



SAMPLE REPORT

Case Description: John W. — Airline Pilots Interpretive Report

This case illustrates the test-retest procedure used by Dr. James N. Butcher, author of the Minnesota Report™: Revised Personnel System—3rd Edition, for reducing test defensiveness.

Job applicants often present themselves in a very favorable light, minimizing problems and asserting good psychological adjustment. If they are administered a psychological test as part of the application process and respond defensively to the items, the results may be invalid. However, research has shown that people tend to be less defensive in their responses to the MMPI-2 if they are warned that the test includes measures to detect defensiveness and faking. When people are encouraged to respond honestly to avoid invalidating the test, they tend to respond more openly. Instructions such as the following are usually effective.

“When taking psychological tests, some people try to create an overly positive or overly negative impression of themselves. As a result, their test results may not be usable. The MMPI-2 includes several measures to evaluate whether people responded truthfully to the items. To ensure that your results will provide accurate information about you, please respond honestly to the items and try not to leave any of them blank.”

Following is an example of a test-retest assessment with the MMPI-2. After the first administration produced invalid results, the test was administered again with instructions similar to those above. The second administration produced more usable personality information than the first.

The applicant, John W., is a 44-year-old pilot who is a captain with a regional commuter airline. He graduated from a four-year aviation college with a degree in aviation science. He started flying for the regional carrier three years ago following his discharge from the Marine Corps. He spent 20 years in the service, where he flew helicopters and fixed-wing jet aircraft. He was discharged from the military with the rank of major. The background investigation disclosed three driving offenses in the past 10 years and no other arrests.

Case descriptions do not accompany MMPI-2 reports, but are provided here as background information. The following report was generated from Q-global™, Pearson’s web-based scoring and reporting application, using Mr. W.’s responses to the MMPI-2. Additional MMPI-2 sample reports, product offerings, training opportunities, and resources can be found at PearsonClinical.com/mmpi2.



Airline Pilots Interpretive Report

MMPI®-2

The Minnesota Report™: Revised Personnel System, 3rd Edition

James N. Butcher, PhD

Name:	John W. (Initial Test)
ID Number:	2533
Age:	44
Gender:	Male
Years of Education:	16
Date Assessed:	1/31/14

Standard Level Addiction Potential



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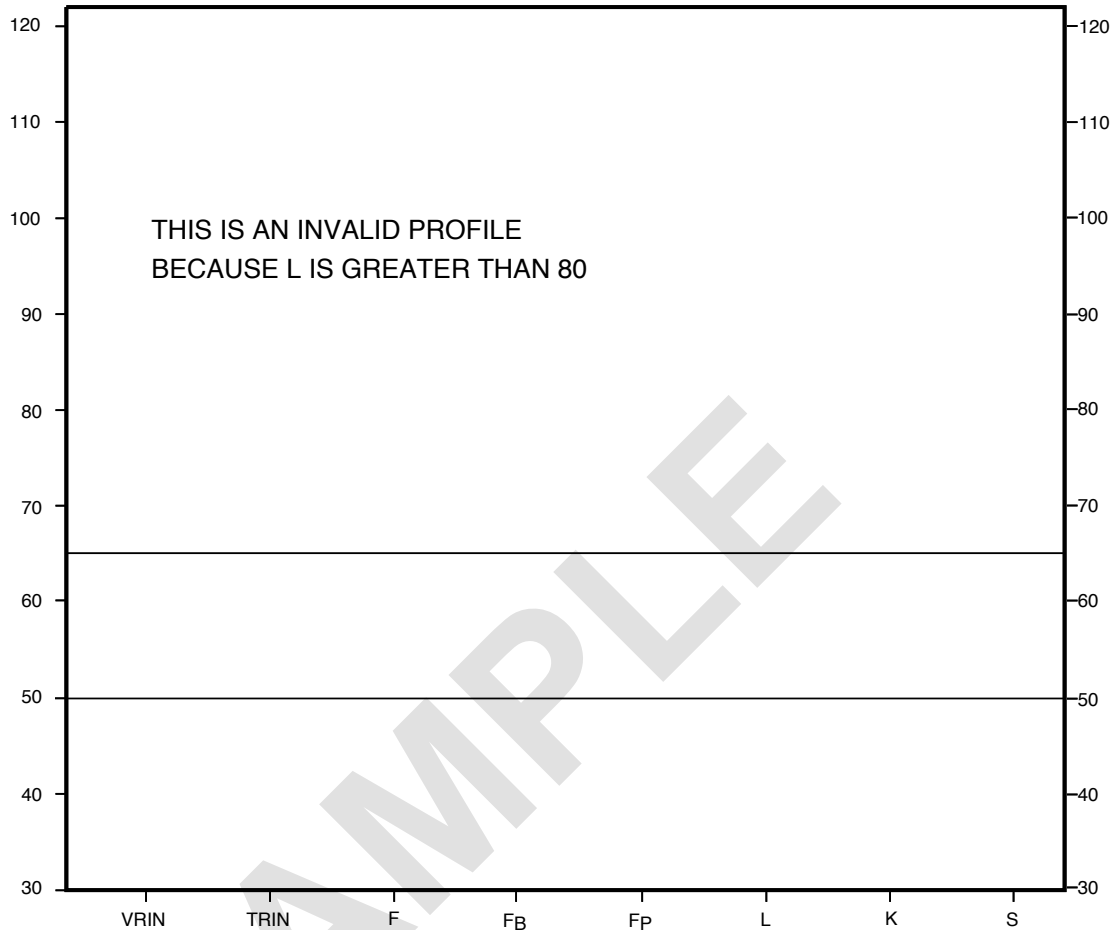
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[7.9 / 1 / QG]

