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# Protective Services Report Plus

**Johnny A Sample**

**July 7, 2016**

**CONFIDENTIAL**

## Introduction

This report was designed specifically for use in protective services. In reviewing this report, keep in mind that it considers only the results of an assessment of normal personality and pathology-oriented scores. As such, the PSR Plus represents only one component of a comprehensive evaluation. Moreover, the PSR Plus should only be used in a post-job offer setting by a qualified professional.

This report is intended to be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data. All information in this report should be treated confidentially and responsibly.

The paragraphs that accompany the graphs for each Protective Services dimension are individually tailored. Even when someone shows overall high performance in an area, some cautionary statements may still appear. Similarly, some positive-sounding statements can appear even when the individual obtains a low score in an area.

This report was processed using PsychEval Personality Questionnaire™ (PEPQ) combined-sex norms.

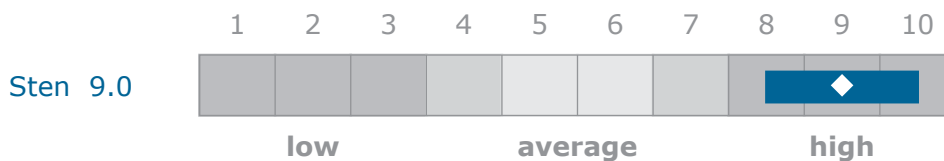
## Protective Services Dimensions Interpretation

### Response Style Indices:

Mr. Sample's score on the Impression Management scale is relatively high. While a high score can sometimes indicate deliberate sabotage of the questionnaire results, high scores are not uncommon, particularly in selection applications and in positions that require a sensitivity to what constitutes socially appropriate behavior. In considering how much reliance to place upon the data in this profile, the test user should evaluate whether Mr. Sample's profile includes any qualities that might be considered less desirable. If so, the profile is more likely to reflect useful information about him. Even so, the information in this profile should be considered along with other sources of information about Mr. Sample. The Infrequency index was within expected limits, suggesting that Mr. Sample read and understood the items.

### Dimension 1: Emotional Adjustment

This section of the report addresses the way Mr. Sample adjusts to challenging situations, including those that are emotionally challenging. In particular, this section addresses his most likely tendencies related to acting calmly and suitably in uncertain or stressful situations.

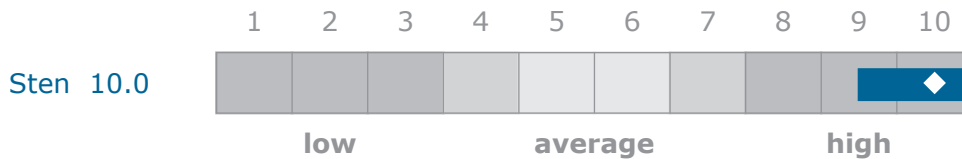


Given what is known about Mr. Sample's personality, he scores very high on this dimension.

At the present time, Mr. Sample reports a relatively low level of general anxiousness, as compared with the general population. He reports that he is typically relaxed and composed; if this self-report is accurate, he probably experiences relatively few feelings of frustration and impatience. At the same time, it must be considered that he might be under-reporting his level of tension, given the setting in which he completed the questionnaire. He approaches problems in a calm way. He reports that he rarely reacts to challenging situations in a reactive way. Mr. Sample's conscientiousness and adherence to rules should serve as a good resource for exercising good judgment in situations that might be ambiguous. Mr. Sample's perfectionism and self-discipline may well serve as a good resource for him, provided that he does not let his own high expectations lead him to be judgmental of others who may have different standards than his own. Mr. Sample's score on the problem-solving scale raises the possibility that he may have some trouble generating good solutions in problem-solving situations, particularly those that are outside the realm of his prior experiences. It may also be that Mr. Sample did not pay close attention to the items that have a correct answer.

## Dimension 2: Integrity/Control

This section of the report addresses whether Mr. Sample is likely to act in a dependable, conscientious, and self-controlled manner.



