



THE FMRT GROUP

Psychological and Medical Support
for Safety-Sensitive Employers

Overview of Psychological Evaluation Services



Contents

About The FMRT Group	01
S.C. Evaluation Guidelines	02
How Our Services Fit Into Your Hiring Process	06
Explanation Of Our Assessments	07
How To Receive Our Services	10
Reporting	11
Liability.....	12
Pricing	12
Our Clients	13
Contact Information	14
Appendix:	
Sample Psychological Reports	15

*The following information is proprietary to The FMRT Group. We ask that information in this document not be disclosed outside of your department.



ABOUT THE FMRT GROUP

- We are experts in law enforcement and public safety culture and conduct, having conducted more than 18,000 psychological evaluations for public safety organizations since our company was founded in 2005.
- The FMRT Group includes a multi-disciplined staff and licensed, culturally aware, doctoral-level psychologists, overseen by a board-certified police and public safety psychologist, along with advanced-practice medical professionals who proudly serve safety-sensitive employers.
- In working with South Carolina clients, our doctoral-level psychologists follow the 2014 IACP “Pre-employment Psychological Evaluation Guidelines” required by the South Carolina Criminal Justice Academy mandate calling for such evaluations for all law enforcement hires after January 1, 2018.
- No other company has our infrastructure and can meet your needs as quickly and efficiently. We provide same-day verbal recommendation and provide secure online psychological report within seven business days.
- In addition to post-conditional-offer psychological evaluation services, we can provide a highly-effective pre-conditional-offer screening tool to help you focus on finding the best people for your team.

**SOUTH CAROLINA
EVALUATION
GUIDELINES**

As of January 1, 2018, psychological evaluations and screenings are required for all Basic Law Enforcement Class 1 candidates during the pre-employment phase of the hiring process. All your new hires must have a pre-employment psychological evaluation as defined by the South Carolina Criminal Justice Academy.

Psychological Evaluation Guidelines: Minimum criteria for ensuring standard practice is maintained with acknowledgement to the 2014 IACP “Pre-employment Psychological Evaluation Guidelines.”

Examiner Qualifications:

- South Carolina licensed doctoral-level psychologist or other licensed mental health professional qualified to administer and interpret clinical psychological assessments of public safety or law enforcement personnel.
- Professionally competent in clinical assessment as well as the assessment of normal personality characteristics, skills, and abilities relevant to personnel selection.
- Trained and experienced in the provision of pre-employment psychological evaluation for public safety/law enforcement positions, and maintains continuing education and professional training.
- Familiar with the research literature available on psychological evaluation for public safety/law enforcement positions.
- Familiar with pertinent employment laws impacting the conduct of pre-employment psychological evaluations (i.e., ADA, EEOC, GINA, etc.).
- Familiar with the minimum responsibilities, duties, working conditions and other psychologically-relevant job requirements for public safety / law enforcement based jobs along with specific requirements for the position of hire.
- Must adhere to profession’s ethical principles and standards of practice.

Source: South Carolina Criminal Justice Academy Guidelines for Psychological Evaluation and Reimbursement, July 25, 2017

**SOUTH CAROLINA
EVALUATION
GUIDELINES**

(continued)

Evaluation Process:

- The psychological evaluation should include a human reliability interview with the candidate for a minimum of 30 minutes to provide relevant interpersonal and mental status information and to confirm and/or clarify psychological assessment scores, personal history, and other relevant information.
- The psychological evaluation should include a psychological assessment related to mental health stability and suitability factors. This assessment should have documented reliability, validity, and other empirical evidence supporting its use in pre-employment evaluation of public safety/law enforcement applicants.
- The testing instrument should be a qualified test battery relevant to the client population which can be utilized to evaluate the suitability of the candidate and provide for relevant discussion during the interview process of the evaluation.
- Detailed personal history to include family background, school, previous work, legal issues, finances, interpersonal relationship, or substance use should be integrated into the test data in a standardized manner.
- Methods used to detect deception should be incorporated to validate the personal integrity of the candidate.