MMPI-2 VALIDITY PATTERN

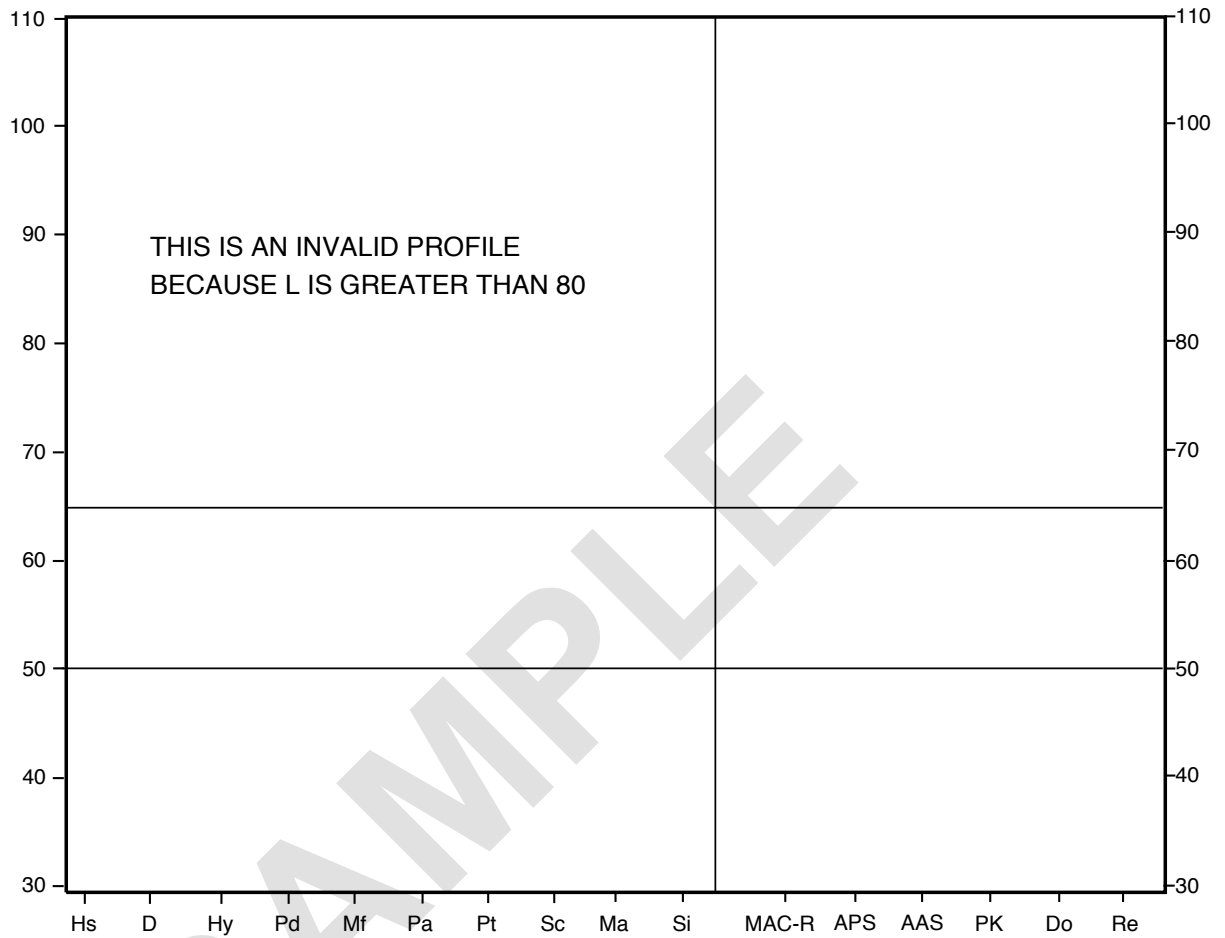


General Applicant								
Sample Mean Score:	42	54	43	45	47	56	58	62
Airline Pilot								
Sample Mean Score:	37	52	41	43	46	57	63	69

Applicant's Raw Score:	4	8	13	8	9	13	23	30
Applicant's T Score:	46	57F	76	75	106	92	66	56
Non-Gendered T Score:	46	57F	79	75	110	93	67	56
Response %:	100	100	100	100	100	100	100	100

	Raw Score	T Score	Resp. %
Cannot Say (Raw):	0		
Percent True:	33		
Percent False:	67		
S ₁ -Beliefs in Human Goodness	5	44	100
S ₂ -Serenity	9	61	100
S ₃ -Contentment with Life	6	60	100
S ₄ -Patience/Denial of Irritability	6	58	100
S ₅ -Denial of Moral Flaws	4	58	100