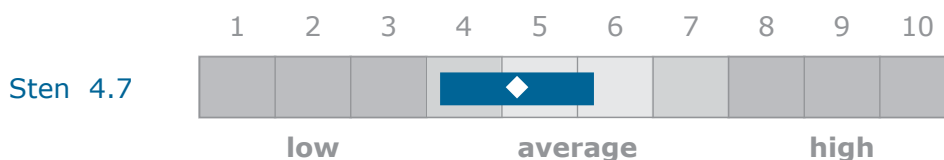
Given what is known about Mr. Sample's personality, he scores extremely high on this dimension.

Mr. Sample typically has an above-average level of personal resources for acting responsibly and controlling his impulses. Most of the time, he is able to deal with situations in a self-controlled fashion. In fact, Mr. Sample's score on this dimension is extremely high.

Resources that probably contribute to Mr. Sample's self-control include rule-consciousness, perfectionism, practical focus, seriousness, emotional stability, and low levels of tension and impatience. He generally tends to respect rules and group standards. He will tend to value solutions that are based on rules, so long as he believes the rules have merit. In fact, his level of rule-consciousness is very high. Mr. Sample tends to be self-disciplined and perfectionistic. He generally tends to be planful and organized. In fact, his level of perfectionism is very high. He tends to be concrete and practical. He is not likely to get so absorbed in his ideas that he will be prone to mistakes or accidental oversights. His maturity and seriousness of expression may help keep him from taking impulsive or ill-considered action. Given his below-average level of tension and impatience, he may not feel driven to take unconsidered action because of frustration. Assuming that his emotional stability score accurately reflects his tendency to react calmly to demanding situations, this quality will serve as a resource for self-control. Personal tendencies that may well detract from Mr. Sample's self-control include his social boldness. His level of social boldness may mean that he sometimes feels immune to risks or potential consequences of his actions. Also, Mr. Sample's self-assurance may lead him to feel so confident that he may not anticipate negative consequences of his actions.

## Dimension 3: Intellectual Efficiency

This section of the report analyzes Mr. Sample's typical style of decision making and the factors that Mr. Sample typically considers in making decisions. This section also addresses Mr. Sample's ability to reason and solve verbally presented problems.



Given what is known about Mr. Sample's personality, he scores average on this dimension.

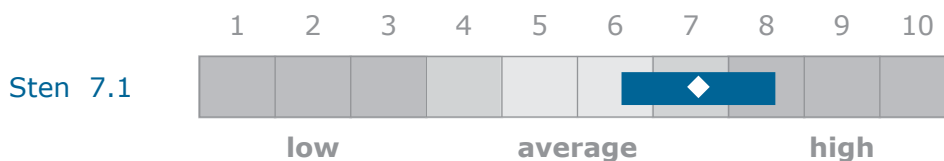
Mr. Sample's problem-solving score is lower than average. If this score accurately reflects his ability, he may be less effective at solving abstract verbal problems than many people are. It may be easier for him to deal with situations that clearly spell out what is expected and how it will be done. If this

score seems to be low for his level of education and past performance, perhaps he is undergoing some psychological distress that might have interfered with his concentration on solving these problems in the questionnaire. Alternatively, he may simply have been inattentive or not conscientious about answering these questions. Mr. Sample is likely to evaluate a good balance of intellectual and emotional factors before arriving at a conclusion. He is likely to evaluate both the factual evidence at hand and also any impact it might have on others. In addition, Mr. Sample appears to have several resources for self-control, as reflected in his score on the Integrity/Control dimension. Thus, he is less likely to take injudicious or impulsive action.

Mr. Sample's level of social boldness can aid in taking decisive action in challenging situations. On the other hand, his boldness must be tempered with judiciousness in order to make the most effective decisions.

### Dimension 4: Interpersonal Relations

This section of the report describes Mr. Sample's style of relating to others and his typical preferences for solitude and independence versus interaction and cooperation.



Given what is known about Mr. Sample's profile, he scores above average on this dimension.