Source: South Carolina Criminal Justice Academy Guidelines for Psychological Evaluation and Reimbursement, July 25, 2017



SOUTH CAROLINA EVALUATION GUIDELINES

(continued)

Evaluation Content:

- The human reliability interview should cover developmental milestones, academic history, work history, psychological and substance use history, interpersonal relationships, legal history, coping skills, and management of financial responsibilities.
- The psychological evaluation should specifically address the following individual factors related to public safety/law enforcement employment:
 - Freedom from any emotional or mental condition that might adversely affect the performance of law enforcement duties and responsibilities
 - Stress resilience and emotional stability to withstand the psychological demands in the position of a law enforcement officer
 - Interpersonal effectiveness
 - Self-control/impulse control
 - Decision-making ability
 - Respect for rules and authority
 - Judgment
 - Threat immunity
 - Reasonable courage
 - Self-awareness
 - Self-confidence
 - Empathy and social awareness
 - Integrity
 - Adaptability
 - Lack of personal bias
 - Motivation and drive for public safety
 - Dependability and reliability
 - Initiative
 - Ability to project appropriate assertiveness and authority
 - Ability to exert influence
 - Ability to deal with supervision and follow policy

Source: South Carolina Criminal Justice Academy Guidelines for Psychological Evaluation and Reimbursement, July 25, 2017

**SOUTH CAROLINA
EVALUATION
GUIDELINES**

(continued)

Evaluation Report:

- The final psychological report should contain clear determination of the candidate's suitability and stability for public safety employment. The findings should be based on an integration of the test battery results, the psychological interview, background information, and any agency-specific requirements relevant to the pre-employment assessment. Clinical diagnosis or psychiatric labeling should be avoided unless pertinent information is discovered. In all cases the findings should focus on the candidate's ability to safely and effectively perform the essential job duties of public safety in law enforcement.

The FMRT Group meets all these criteria, ensuring your hiring process is within the new guidelines.

Source: South Carolina Criminal Justice Academy Guidelines for Psychological Evaluation and Reimbursement, July 25, 2017



HOW OUR SERVICES FIT INTO YOUR HIRING PROCESS

Here is a step-by-step representation of how our screening assessment and psychological evaluation fit into your typical hiring process, allowing you to meet the new mandate.



EXPLANATION OF OUR ASSESSMENTS

The FMRT Group psychological evaluation consists of five assessments. They are:

■ The FMRT *BRAINS*[™] Assessment

- *BRAINS* is an acronym for Biographical Risks And INconsistencies. It is an online, cost-effective and ADA-compliant assessment that is proprietary to The FMRT Group.
- The FMRT *BRAINS*[™] Assessment is used to learn of applicants' historical events and attitudes. Learning of an applicant's history early on allows employers to make better-informed decisions about hiring, training, and retention.
- The assessment identifies commonplace to very serious historical life events and allows employers to read the applicant's typed explanations of every event.
- The information provided by the *BRAINS* offers valuable insights into applicants – insights which you can put to immediate use in the interviewing and investigation of your applicant.
- *BRAINS* does not compromise your organization with regard to legal issues in hiring, such as Americans with Disabilities, Title VII, and GINA. Not only does The FMRT Group accept the responsibility for the proprietary *BRAINS* process, we have worked with specialists in personnel law to avoid, or minimize, any discrimination challenges and to prevent any successful challenge.
- Overall, the value of the *BRAINS* is the breadth of historical events and attitudes that informs decisions about hiring, training, and ultimately retention. The *BRAINS* is an “inclusionary” tool, with a focus on “selecting in” adequate applicants, rather than “ruling out” inadequate ones.

To see a sample *BRAINS* report, refer to the Appendix.



EXPLANATION OF OUR ASSESSMENTS

(continued)

■ Online CPI434-Police and Public Safety Selection Report (CPI)

- The CPI Police and Public Safety Selection Report is a self-report questionnaire designed to measure normal-range human behavior. It consists of 434 true/false items representing concepts—such as tolerance, responsibility, integrity, empathy, and self-control—that are commonly used to describe and understand human behavior.
- The CPI is a specialized report designed to be used by licensed psychologists in conducting psychological evaluations of applicants for police and other public safety positions. The principal purpose of the report is to help our doctoral-level evaluator assess the psychological suitability of the applicant to perform the functions required by the job.

Assessment provided by: Johnson, Roberts and Associates, Inc. (JR&A)

■ Personality Assessment Inventory Public Safety Selection Report (PAI PSSR)

- The PAI PSSR was designed to assist in the assessment of the applicants' emotional stability, to screen out applicants who display job-relevant psychopathology, and to identify probabilities of pre-hire problems with behaviors inconsistent with safety-sensitive positions.