MMPI-2 CLINICAL AND SUPPLEMENTARY SCALES PROFILE

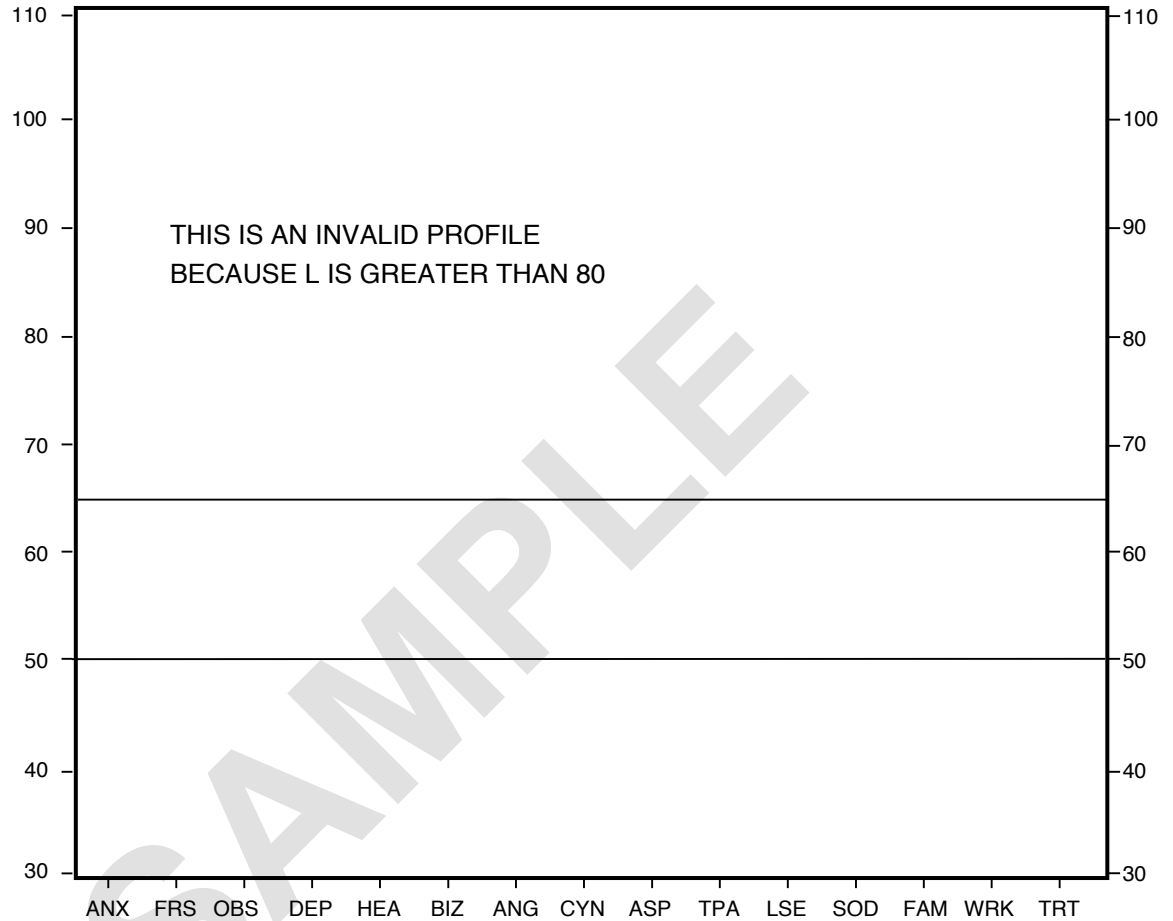


General Applicant																
Sample Mean Score:	48	46	50	51	43	48	48	47	50	43	45	43	43	53	59	52
Airline Pilot																
Sample Mean Score:	48	44	53	50	41	48	49	47	47	39	46	43	41	39	56	59

Applicant's Raw Score:	10	22	28	24	27	15	7	22	18	31	22	13	2	10	15	23
K Correction Score:	12		9				23	23	5							
Applicant's T Score:	73	59	66	74	52	68	57	82	56	57	53	30	46	53	45	57
Non-Gendered T Score:	70	56	64	75		67	56	81	57	56	55	30	48	53	45	57
Response %:	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Welsh Code: 8"41'63+-27095/ L*"F'K+
 Profile Elevation: 66.9

MMPI-2 CONTENT SCALES PROFILE



General Applicant

Sample Mean Score: 44 46 42 43 44 46 43 45 45 43 42 44 44 41 42

Airline Pilot

Sample Mean Score: 40 45 39 39 39 43 39 38 41 40 39 40 39 37 40

Applicant's Raw Score: 5 5 2 7 9 0 3 14 10 7 4 14 7 6 12

Applicant's T Score: 50 54 41 56 60 39 43 56 53 46 51 63 55 48 69

Non-Gendered T Score: 49 50 41 55 58 39 43 57 56 47 50 63 53 47 68

Response %: 100 100 100 100 100 100 100 100 100 100 100 100 100 100 100

PROFILE VALIDITY

It is not possible to interpret his MMPI-2 profile. His MMPI-2 responses were too defensive to permit an adequate assessment of his psychological adjustment. Other sources of information should be consulted if an opinion is to be formed about his overall adjustment.