In general, Mr. Sample is probably quite comfortable in most situations that involve interactions with others. Mr. Sample may feel most comfortable in situations in which he might exert influence over them and over his interactions with them. He generally has a positive, considerate nature. He is sociable and his profile suggests that he enjoys social interaction. He probably feels that his ability to work comfortably with other people is an important characteristic. In fact, this tendency is quite high for Mr. Sample. Directing circumstances may be so important to him that he is willing to override the wishes of others, or their right to make decisions for themselves. If taken to this degree, others could perceive this quality, or Mr. Sample himself, as disagreeable.

## **Pathology-Oriented Indices Interpretation**

Mr. Sample did not obtain any high scores on the pathology-oriented scales of this questionnaire. Therefore, no indicators of pathology were raised. However, in keeping with professional standards of psychological assessment, multiple sources of information should be used when formulating conclusions about Mr. Sample's current psychological functioning.

### **QuickEval Index:**

Mr. Sample scored in the average range on the Psychological Inadequacy scale.

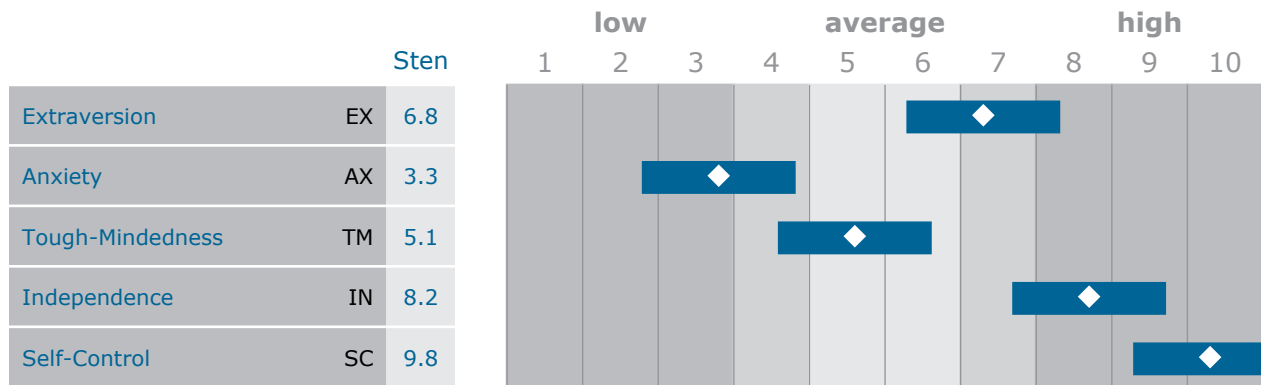
## Profile Summary

This is a record of the scores used to generate the preceding narrative.