Assessment provided by: PAR



EXPLANATION OF OUR ASSESSMENTS

(continued)

■ Shipley-2 Assessment

- The Shipley-2 measures two aspects of cognition: **crystallized knowledge**, which is gained through education and experience, and **fluid reasoning**, the capacity to use logic to learn and acquire new information or solve problems.
- The Shipley-2 is ideal for getting quick ability estimates or screening for cognitive dysfunction. It is often used for informing job placement decisions.

Assessment provided by: Walter C. Shipley, PhD, Christian P. Gruber, PhD, Thomas A. Martin, PhD, and Amber M. Klein, PhD, PAR

■ Writing Skills Assessment

- This assessment measures an applicant's ability to form complete sentences, syntax, spelling, and recall a detailed story.

To see a sample of a full FMRT Psychological Evaluation Report, refer to the Appendix.

**HOW TO RECEIVE
OUR SERVICES****IN PERSON**

Depending on your needs and volume, a trained, doctoral-level psychologist from The FMRT Group will come to your office to conduct a one-on-one clinical interview. Applicants can also be seen at the closest FMRT office.

TELEPSYCH

As an added convenience, The FMRT Group also offers a telepsych (online clinical interview) in addition to our in-person option. Telepsych is easy for your department to set up and very convenient for your applicants.

■ Materials Needed

- Computer with enabled web cam, audio capabilities, and a stable internet connection that will support video streaming.
- Private room to perform the evaluation (this cannot be a computer lab, unless you designate that no one else may use it while evaluations are in progress).
- Software – The FMRT Group will provide the necessary software. There is no additional charge for this product.
- Proctor – You will need someone to check I.D. (government issued) and administer the Shipley IQ Test. We will provide detailed instructions.

Once you have all the necessary materials, The FMRT Group will arrange a teleconference with your department to test the equipment and software to make sure you are comfortable with the process. If at any time during an evaluation you need help, you can simply call us.

■ How to Schedule a Telepsych

Once you have given a conditional offer of employment and are ready to schedule your clinical interview, simply call The FMRT Group for an appointment. Appointments will be scheduled at least 48 hours from the time of your call. This is to allow enough time for the applicant to complete the online assessments.

For additional information about our telepsych option, call 866-761-0764 or email info@fmrt.org.

REPORTING

Once our psychological evaluation is complete, we will provide a same-day recommendation regarding the suitability of that candidate for employment in the position offered. Our same-day recommendation may be:

- **Suitable** – The applicant is suitable for the position.
- **Not Suitable** – The applicant is not suitable, based on our findings.
- **Deferred** – Our recommendation is pending. A deferred recommendation does not necessarily mean a candidate is not suitable, but simply that we do not yet have all the needed information. For example, we could be waiting on medical records or for our psychologists to consult other doctors on more serious cases. The FMRT Group will provide regular status updates on deferred recommendations.

Your full evaluation report will be available within seven business days through your secure online administrative account. We strongly recommend waiting until you receive the full report before extending your offer of employment.

LIABILITY

We firmly stand behind our psychologists' recommendations and their reports, so we share liability with you.

PRICING

The FMRT *BRAINS*[™] Assessment \$50.00

Post-Conditional-Offer Psychological Evaluation \$385.00

Includes:

- The FMRT *BRAINS*[™] Assessment
- Online CPI434-Police and Public Safety Selection Report (CPI)
- Personality Assessment Inventory Public Safety Selection Report (PAI PSSR)
- Shipley-2 Assessment
- Writing Skills Assessment



OUR CLIENTS

Since 2005, The FMRT Group has worked with more than 375 public safety agencies, including hundreds of police departments and sheriff's offices. Our clients include large cities, small towns, state departments, colleges, and other safety-sensitive employers. We are happy to provide a complete list of our clients at your request.

Please feel free to contact the following client references with questions about working with The FMRT Group. We will gladly provide additional references.

Charlotte-Mecklenburg Police Department

Client since 2011

CMPD uses The FMRT Group for the following services:

- Screening evaluations
- Post-offer-pre-employment psychological evaluations
- Post-hire-fitness-for-duty evaluations
- Critical-incident appointments
- Counseling
- Trainings

Contact: Major Mike Adams / Phone: 704-336-8295 or 704-619-5219

Email: madams@cmpd.org

Forsyth County Sheriff's Office

Client since 2006

Forsyth CSO uses the FMRT Group for the following services:

- Post-offer-pre-employment psychological and medical evaluations
- Fitness-for-duty evaluations

Contact: Ms. Layla Lau / Phone: 336-917-7461

Email: parkla@fcso.us



OUR CLIENTS

(continued)

Guilford County Sheriff's Office

Client since 2007

Guilford CSO uses the FMRT Group for the following services:

- Screening evaluations
- Post-offer-pre-employment evaluations
- Fitness-for-duty evaluations
- Promotional evaluations
- Special teams evaluations
- Peer support training

Contact: Capt. Randy Shepherd / Phone: 336-641-3115

Email: rshephe@co.guilford.nc.us

CONTACT INFORMATION

For questions or more information, please contact:

The FMRT Group

Elizabeth Warren Morris, M.A.