SAMPLE

ADDITIONAL SCALES

	Raw Score	T Score	Non-Gendered T Score	Resp %
Personality Psychopathology Five (PSY-5) Scales				
Aggressiveness (AGGR)	9	51	53	100
Psychoticism (PSYC)	5	56	56	100
Disconstraint (DISC)	13	46	51	100
Negative Emotionality/Neuroticism (NEGE)	6	44	43	100
Introversion/Low Positive Emotionality (INTR)	15	59	60	100
Supplementary Scales				
Anxiety (A)	7	46	45	100
Repression (R)	21	63	62	100
Ego Strength (Es)	37	49	52	100
Hostility (Ho)	22	54	55	100
Harris-Lingoes Subscales				
Depression Subscales				
Subjective Depression (D ₁)	8	53	52	100
Psychomotor Retardation (D ₂)	7	59	58	100
Physical Malfunctioning (D ₃)	5	67	65	100
Mental Dullness (D ₄)	4	58	57	100
Brooding (D ₅)	1	45	44	100
Hysteria Subscales				
Denial of Social Anxiety (Hy ₁)	6	61	62	100
Need for Affection (Hy ₂)	7	51	51	100
Lassitude-Malaise (Hy ₃)	2	48	47	100
Somatic Complaints (Hy ₄)	7	72	68	100
Inhibition of Aggression (Hy ₅)	5	63	62	100
Psychopathic Deviate Subscales				
Familial Discord (Pd ₁)	3	58	57	100
Authority Problems (Pd ₂)	5	60	64	100
Social Imperturbability (Pd ₃)	6	63	63	100
Social Alienation (Pd ₄)	7	66	66	100
Self-Alienation (Pd ₅)	3	48	48	100
Paranoia Subscales				
Persecutory Ideas (Pa ₁)	5	70	70	100
Poignancy (Pa ₂)	4	62	60	100
Naivete (Pa ₃)	4	46	46	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Schizophrenia Subscales				
Social Alienation (Sc ₁)	9	76	74	100
Emotional Alienation (Sc ₂)	1	50	49	100
Lack of Ego Mastery, Cognitive (Sc ₃)	1	48	49	100
Lack of Ego Mastery, Conative (Sc ₄)	2	49	49	100
Lack of Ego Mastery, Defective Inhibition (Sc ₅)	1	47	47	100
Bizarre Sensory Experiences (Sc ₆)	7	75	73	100
Hypomania Subscales				
Amorality (Ma ₁)	3	58	60	100
Psychomotor Acceleration (Ma ₂)	1	30	30	100
Imperturbability (Ma ₃)	6	65	67	100
Ego Inflation (Ma ₄)	3	50	50	100
Social Introversion Subscales (Ben-Porath, Hostetler, Butcher, & Graham)				
Shyness/Self-Consciousness (Si ₁)	3	45	44	100
Social Avoidance (Si ₂)	7	67	68	100
Alienation--Self and Others (Si ₃)	3	44	44	100
Content Component Scales (Ben-Porath & Sherwood)				
Fears Subscales				
Generalized Fearfulness (FRS ₁)	1	53	51	100
Multiple Fears (FRS ₂)	4	54	50	100
Depression Subscales				
Lack of Drive (DEP ₁)	5	68	67	100
Dysphoria (DEP ₂)	0	42	41	100
Self-Depreciation (DEP ₃)	1	48	48	100
Suicidal Ideation (DEP ₄)	0	45	46	100
Health Concerns Subscales				
Gastrointestinal Symptoms (HEA ₁)	1	57	55	100
Neurological Symptoms (HEA ₂)	5	74	70	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)	0	41	41	100
Anger Subscales				
Explosive Behavior (ANG ₁)	1	45	46	100
Irritability (ANG ₂)	1	41	40	100
Cynicism Subscales				
Misanthropic Beliefs (CYN ₁)	8	55	56	100
Interpersonal Suspiciousness (CYN ₂)	6	62	63	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Antisocial Practices Subscales				
Antisocial Attitudes (ASP ₁)	9	57	59	100
Antisocial Behavior (ASP ₂)	1	45	48	100
Type A Subscales				
Impatience (TPA ₁)	0	34	34	100
Competitive Drive (TPA ₂)	4	55	56	100
Low Self-Esteem Subscales				
Self-Doubt (LSE ₁)	2	49	49	100
Submissiveness (LSE ₂)	0	41	40	100
Social Discomfort Subscales				
Introversion (SOD ₁)	12	71	72	100
Shyness (SOD ₂)	1	41	41	100
Family Problems Subscales				
Family Discord (FAM ₁)	1	40	39	100
Familial Alienation (FAM ₂)	4	76	77	100
Negative Treatment Indicators Subscales				
Low Motivation (TRT ₁)	3	60	58	100
Inability to Disclose (TRT ₂)	2	52	53	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.

- 17. Item Content Omitted. (True) [N = 5%, P = 4%]
- 73. Item Content Omitted. (True) [N = 17%, P = 11%]
- 233. Item Content Omitted. (True) [N = 35%, P = 14%]
- 368. Item Content Omitted. (True) [N = 19%, P = 6%]
- 445. Item Content Omitted. (True) [N = 39%, P = 24%]
- 561. Item Content Omitted. (False) [N = 8%, P = 3%]



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.