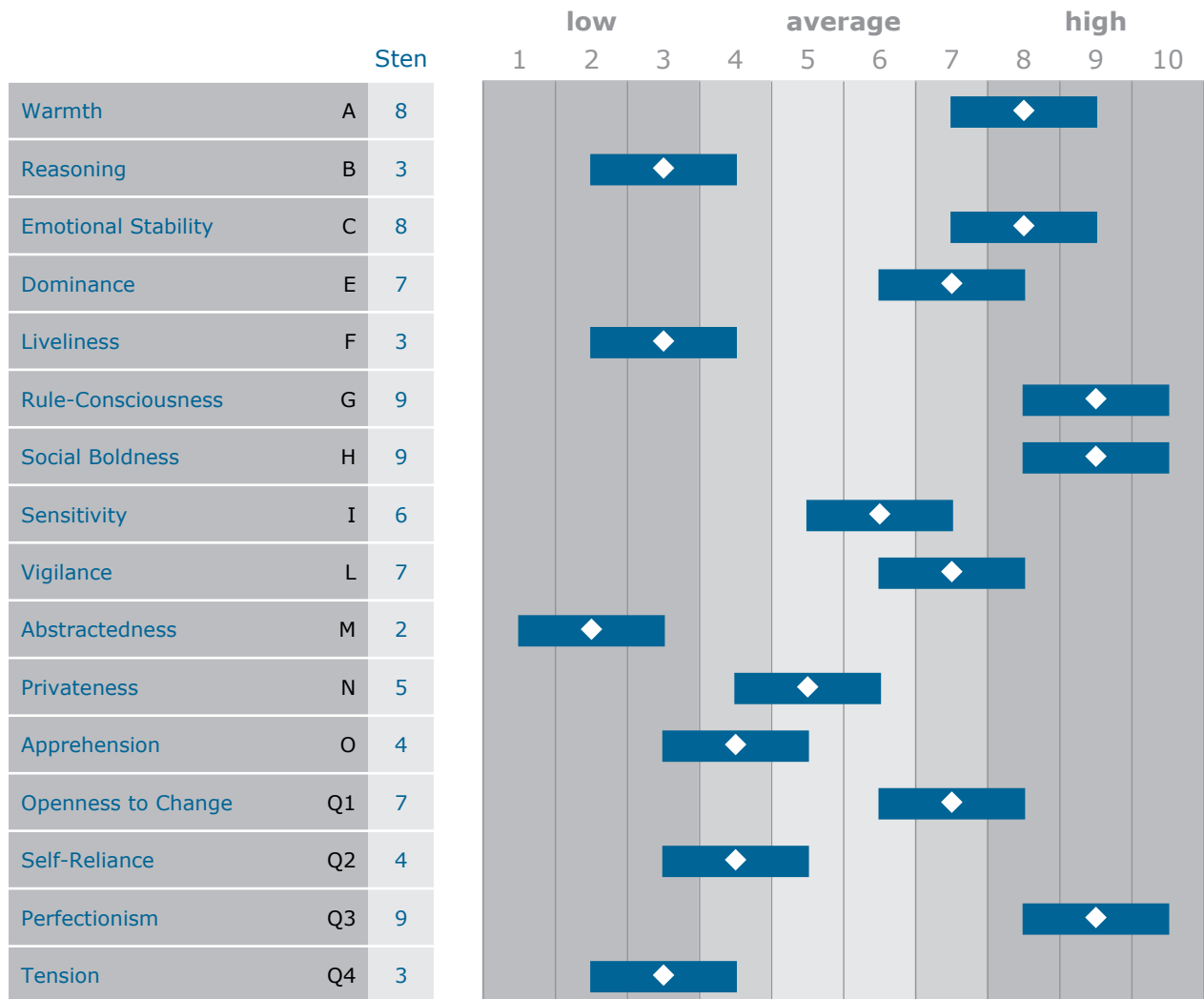
**THIS TECHNICAL SUMMARY IS INTENDED TO BE VIEWED BY QUALIFIED PROFESSIONALS ONLY.**

Response Style Indices	Raw Score	Percentiles	
Impression Management	22	97%	high
Infrequency	0	55%	within expected range
Acquiescence	52	28%	within expected range

