In addition, they tend to take on more activities than they can manage or make more promises than they can fulfill.

Although the applicant appears to be hard-driving and expansive, he may become overextended and have trouble completing projects. He is frequently overconfident and may make promises that are difficult to keep. He also tends to dislike practical matters, preferring to be rather vague and superficial. There is some possibility that his interpersonal style may be a bit overbearing and might create strained relationships.

CONTENT THEMES

MMPI-2 content themes may serve as a source of hypotheses for further investigation. These content themes summarize similar item responses that appear with greater frequency with this applicant than with most people.

He may be overly sensitive in interpersonal relationships.

He may have low self-esteem that interferes with his taking on new tasks.

He may be very self-centered and excessively motivated by self-interest.

He may be rigid and inflexible in his thinking.

He may feel alienated.

He may have trouble controlling his temper.

He may have antisocial attitudes and behavior.

He may have some unconventional beliefs or attitudes that affect the way he gets along with supervisors.

He may have irresponsible attitudes.

He may sometimes disregard rules when it suits him.

He may have problems with authority and may at times break rules.

He may tend to question supervisory decisions.

He may be prone to feeling anxious at times.

He may have low energy or lack enthusiasm.

He has a cynical attitude toward life that reflects a tendency to be caustic in relationships with others.

ADDITIONAL SCALES

ADDITIONAL SCALES		N	an Candana	. J	
	Dawy Caawa	on-Gendere			
Deveopality Developathology Five (DSV 5) Seeles	Raw Score	1 Score	T Score	Resp %	
Personality Psychopathology Five (PSY-5) Scales					
Aggressiveness (AGGR)	11	59	62	100	
Psychoticism (PSYC)	7	62	62	100	
Disconstraint (DISC)	19	64	68	97	
Negative Emotionality/Neuroticism (NEGE)	18	66	63	100	
Introversion/Low Positive Emotionality (INTR)	4	35	35	100	
Supplementary Scales					
Anxiety (A)	22	67	65	100	
Repression (R)	5	30	30	100	
Ego Strength (Es)	35	45	48	98	
Hostility (Ho)	31	65	66	98	
Harris-Lingoes Subscales					
Depression Subscales					
Subjective Depression (D_1)	8	53	52	100	
Psychomotor Retardation (D_2)	3	37	36	100	
Physical Malfunctioning (D_2)		43	42	100	
Mental Dullness (D_4)	2 2	48	48	100	
Brooding (D_5)	6	40 74	70	100	
	-				
Hysteria Subscales	_				
Denial of Social Anxiety (Hy_1)	2	40	40	100	
Need for Affection (Hy_2)	1	30	30	100	
Lassitude-Malaise (Hy ₃)	1	43	43	100	
Somatic Complaints (Hy ₄)	1	43	42	100	
Inhibition of Aggression (Hy ₅)	3	48	47	100	
Psychopathic Deviate Subscales					
Familial Discord (Pd_1)	3	58	57	100	
Authority Problems (Pd_2)	3	47	50	88	
Social Imperturbability (Pd_3)	3	45	46	100	
Social Alienation (Pd_4)	6	61	60	100	
Self-Alienation (Pd_5)	8	72	72	100	
Paranoia Subscales					
Persecutory Ideas (Pa ₁)	3	58	58	100	
Poignancy (Pa ₂)	4	62	60	100	
Naivete (Pa_3)	4	46	46	100	
	т	rU	τU	100	

		ed		
	Raw Score		T Score	Resp %
Schizophrenia Subscales				-
Social Alienation (Sc_1)	4	55	54	100
Emotional Alienation (Sc_2)	1	50	49	100
Lack of Ego Mastery, Cognitive (Sc ₃)	2	54	55	100
Lack of Ego Mastery, Conative (Sc ₄)	2	49	49	100
Lack of Ego Mastery, Defective Inhibition (Sc ₅)		68	67	100
Bizarre Sensory Experiences (Sc ₆)	4	60	59	100
Hypomania Subscales				
Amorality (Ma_1)	4	66	68	100
Psychomotor Acceleration (Ma ₂)	6	53	54	100
Imperturbability (Ma ₃)	5	59	61	100
Ego Inflation (Ma ₄)	6	69	68	100
Social Introversion Subscales (Ben-Porath, Hostetle	r, Butcher, &	& Graham)	
Shyness/Self-Consciousness (Si ₁)	6	54	53	100
Social Avoidance (Si ₂)	0	37	37	100
AlienationSelf and Others (Si_3)	11	68	67	100
Content Component Scales (Ben-Porath & Sherwoo	d)			
Fears Subscales				
Generalized Fearfulness (FRS ₁)	0	44	43	100
Multiple Fears (FRS ₂)	4	54	50	100
Depression Subscales				
Lack of Drive (DEP_1)	5	68	67	100
Dysphoria (DEP_2)	3	66	62	100
Self-Depreciation (DEP ₃)	4	69	70	100
Suicidal Ideation (DEP ₄)	1	62	62	100
Health Concerns Subscales				
Gastrointestinal Symptoms (HEA ₁)	0	44	44	100
Neurological Symptoms (HEA ₂)	2	54	52	100
General Health Concerns (HEA_3)	1	48	49	100
Bizarre Mentation Subscales				
Psychotic Symptomatology (BIZ_1)	0	44	44	100
Schizotypal Characteristics (BIZ ₂)	ů 4	67	67	100
Anger Subscales				
Explosive Behavior (ANG ₁)	2	52	53	100
Irritability (ANG ₂)	5	61	61	100
• • •				
Cynicism Subscales Misanthronia Paliafa (CVN)	12	66	67	100
Misanthropic Beliefs (CYN ₁)		66 62		
Interpersonal Suspiciousness (CYN ₂)	6	62	63	100