End of Report

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Airline Pilots Interpretive Report

MMPI®-2

The Minnesota Report™: Revised Personnel System, 3rd Edition

James N. Butcher, PhD

Name: John W. (Retest)
ID Number: 2533
Age: 44
Gender: Male
Years of Education: 16
Date Assessed: 11/17/2008

Standard Level Addiction Potential



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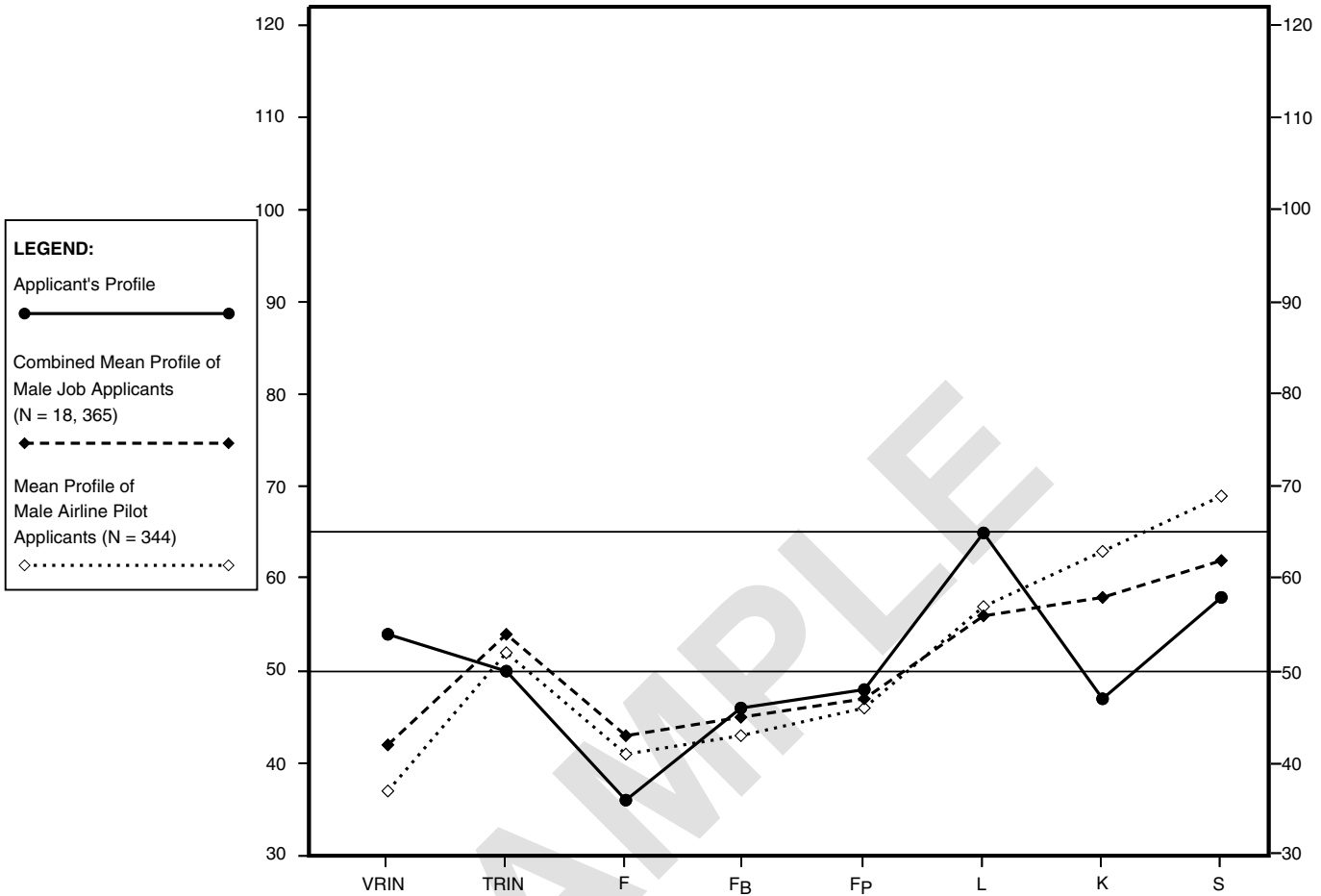
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[7.9 / 1 / QG]