## Global Factor Patterns

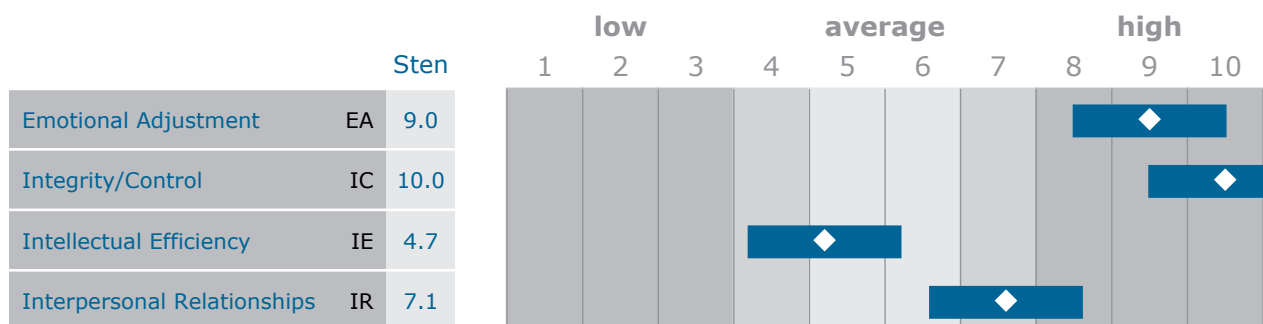


## 16PF Primary Factor Profile



## Protective Services Dimensions

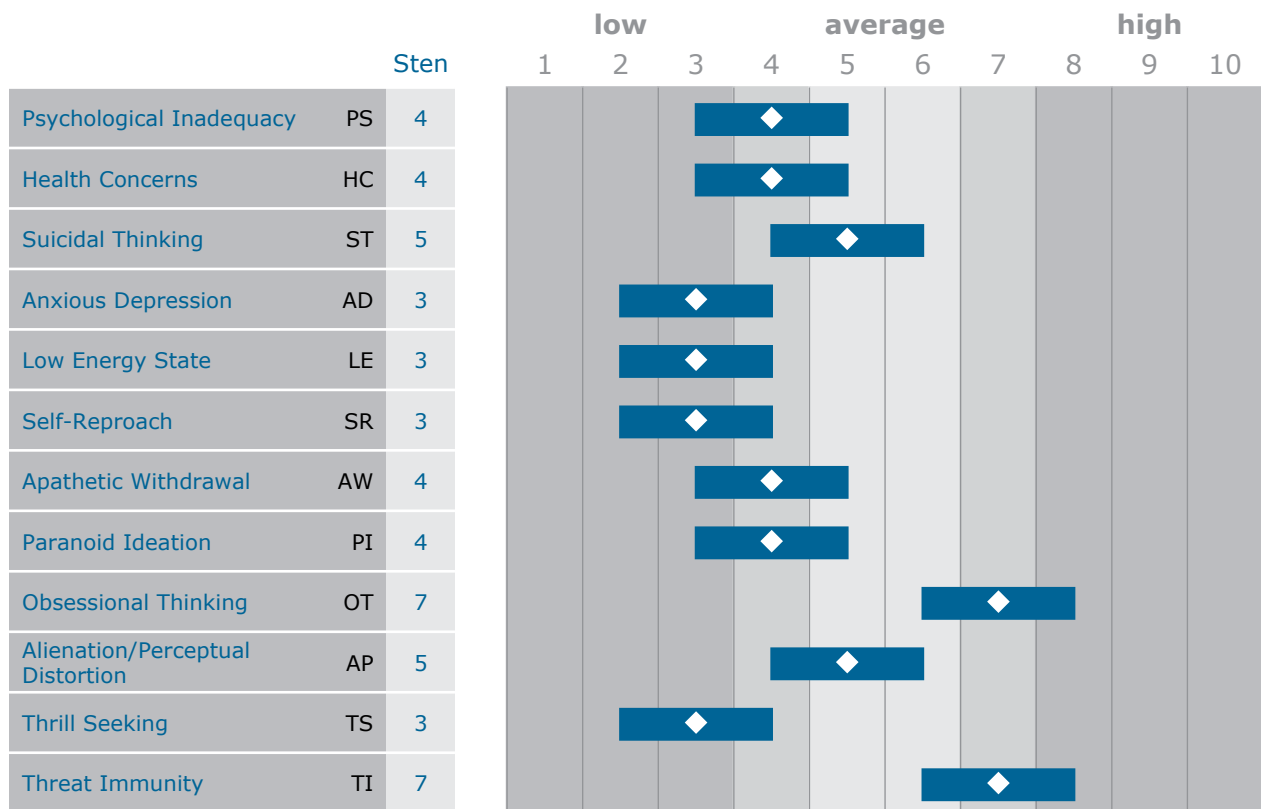
The following composite scores are based on normal personality scores only.





## Pathology-Oriented Scales Profile

Scores on these pathology-oriented scales should be interpreted in light of known information about clinical symptomatology.



## Pathology-Oriented Indices

### Number of Elevations

QuickEval	0 of 1
Depressive Characteristics	0 of 6
Distorted Thought Patterns	0 of 3
Risk-Taking	0 of 2

## Normal Personality Item Summary

This page of PEPQ scores is intended for qualified professionals only. Data on this page should be treated with utmost confidentiality.