Chief Executive Officer/Management Team Member

Office: 336.761.0764 Ext. 11 / Cell: 336.480.5852 / Email: elizabeth@fmrt.org

Appendix: Sample Psychological Reports

■ SAMPLE BRAINS™ ASSESSMENT REPORT

The FMRT BRAINS™ Assessment is one of our key tools in evaluating an applicant. Following is a sample, so you can see the type of information it contains and the comprehensive nature of the report.

■ SAMPLE PSYCHOLOGICAL EVALUATION REPORT

Following the clinical interview meeting with your applicant, either in person or via telepsych, our doctoral-level psychologist will prepare a full report that will be available to you through a secure online portal within 7 business days. Following is a sample of a full report, so that you can see the depth and breadth of the issues covered and the information included.

Psychological and Medical Support
for Safety-Sensitive Employers



The FMRT *BRAINS*[™] Assessment

William Moore

Lake Hill PD

September 1, 2017

The FMRT *BRAINS*[™] Assessment (*Biographical Risks And INconsistencies*) is based upon information reported by candidates for employment and upon proprietary analysis of the information.

Note to employers: The last page of this report provides information on "Using The FMRT *BRAINS*[™] Assessment." Contact The FMRT Group for in-service training on The FMRT *BRAINS*[™] Assessment.

* Please note this document is a **sample report only**. All information related to an individual or agency is false, therefore used only for demonstration purposes.



William Moore Quick Look

Name:	William Kevin Moore	SSN:	XXX-XX-XXXX
Address:	555 Main Street		
Email:	wmoore@email.com	Phone:	555-444-3333
Education:	Advanced Degree	Studies:	Criminal Justice
Prospective Employer:	Lake Hill PD		
Prospective Position:	Police Officer		
Previous BRAINS™:	3 Previous	Total Time:	00:51 (242/242)
This BRAINS™:	00/00/2017	NC F-3 / PHS:	00/00/2017

Openness / Candor Concern



Conscientiousness / Consistency Concern



High Risk Behavior Concern





William Moore
***BRAINS™* Report Summary**

Openness / Candor Indices

Disclosure:	Average
Deliberation Delays:	Below Average
Omissions:	0
Ambivalent Answers:	2

Conscientiousness / Consistency Indices

Debt/Income Ratio:	Moderate to High
Time Conscientiousness:	Yes
Inconsistency Indicators:	Identified
Serious Signs:	8

High Risk Behavior Indices

Criminal Issues:	Average
Financial Issues:	Average
Substance Use Issues:	Average
Thrill Seeking Issues:	Average



Williams Moore

Openness / Candor Indices

Disclosure: Compared with other *BRAINS™* Assessment completers **Applicant Moore's level of disclosure on this *BRAINS™* Assessment was Average.** Disclosure is a relevant standard by which to examine the various admissions that Applicant **Moore** endorsed - as reported in the "Content Clusters" section of this report. Note: "Above Average" suggests ready disclosure of many minor-to-serious foibles seen with over-anxious / over-reporting applicants. While relatively rare, "Above Average" disclosure is sometimes a technique employed by applicants in order to mask or avoid disclosure of particularly problematic issues. At the other extreme "Below Average" suggests 1) a relatively young applicant without much life experience, and/or 2) resistance and guardedness about admitting common or "normal" difficulties in the past. "Average" disclosure suggests a relative balance between self-disclosure and self-protection.

Deliberation Delays: The time that an applicant "studies" or deliberates upon a *BRAINS™* statement before selecting "true" or "false" is an important indicator of 1) a significant content area needing further exploration, and/or 2) a propensity toward equivocation or deception - regardless of the final "true" or "false" selection, and/or 3) an indicator of poor reading comprehension abilities. When compared with other *BRAINS™* Assessment completers **Applicant Moore's reaction time for all questions was Below Average.** The following list reveals the fifteen (15) statements that he took the longest time reviewing before providing the initial response. Note that the average reaction time for the average, individual *BRAINS™* statement - for all applicants - is 6.35 seconds.