MMPI-2 VALIDITY PATTERN



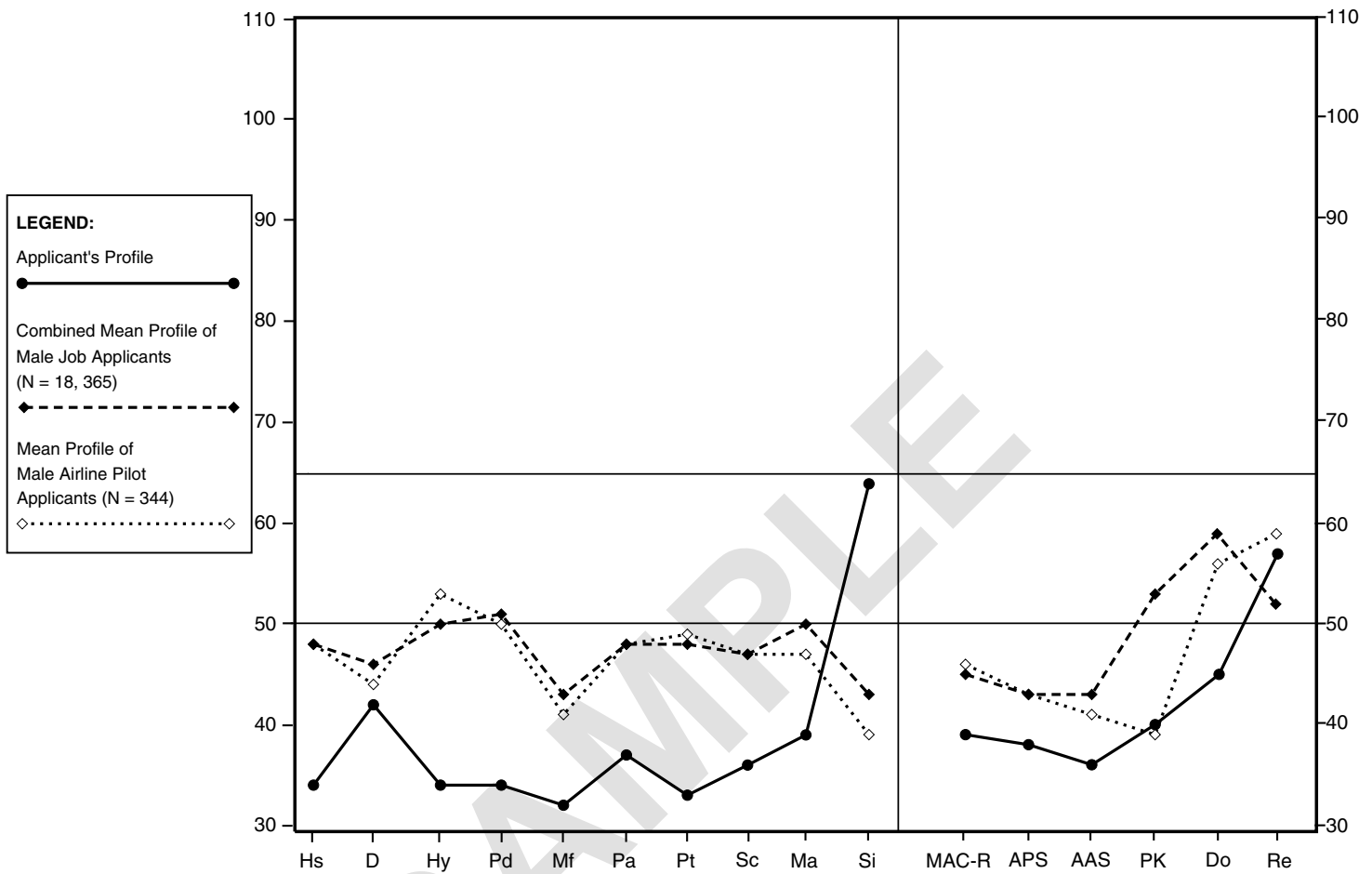
General Applicant							
Sample Mean Score:	42	54	43	45	47	56	58
Airline Pilot							
Sample Mean Score:	37	52	41	43	46	57	63

Applicant's Raw Score:	6	9	0	1	1	7	14	32
Applicant's T Score:	54	50	36	46	48	65	47	58
Non-Gendered T Score:	54	50	37	46	49	66	47	58
Response %:	100	100	100	100	100	100	100	98

Cannot Say (Raw): 2
 Percent True: 32
 Percent False: 68

	Raw Score	T Score	Resp. %
S1 -Beliefs in Human Goodness	6	47	100
S2 -Serenity	9	61	92
S3 -Contentment with Life	7	65	100
S4 -Patience/Denial of Irritability	5	54	100
S5 -Denial of Moral Flaws	4	58	100

MMPI-2 CLINICAL AND SUPPLEMENTARY SCALES PROFILE



General Applicant																
Sample Mean Score:	48	46	50	51	43	48	48	47	50	43	45	43	43	53	59	52
Airline Pilot																
Sample Mean Score:	48	44	53	50	41	48	49	47	47	39	46	43	41	39	56	59

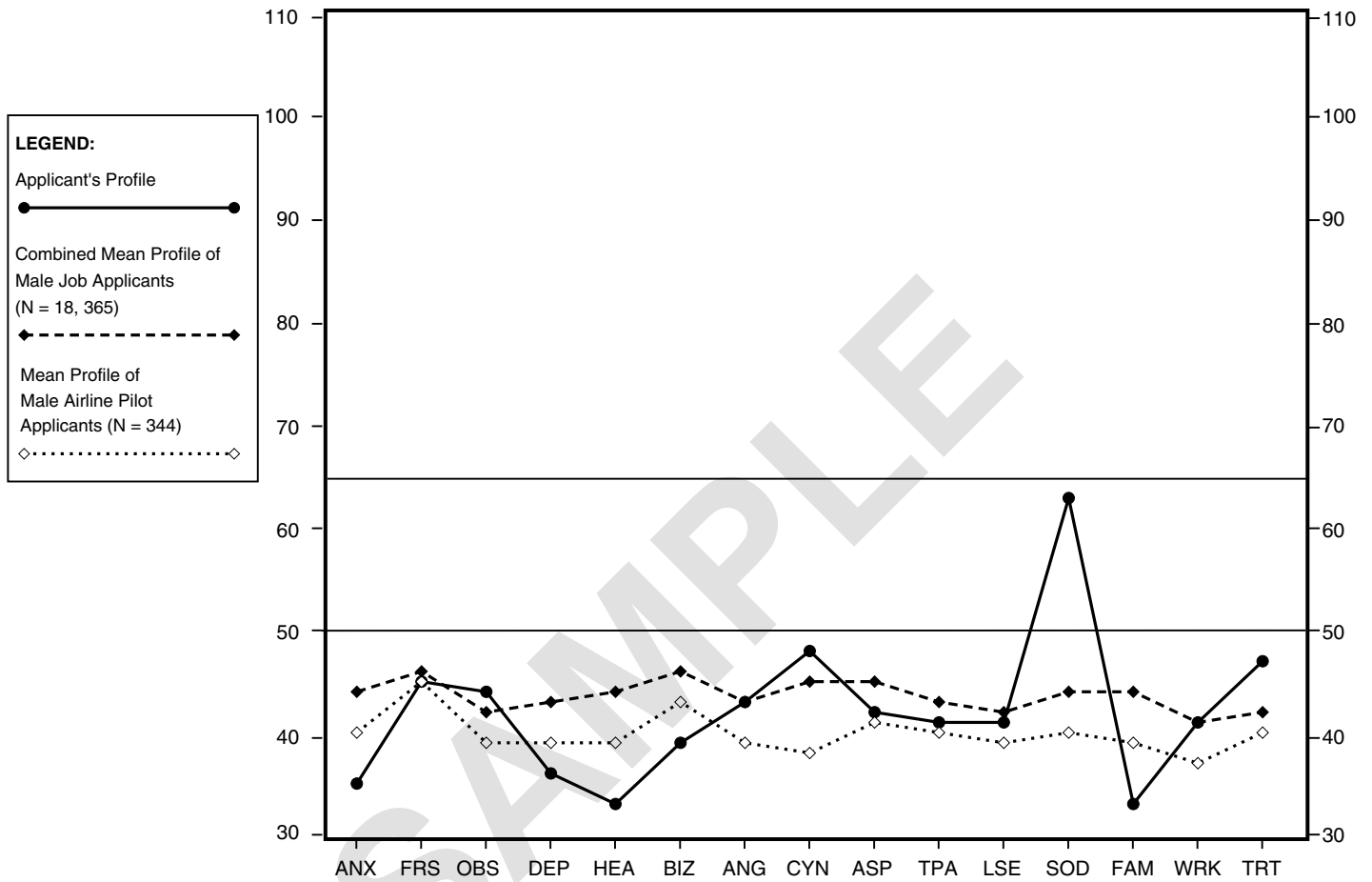
Applicant's Raw Score:	0	15	12	8	17	6	4	4	12	37	16	19	0	2	15	23
K Correction Score:	7			6				14	14	3						
Applicant's T Score:	34	42	34	34	32	37	33	36	39	64	39	38	36	40	45	57
Non-Gendered T Score:	34	41	33	34		36	33	36	40	62	41	38	38	40	45	57
Response %:	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100

