

Validity Study

Relationship between MMPI-2 and Inwald Personality Inventory (IPI) Scores and Ratings of Police Officer Probationary Performance

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We investigated the relationship between scores on the MMPI-2 and Inwald Personality Inventory (IPI) and supervisor ratings of law enforcement performance after three months on the job. Participants in the study were 30 officers completing their probationary period in law enforcement agencies in Oregon. The results indicated that higher scores on the Hs and Pt scales of the MMPI-2 and the Unusual Experiences and Family Conflicts scales of the IPI were related to higher performance ratings.

Sample

The sample consisted of 149 police officers in Oregon, for which probationary performance ratings were available on 30. The mean age of sample participants was 29.9 years with a standard deviation of 6.33. The vast majority of the officers were white (92%) with African Americans and Asian Americans each representing 2% and Hispanics/Latinos representing 3% of the sample. One percent did not identify their race. Eighty-eight percent were men and 12% were women. The average number of years of education was 13.74 with a standard deviation of 1.63.

Predictor Information

The personality measures used included the Minnesota Multiphasic Personality Inventory-2 (MMPI-2) and the Inwald Personality Inventory (IPI). Applicants completed these inventories as part of their pre-employment psychological screening.

Criterion Information

A supervisor provided ratings on the overall performance of each officer after three months on the job. The ratings were made using a seven-point Likert scale with higher scores reflecting better performance. Ratings were made on three dimensions: Driving performance, performance in dealing with people, and overall probationary performance.

Table 1: Relationship between MMPI-2 Scores and Performance Ratings

MMPI-2 Data (N=149)		Correlations with Probationary Ratings (N=30)		
MMPI-2 Scale	Mean	Driving	People	Overall
L	58.28	-.06	-.12	-.11
F	42.87	-.26	-.23	-.30
K	62.97	.34	.22	.27
Hs	49.35	.43*	.36*	.46*
D	44.97	.33	.21	.26
Hy	52.24	.16	.14	.11
Pd	52.97	.18	.00	.11
Mf	43.48	-.06	.05	-.03
Pa	49.21	.04	.08	.02
Pt	48.08	.43*	.21	.34
Sc	48.01	.20	-.02	.14
Ma	48.36	.06	.09	.10
Si	39.49	.25	.30	.26

Note: N=63 for Mf

Table 2: Relationship between MMPI-2 Scores and Performance Ratings

IPI Data (N = 149)		Correlations with Probationary Ratings (N = 30)		
IPI Scale	Mean	Driving	People	Overall
Guardedness	42.01	-.06	-.11	-.11
Alcohol use	53.31	.08	-.08	.03
Drug use	50.19	-.19	-.18	-.22
Driving violations	54.20	-.09	-.18	-.14
Job difficulties	55.43	.02	-.09	.03
Trouble with the law	46.63	-.18	-.20	-.18
Absence abuse	46.34	.17	.18	.23
Substance abuse	47.47	-.12	-.11	-.13
Antisocial attitudes	43.61	.11	.16	.10
Hyperactivity	45.41	-.17	-.10	-.17
Rigid type	43.07	-.04	-.03	-.13
Type A	46.42	-.27	-.28	-.29
Illness concerns	46.97	.10	.16	.15
Treatment programs	58.72	-.16	-.14	-.22
Anxiety	46.44	.01	-.07	.02
Phobic personality	46.13	.05	.07	.07
Obsessive personality	44.06	-.25	-.27	-.31
Depression	44.05	.24	.32	.28
Loner	43.39	.23	.21	.19
Unusual experiences	42.95	.51*	.39*	.52*
Lack of assertiveness	53.64	.14	.17	.22
Interpersonal difficulties	44.62	.24	.26	.25
Undue suspiciousness	41.34	-.01	-.09	-.07
Family concerns	46.06	.40*	.35*	.36*
Sexual concerns	46.51	-.11	-.19	-.16
Spouse conflicts	46.79	-.02	.01	-.12
Acting out composite	46.05	-.15	-.20	-.20

Validity Information

Tables 1 and 2 show the results of the study. Due to the small sample size (30), a correlation of .35 was necessary to be statistically significant at the .05 level (two-tailed). As can be seen in the tables, higher scores on the Hs and Pt scales of the MMPI-2 and the Unusual Experiences and Family Conflicts scales of the IPI were related to higher performance ratings.

Author Notes

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