- I did NOT live with my biological parents from birth to age sixteen. 34.58 seconds. **False.**
- I had one or more physical fights in middle school. 20.42 seconds. **True.** *I had altercation in middle school once.*
- On my job(s) I have known about as much, or more, as my supervisors or employers. 13.72 seconds. **True.** *I have known as much as my supervisors and employers at times.*
- I have been denied employment by a criminal justice, public safety, law enforcement agency, or security agency. 12.16 seconds. **False.**
- In the last year I have been absent from work on Monday for five or more Mondays other than approved vacation or holiday. 12.06 seconds. **False.**
- I have been involved in a verbal altercation with a supervisor, co-worker, or customer. 10.86 seconds. **False.**
- I have performed sexual acts with a person under 16 years old when I was older than 18. 10.61 seconds. **False.**
- I enjoy flying airplanes, scuba diving, or sky diving. 9.94 seconds. **False.**
- I have taken money or property from a relative or friend or stranger without their knowledge or consent. 9.72 seconds. **False.**
- I have carried or held an illegal drug for another person. 9.45 seconds. **False.**
- In the last year I have been absent from work for ten or more days other than approved vacation or holidays. 9.39 seconds. **False.**
- I have bet on sports with friends / played cards for money with friends. 8.83 seconds. **True.** /



play fantasy football for money during the football season.

- I have NEVER worked in a public safety position. 8.28 seconds. **True.** *I worked security but is not considered public safety position.*
- It is okay to spank, hit, or kick a child for discipline. 8.27 seconds. **False.**
- I have tried one or more illegal drugs, but only under limited circumstances (experimentation, party, concert, events, etc.). 8.27 seconds. **True.** *Marijuana in 2002 and 2007*

Omissions: Applicant Moore selected "Prefer Not To Answer" in response any statement(s) listed below.

Omissions are extremely rare among BRAINS™ completers, and any omitted content area(s) should be highly scrutinized pursuant to employer standard policies and procedures.

No Omissions.

Ambivalent Answers: Ambivalence about choosing the desired or proper response is measured by the times an applicant changes a response before proceeding to the next statement during the assessment process. Ambivalence is likely an indicator of applicant equivocation and/or deception. **If not "None," the following represent statements where Applicant Moore made changes,** followed by the number of changes, followed by the applicant's final response selection. Any BRAINS™ statement noted below requires further exploration.

- I did NOT live with my biological parents from birth to age sixteen. **2 changes, final choice False.**

Conscientiousness / Consistency Indices

Debt/Income Ratio: DIR refers to the percentage of Applicant Moore's self-reported gross income that goes toward paying self-reported debts. **Applicant Moore's debt to income ratio is Moderate to High.**

Descriptors used in BRAINS™ reports range from "Low" to "Extremely High." DIR provides a very broad overview of the self-reported financial picture, and may provide insight into Applicant Moore's financial conscientiousness and responsibility. DIR as reported by Applicant Moore does not replace careful financial investigation if warranted by agency and/or position.

Time Conscientiousness: Based on ongoing analysis most applicants easily complete the BRAINS™ Assessment within the allotted time as instructed, aided by a visible timer on each page. **Applicant Moore completed the assessment in 51 minutes, which did not exceed instructions.** Total time exceeding 75 minutes should be carefully explored, as it may reflect poor planning, poor reading/writing/keyboarding skills, a general lack of conscientiousness, and/or other factor(s). Note: Unusually low completion time (less than 40 minutes) should also be explored since it likely represents resistance to disclosure, failure to provide complete answers as instructed, lack of conscientiousness about completion of the assessment, unusually little life experience, and/or other factor(s).



Inconsistency Indicators: Computer-assisted analysis of Applicant Moore's disclosures revealed the following **potentially inconsistent applicant disclosure(s)**. Please note that the BRAINS™ (and other online demographic tools like the NC F-3, if used) relies upon applicant data entry. At times an inconsistency or inconsistencies are identified which result from applicant data entry error (e.g., an extra space in one answer) or a poor fit (between BRAINS™ and any online demographic tool) instead of actual, inconsistent reporting by the applicant.