[v.1.2]

Welsh Code: 0-/2:968 13475# L+/-K:F#

Profile Elevation: 36.1

MMPI-2 CONTENT SCALES PROFILE



General Applicant															
Sample Mean Score:	44	46	42	43	44	46	43	45	45	43	42	44	44	41	42
Airline Pilot															
Sample Mean Score:	40	45	39	39	39	43	39	38	41	40	39	40	39	37	40

Applicant's Raw Score:	0	2	3	0	0	0	3	9	4	4	1	14	0	3	3
Applicant's T Score:	35	45	44	36	33	39	43	48	42	41	41	63	33	41	47
Non-Gendered T Score:	34	42	44	35	33	39	43	49	44	41	40	63	33	41	46
Response %:	100	100	100	100	100	100	100	100	100	100	100	92	100	100	100

PROFILE VALIDITY

This is a valid MMPI-2 profile, but the applicant may have attempted to present an unrealistically favorable picture of his virtue and moral values. As many job applicants do, he apparently felt the need to present an image of strong moral character and to deny human frailties.

His approach to the MMPI-2 items, however, suggests a rather naive or unsophisticated self-image. His MMPI-2 profile is probably an underestimate of his adjustment problems.

PERSONAL ADJUSTMENT

This applicant's normal-range MMPI-2 clinical scale profile suggests that he views himself as having few psychological problems. Although generally shy than other applicants, he did not report any psychological conflicts or stresses that are creating problems for him at this time. Individuals with this profile believe that they are able to manage their lives well and generally show resiliency in dealing with problems when they occur.

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 considers himself to be in good health and does not complain of somatic problems.

INTERPERSONAL RELATIONS

He appears to be somewhat shy and may have some social concerns and inhibitions. He tends to be a bit sensitive about others' judgments of him. He appears to be somewhat overcontrolled and submissive in personal relationships and in broader social situations, and he may have some trouble expressing his feelings.

The content of this applicant's MMPI-2 responses suggests the following additional information concerning his interpersonal relations. He reports that his home life was positive, pleasant, and problem-free. He indicates that he feels strong emotional support from those close to him. He views his home life as pleasant and supportive. He does not view himself as being too competitive or aggressive toward others.

PROFILE FREQUENCY

His MMPI-2 clinical scale scores are elevated at or below a T score of 59. Profiles with all of the clinical scales below a T score of 59 occurred in 22.5% of the normative sample of men. However, 37.33% of one sample of male airline pilot applicants (Butcher, 1994) and 39.06% of another sample of male pilot applicants (Pearson Assessments Archival Data, 1994) had clinical scale scores in this range.

CONTEMPORARY PERSONNEL BASE RATE INFORMATION

No contemporary personnel base rate information is provided for normal-range clinical profiles like this one.

PROFILE STABILITY

No profile stability information is provided for normal-range clinical profiles like this one.

POSSIBLE EMPLOYMENT PROBLEMS

This normal-range personality pattern suggests very few likely employment problems. He would probably have little trouble adapting to a wide range of work environments.

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.

His interpersonal behavior may be influenced by the fact that he keeps problems to himself a great deal.

He may be overly sensitive in interpersonal relationships.

He may have problems with passivity and low assertiveness with more dominant people.

He may be uncomfortable in social situations.

He may have low energy or lack enthusiasm.