		27	c	55	a	83	a	111	c	139	a	167	c
		28	c	56	a	84	c	112	c	140	c	168	a
1	a	29	c	57	c	85	c	113	a	141	a	169	c
2	a	30	c	58	c	86	c	114	a	142	c	170	a
3	c	31	a	59	a	87	a	115	c	143	c		
4	a	32	c	60	a	88	c	116	c	144	c	171	a
5	a	33	a	61	a	89	c	117	a	145	c	172	c
6	c	34	c	62	c	90	c	118	a	146	a	173	a
7	a	35	c	63	c	91	a	119	c	147	c	174	a
8	c	36	a	64	a	92	a	120	c	148	a	175	a
9	a	37	a	65	c	93	a	121	c	149	a	176	b
10	a	38	a	66	a	94	a	122	c	150	c	177	c
11	a	39	c	67	c	95	c	123	a	151	c	178	b
12	c	40	a	68	c	96	a	124	a	152	c	179	c
13	a	41	c	69	a	97	a	125	a	153	c	180	b
14	c	42	c	70	a	98	c	126	a	154	c	181	b
15	c	43	a	71	c	99	a	127	a	155	c	182	a
16	a	44	a	72	c	100	a	128	a	156	a	183	c
17	a	45	a	73	a	101	c	129	c	157	a	184	a
18	a	46	a	74	c	102	c	130	a	158	a	185	c
19	a	47	c	75	c	103	c	131	c	159	c		
20	c	48	c	76	a	104	a	132	a	160	a		
21	a	49	a	77	a	105	c	133	c	161	c		
22	a	50	c	78	c	106	c	134	a	162	a		
23	a	51	c	79	c	107	c	135	a	163	a		
24	c	52	c	80	a	108	c	136	c	164	c		
25	a	53	a	81	a	109	c	137	a	165	a		
26	c	54	c	82	a	110	c	138	c	166	c		

### Summary Statistics:

# of a-responses = 84 out of 170 (49%)      # of c-responses = 86 out of 170 (51%)  
# of b-responses = 0 out of 170 (0%)      # of missing responses = 0 out of 185 (0%)

Factors	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4	IM	IN	AC
Raw Scores	20	6	20	18	4	22	20	14	14	0	10	4	22	2	20	2	22	0	52
Missing Items	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using PEPQ, Part I combined-sex norms. OSP (3.0)

## Pathology-Oriented Item Summary

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1	a	21	a	41	c	61	a	81	a	101	c	121	c
2	c	22	c	42	c	62	a	82	a	102	c	122	c
3	a	23	a	43	c	63	c	83	c	103	c	123	c
4	a	24	a	44	c	64	c	84	a	104	c	124	a
5	a	25	c	45	c	65	a	85	c	105	c	125	a
6	c	26	c	46	a	66	c	86	c	106	a	126	a
7	a	27	c	47	c	67	c	87	c	107	a	127	a
8	c	28	a	48	a	68	c	88	c	108	c	128	c
9	a	29	c	49	b	69	a	89	a	109	c	129	c
10	a	30	a	50	a	70	a	90	a	110	c	130	c
11	a	31	c	51	c	71	c	91	c	111	c	131	c
12	c	32	c	52	a	72	c	92	a	112	c	132	c
13	c	33	a	53	a	73	a	93	c	113	a	133	c
14	c	34	a	54	a	74	c	94	c	114	a	134	a
15	a	35	c	55	c	75	a	95	c	115	c	135	a
16	c	36	b	56	c	76	a	96	a	116	c	136	a
17	a	37	c	57	c	77	a	97	a	117	c	137	a
18	a	38	a	58	c	78	a	98	c	118	c	138	c
19	c	39	c	59	c	79	c	99	c	119	a	139	a
20	c	40	c	60	c	80	a	100	c	120	a	140	c

### Summary Statistics:

# of a-responses = 59 out of 140 (42%)      # of c-responses = 79 out of 140 (56%)  
 # of b-responses = 2 out of 140 (1%)      # of missing responses = 0 out of 140 (0%)

Factors	PS	HC	ST	AD	LE	SR	AW	PI	OT	AP	TS	TI
Raw Scores	0	0	0	0	0	0	1	1	6	2	2	18
Missing Items	0	0	0	0	0	0	0	0	0	0	0	0

This report was processed using PEPQ, Part II combined-sex norms. OSP (3.0)



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