Within This BRAINS™ Assessment

BRAINS™ True Statement	BRAINS™ False Statement
I have bet on sports with friends / played cards for money with friends. <i>I play fantasy football for money during the football season.</i>	I have gambled illegally. <i>False.</i>
I have been turned over to a collection agency. <i>Time Warner bill is in collection agency</i>	I have been delinquent on credit card payments. <i>False.</i> I have failed to repay a loan to a bank or other institution, including an employer. <i>False.</i>
I have driven under the influence of alcohol or drugs. <i>Driven under the influence once coming back from a party.</i>	I occasionally drive or have driven under the influence of alcohol when necessary. <i>False.</i>

Personal Data Inconsistencies Between NC F-3 and This BRAINS™ Assessment

Description	NC F-3	BRAINS™
Middle Name	-	Kevin
Middle Name	-	Kevin

Between NC F-3 and This BRAINS™ Assessment

NC F-3 Statement	BRAINS™ Statement
Have you ever been discharged or requested to resign from any position because of criminal misconduct or rules violations? <i>No / no</i>	I have been fired, released from probationary employment, or asked to resign from work. <i>False.</i> I have resigned a job before, or instead of, being fired. <i>False.</i>
Have you ever been denied employment by a criminal justice agency after a conditional offer of employment was made? <i>A: No. A: Yes. Huntersville PD- Took an officer already sworn Details only: Huntersville PD- Took an officer already sworn</i>	I have been denied employment by a criminal justice, public safety, law enforcement, safety-sensitive, or security employer. <i>False.</i> I have been denied employment by a criminal justice, public safety, law enforcement agency, safety-sensitive or security employer AFTER a conditional offer of employment was made. <i>False.</i>
Unemployment of 3 months or longer: <i>Was unemployed from 04/2009-02/2011. Went back to school to get my masters degree.</i>	Unemployment of 3 months or longer: <i>I was laid-off in 2009 and went to get my masters degree.</i>



Between Multiple BRAINS™ Assessment

This BRAINS™	Other BRAINS™
I have offered to pay for sex. <i>False.</i>	07/26/2013: Paid for sex when I was in high school back in 2002. I paid 20 bucks for sex
I have purchased alcohol for a minor. <i>False.</i>	07/26/2013: I have purchased beer at 17 before while I was in high school.
I have entered a structure or vehicle in order to commit theft or some other crime. <i>False.</i>	07/26/2013: 2002 I stole from a dorm room. I stole money from the room next to my room.
I have gambled illegally. <i>False.</i>	07/26/2013: I gamble with my friends on football games
I have stolen money or other valuables from an employer. <i>I have taken office supplies such as paper clips, paper, pencils, pens.</i>	08/23/2013: <i>False.</i>
I have taken money or property from a relative or friend or stranger without their knowledge or consent. <i>False.</i>	07/26/2013: Took money from a dorm room in 2002 while in college.
I have spent money for illegal drugs, prostitution, or purchase of fraudulent documents. <i>False.</i>	07/26/2013: I have paid for sex in 2002.
I have had more than two full time jobs in the last five years. <i>False.</i>	08/23/2013: I worked at the post office from 2007-2009. I worked for G4S from 2011-2013 and worked for CMC-NE from 2012-2013 all were full time jobs. 07/26/2013: Yes I have had more than that. I had 3 full time jobs in the last 5 years.
I have been denied employment by a criminal justice, public safety, law enforcement agency, or security agency. <i>False.</i>	10/22/2013: I been denied from Cornelius PD
I have NEVER worked in a public safety position. <i>I worked security but is not considered public safety position.</i>	07/26/2013: <i>False.</i>
My parents (or the persons who reared me) were NOT still living together when I was 16 years old. <i>My mom and dad never lived together. The person who reared me was living with me when I was 16.</i>	08/23/2013: <i>False.</i> 07/26/2013: <i>False.</i>
I have immediate family (blood relatives) who have experienced problems with criminal conviction(s). <i>I have an uncle and cousin experience problems with convictions.</i>	10/22/2013: <i>False.</i> 08/23/2013: <i>False.</i> 07/26/2013: <i>False.</i>
I have been delinquent on a financial obligation. <i>Time Warner bill in collection</i>	08/23/2013: <i>False.</i>
I have been turned over to a collection agency. <i>Time Warner bill is in collection agency</i>	08/23/2013: <i>False.</i>
My wages have been garnished. <i>False.</i>	07/26/2013: I have owe taxes 2 yrs ago. I just forgot to pay them I owed something like 300 dollars.