He may be unusually sensitive to criticism.

ADDITIONAL SCALES

	Raw Score	Non-Gendered		Resp %
		T Score	T Score	
Personality Psychopathology Five (PSY-5) Scales				
Aggressiveness (AGGR)	3	36	37	100
Psychoticism (PSYC)	0	35	35	100
Disconstraint (DISC)	6	33	37	100
Negative Emotionality/Neuroticism (NEGE)	3	39	37	100
Introversion/Low Positive Emotionality (INTR)	15	59	60	100
Supplementary Scales				
Anxiety (A)	2	39	38	100
Repression (R)	21	63	62	100
Ego Strength (Es)	39	54	56	100
Hostility (Ho)	13	44	44	100
Harris-Lingoes Subscales				
Depression Subscales				
Subjective Depression (D ₁)	4	42	42	100
Psychomotor Retardation (D ₂)	6	54	53	100
Physical Malfunctioning (D ₃)	2	43	42	100
Mental Dullness (D ₄)	1	43	43	100
Brooding (D ₅)	0	40	39	100
Hysteria Subscales				
Denial of Social Anxiety (Hy ₁)	2	40	40	100
Need for Affection (Hy ₂)	6	47	47	100
Lassitude-Malaise (Hy ₃)	0	38	39	100
Somatic Complaints (Hy ₄)	0	38	38	100
Inhibition of Aggression (Hy ₅)	3	48	47	100
Psychopathic Deviate Subscales				
Familial Discord (Pd ₁)	1	45	44	100
Authority Problems (Pd ₂)	2	40	43	100
Social Imperturbability (Pd ₃)	1	33	34	100
Social Alienation (Pd ₄)	2	40	39	100
Self-Alienation (Pd ₅)	2	43	43	100
Paranoia Subscales				
Persecutory Ideas (Pa ₁)	1	46	46	100
Poignancy (Pa ₂)	0	34	34	100
Naivete (Pa ₃)	5	51	50	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Schizophrenia Subscales				
Social Alienation (Sc ₁)	1	43	42	100
Emotional Alienation (Sc ₂)	1	50	49	100
Lack of Ego Mastery, Cognitive (Sc ₃)	0	42	42	100
Lack of Ego Mastery, Conative (Sc ₄)	1	44	44	100
Lack of Ego Mastery, Defective Inhibition (Sc ₅)	0	40	40	100
Bizarre Sensory Experiences (Sc ₆)	0	41	41	100
Hypomania Subscales				
Amorality (Ma ₁)	0	35	36	100
Psychomotor Acceleration (Ma ₂)	2	34	34	100
Imperturbability (Ma ₃)	2	41	42	100
Ego Inflation (Ma ₄)	3	50	50	100
Social Introversion Subscales (Ben-Porath, Hostetler, Butcher, & Graham)				
Shyness/Self-Consciousness (Si ₁)	9	62	61	100
Social Avoidance (Si ₂)	7	67	68	88
Alienation--Self and Others (Si ₃)	3	44	44	100
Content Component Scales (Ben-Porath & Sherwood)				
Fears Subscales				
Generalized Fearfulness (FRS ₁)	0	44	43	100
Multiple Fears (FRS ₂)	2	45	42	100
Depression Subscales				
Lack of Drive (DEP ₁)	0	40	40	100
Dysphoria (DEP ₂)	0	42	41	100
Self-Depreciation (DEP ₃)	0	41	41	100
Suicidal Ideation (DEP ₄)	0	45	46	100
Health Concerns Subscales				
Gastrointestinal Symptoms (HEA ₁)	0	44	44	100
Neurological Symptoms (HEA ₂)	0	40	40	100
General Health Concerns (HEA ₃)	0	40	41	100
Bizarre Mentation Subscales				
Psychotic Symptomatology (BIZ ₁)	0	44	44	100
Schizotypal Characteristics (BIZ ₂)	0	41	41	100
Anger Subscales				
Explosive Behavior (ANG ₁)	0	39	39	100
Irritability (ANG ₂)	2	46	45	100
Cynicism Subscales				
Misanthropic Beliefs (CYN ₁)	7	52	53	100
Interpersonal Suspiciousness (CYN ₂)	2	43	45	100

	Raw Score	T Score	Non-Gendered T Score	Resp %
Antisocial Practices Subscales				
Antisocial Attitudes (ASP ₁)	4	43	45	100
Antisocial Behavior (ASP ₂)	0	38	41	100
Type A Subscales				
Impatience (TPA ₁)	2	45	46	100
Competitive Drive (TPA ₂)	0	33	34	100
Low Self-Esteem Subscales				
Self-Doubt (LSE ₁)	0	39	40	100
Submissiveness (LSE ₂)	1	48	47	100
Social Discomfort Subscales				
Introversion (SOD ₁)	10	65	67	94
Shyness (SOD ₂)	4	58	57	100
Family Problems Subscales				
Family Discord (FAM ₁)	0	35	35	100
Familial Alienation (FAM ₂)	0	40	41	100
Negative Treatment Indicators Subscales				
Low Motivation (TRT ₁)	0	42	42	100
Inability to Disclose (TRT ₂)	2	52	53	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.

243. Item Content Omitted. (True) [N = 32%, P = 13%]

521. Item Content Omitted. (False) [N = 27%, P = 16%]

559. Item Content Omitted. (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.

- 337. Item Content Omitted.
- 479. Item Content Omitted.



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.

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.