		Non-Gendered				
	Raw Score	T Score	T Score	Resp %		
Antisocial Practices Subscales Antisocial Attitudes (ASP ₁) Antisocial Behavior (ASP ₂)	11 3	63 59	65 64	100 80		
~ _/	C	C y	0.1	00		
Type A Subscales Impatience (TPA ₁) Competitive Drive (TPA ₂)	3 8	51 77	52 79	100 100		
Low Self-Esteem Subscales	4	59	59	100		
Self-Doubt (LSE ₁) Submissiveness (LSE ₂)	4	69	59 66	100		
Social Discomfort Subscales						
Introversion (SOD_1)	1	39	40	100		
Shyness (SOD ₂)	3	52	51	100		
Family Problems Subscales						
Family Discord (FAM ₁)	5	60	59	100		
Familial Alienation (FAM ₂)	0	40	41	100		
Negative Treatment Indicators Subscales						
Low Motivation (TRT ₁)	5	71	69	100		
Inability to Disclose (TRT ₂)	4	68	68	100		

Uniform T scores are used for Hs, D, Hy, Pd, Pa, Pt, Sc, Ma, the content scales, the content component scales, and the PSY-5 scales. The remaining scales and subscales use linear T scores.

WORK DYSFUNCTION ITEMS

The following items may be significant in understanding the client's work performance. These items have been found to be related to dysfunctional attitudes or negative behavior in employment situations. Although these items may serve as a source of hypotheses for further investigation, caution should be used in interpreting individual items because the respondent may have misread the item or inadvertently marked the wrong answer.

Any Work Dysfunction items he endorsed are listed below with the direction of his endorsement indicated in parentheses. The endorsement percentages of different reference groups are presented in brackets following the item. The first number "N" is the percentage of the MMPI-2 normative sample who endorsed that item in the scored direction. The second number "P" is the percentage of individuals in the large job applicant sample (Pearson Assessments, 1995) who endorsed the item in the scored direction.

- 98. Omitted Item. (True) [N = 37%, P = 23%]
- 135. Omitted Item. (True) [N = 32%, P = 17%]
- 339. Omitted Item. (True) [N = 37%, P = 27%]
- 364. Omitted Item. (True) [N = 14%, P = 6%]
- 394. Omitted Item. (True) [N = 19%, P = 5%]
- 409. Omitted Item. (True) [N = 39%, P = 24%]
- 428. Omitted Item. (True) [N = 57%, P = 39%]
- 445. Omitted Item. (True)
- [N = 39%, P = 24%] 491. Omitted Item. (True)
- [N = 11%, P = 5%] 505. Omitted Item. (True)
- [N = 11%, P = 3%]
- 509. Omitted Item. (True)
- [N = 25%, P = 19%]545. Omitted Item. (True)
- [N = 37%, P = 18%]
- 559. Omitted Item. (True)

[N = 15%, P = 9%]



Special Note: The content of the test items is included in the actual reports. To protect the integrity of the test, the item content does not appear in this sample report.

OMITTED ITEMS

The client omitted the following items. It may be helpful to discuss these omissions with him to determine the reason for noncompliance with the test instructions.

- 266. Omitted Item.371. Omitted Item.406. Omitted Item.
- 487. Omitted Item.
- 487. Omitted Item. 488. Omitted Item.
- 553. Omitted Item.

End of Report

NOTE: This MMPI-2 report can serve as a useful guide for employment decisions in which personality adjustment is considered important for success on the job. The decision rules on which these classifications are based were developed through a review of the empirical literature on the MMPI and MMPI-2 with normal-range individuals (including job applicants) and the author's practical experience using the test in employee selection. The report can assist psychologists and physicians involved in personnel selection by providing an "outside opinion" about the applicant's adjustment. The MMPI-2 should NOT be used as the sole means of determining the applicant's suitability for employment. The information in this report should be used by qualified test interpretation specialists only.

This and previous pages of this report contain trade secrets and are not to be released in response to requests under HIPAA (or any other data disclosure law that exempts trade secret information from release). Further, release in response to litigation discovery demands should be made only in accordance with your profession's ethical guidelines and under an appropriate protective order.

ITEM RESPONSES

1: 1	2: 1	3: 1	4: 2	5:	2	6:	1	7:	2	8:	1	9:	2	10: 1
11: 2	12: 1	13: 2	14: 1	15:	2	16:	1	17:	2	18:	2	19:	2	20: 1
21: 1	22: 2	23: 2	24: 2	25:	2	26:	1	27:	1	28:	2	29:	1	30: 2
31: 2	32: 1	33: 2	34: 1	35:	1	36:	2	37:	1	38:	1	39:	2	40: 2
41: 1	42: 2	43: 1	44: 2	45:	1	46:	2	47:	1	48:	2	49:	1	50: 1
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81: 1	82: 1	83: 1	84: 1	85:	2	86:	1	87:	2	88:	1	89:	1	90: 1
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