I have been delinquent on income tax or other tax payments. <i>False.</i>	07/26/2013: I have forgot to pay my taxes 2 yrs ago and they garnished them from my paycheck.
I have received unemployment benefits, welfare, or other local, state or federal assistance to which I was not entitled. <i>False.</i>	07/26/2013: Yes I have received unemployment after being laid-off.
I have "cheated" on a spouse / intimate partner. <i>False.</i>	07/26/2013: Yes I have cheated on my wife before when she was my girlfriend and wife as well
I have deceived a spouse / intimate partner about something. <i>I have deceived my wife to surprise her for a gift a got her</i>	08/23/2013: <i>False.</i>
I have been involved in a romantic or intimate relationship with a teacher, instructor, student, co-worker or supervisor. <i>False.</i>	07/26/2013: I had a relationship with a co-worker. It was back in 2008 with 2 different women.
I have cheated or lied on an income tax form. <i>False.</i>	07/26/2013: My tax prep lady help me receive a refund. I did not lie or cheat but she help me receive money.
I have been coached or taught how to answer employment questions. <i>False.</i>	10/22/2013: I just been told to tell the truth.
I have taken one or more polygraph examinations in the past. <i>With concord pd and gastonia pd</i>	08/23/2013: <i>False.</i>
I have had an accident, other than motor vehicle, in which someone was injured. <i>False.</i>	07/26/2013: I have had accidents before. I hit a lady in the back once and then I was in a very minor wreck in a parking lot in Concord,NC
I have used prescription medication that was not prescribed to me. <i>False.</i>	07/26/2013: Used my wife inhaler for my chest before.
I possessed alcohol as a minor (under legal drinking age). <i>False.</i>	08/23/2013: I possessed a beer in high school when I was 16 years old from a senior student in high school. 07/26/2013: I have possessed alcohol around the age of 12 or 13.
I had one or more physical fights in middle school. <i>I had altercation in middle school once.</i>	10/22/2013: <i>False.</i> 07/26/2013: <i>False.</i>
I typically drive 5 to 10 miles over the posted speed limit. <i>False.</i>	07/26/2013: Yes I can drive 5 to 10 miles over the speed limit.
I typically drive 10 to 15 miles over the posted speed limit. <i>False.</i>	07/26/2013: I drive sometimes 10 to 15 miles over the posted speed limit when I am in a hurry to get somewhere.
I had one or more physical fights in college / business / trade school. <i>Got into an altercation on the football field in college</i>	10/22/2013: <i>False.</i> 08/23/2013: <i>False.</i> 07/26/2013: <i>False.</i>
I have been involved in a physical altercation after someone said something I didn't like. <i>False.</i>	10/22/2013: Got into a few shoving altercations on the football field.
I enjoy fast cars and / or motorcycles and / or boats. <i>I like fast cars.</i>	07/26/2013: <i>False.</i>



Serious Sign(s): *Depending on the context and explanation(s), any "Serious Sign" warrants special attention or may even preclude further progression in the hiring process. Hiring progression decisions should be based upon all available and relevant information.*

- I have called in to work "sick" when I was not. *I have called out sick before when i was not sick.*
- As an adult I have gone without a job for three months or more. *I was laid-off in 2009 and went to get my masters degree.*
- On my job(s) I have known about as much, or more, as my supervisors or employers. *I have known as much as my supervisors and employers at times.*
- I have stolen items, including shoplifting / switching price tags, valued at less than \$400. *Did not scan meat at Walmart at the self-checkout line*
- I have stolen money or other valuables from an employer. *I have taken office supplies such as paper clips, paper, pencils, pens.*
- I have driven under the influence of alcohol or drugs. *Driven under the influence once coming back from a party.*
- I have used another's work as my own (term paper, project, etc.). *I used another person term paper for my own*
- I had one or more physical fights in college / business / trade school. *Got into an altercation on the football field in college*

Content Clusters

Content Clusters: Applicant **Moore's** disclosure level was Average as he reported the historical events and/or attitudes in the content categories that follow. The following disclosures should include relatively benign or non-significant items, and may also include *potentially significant or even potentially exclusionary* items. All disclosures are followed by Applicant **Moore's** verbatim explanations, and he should have complied with the **BRAINS™** administration instructions ("...one to five complete sentences...") when explaining a disclosure. While all of Applicant **Moore's** disclosures can be addressed in standard interviews, background investigations, records checks, and other hiring processes, the procedure of asking Applicant **Moore** "the question behind the question" for each disclosure is recommended. Finally, Applicant **Moore's** disclosures in four, special content areas (criminal, financial, substance use, and financial issues) are compared to the mean and standard deviation of all **BRAINS™** completers. These are reported on page three (3) of this report as "None," "Below Average" (lowest 15%), "Average" (16-84%), or "Above Average" (highest 15%).

Criminal Issues:

- I have bet on sports with friends / played cards for money with friends. *I play fantasy football for — money during the football season.*
- I have stolen items, including shoplifting / switching price tags, valued at less than \$400. *Did not scan meat at Walmart at the self-checkout line*
- I have stolen money or other valuables from an employer. *I have taken office supplies such as*



paper clips, paper, pencils, pens.

Employment Issues:

- As an adult I have gone without a job for three months or more. *I was laid-off in 2009 and went to get my masters degree. [I went back to get my masters in 2009 and was out of work.]*
- I have called in to work "sick" when I was not. *I have called out sick before when i was not sick.*
- I have received unemployment benefits. *I was laid-off from a job in 2009 and received unemployment benefits.*
- I have NEVER worked in a public safety position. *I worked security but is not considered public safety position.*

Family Issues:

- My parents (or the persons who reared me) were NOT still living together when I was 16 years old. *My mom and dad never lived together. The person who reared me was living with me when I was 16.*
- I have immediate family (blood relatives) who have experienced problems with criminal conviction(s). *I have an uncle and cousin experience problems with convictions.*

Financial Issues:

- I have been turned over to a collection agency. *Time Warner bill is in collection agency*
- I have been delinquent on a financial obligation. *Time Warner bill in collection*
- I have had to make late payments because I did not have enough money to pay bills. *Yes when I was unemployed I had to make late payments.*

Integrity Issues:

- I have used another's work as my own (term paper, project, etc.). *I used another person term paper for my own*
- I have deceived a spouse / intimate partner about something. *I have deceived my wife to surprise her for a gift a got her*

Negative Attitudes:

- On my job(s) I have known about as much, or more, as my supervisors or employers. *I have known as much as my supervisors and employers at times.*

Substance Use Issues:

- I have tried an illegal drug. *I have tried marijauna before*
- I consume alcoholic beverages. *Consume about 3 to 4 drinks a month.*
- I have tried one or more illegal drugs, but only under limited circumstances (experimentation, party, concert, events, etc.). *Marijuana in 2002 and 2007*
- I have tried marijuana / hashish / hashish oil / THC. *Just marijuana in 2002 and 2007.*
- I have driven under the influence of alcohol or drugs. *Driven under the influence once coming back from a party.*



Thrill-seeking Issues:

- I had one or more physical fights in middle school. *I had altercation in middle school once.*
- I played contact sports in high school. *I played basketball and football in high school*
- I had one or more physical fights in college / business / trade school. *Got into an altercation on the football field in college*
- I enjoy fast cars and / or motorcycles and / or boats. *I like fast cars.*

Other Issues of Note:

- I have a MySpace, Facebook, or other social networking account and/or Internet presence. *I have facebook and instagram.*
- I have pawned items. *I pawned my playstation 2 while I was in college.*
- I have taken one or more polygraph examinations in the past. *With concord pd and gastonia pd*

* END OF REPORT *

This assessment process and report are proprietary to *The FMRT Group*.

Reports should not be shared with the applicant or other persons not involved in the agency's hiring/investigations/supervision processes. As with other personnel records, the physical security of this report is the responsibility of the Agency named herein.

This administration and assessment report are relevant for only six (6) months after the date of the assessment.



Using The FMRT **BRAINS**™ Assessment

*The FMRT **BRAINS**™ Assessment is designed as a standardized and compliant pre-hire screening tool for use by prospective employers in the evaluation of prospective employees for high responsibility positions. **BRAINS**™ is an acronym for Biographical Risks And INconsistencies.*

Biographical data is historical data. *It should be obtained from multiple sources including this assessment. Inconsistencies within and between sources of biographical data are often significant in the evaluation of conscientiousness, veracity, and/or integrity. The collection and analysis of compliant biographical data early in a hiring process helps employers "rule in" and rank acceptable applicants and "rule out" grossly unacceptable applicants. Early data gathering encourages applicant openness throughout the entire pre-employment process. The early availability of biographical and/or inconsistent data to prospective employers can guide background investigations, inform reference checks, and enhance employment interviews.*

*This **BRAINS**™ Assessment report brings William Moore's biographical data "into the open." His disclosures likely include relatively non-significant candidate admissions, and may also include disclosures that are very significant and potentially exclusionary. All of his disclosures about biographical data are reported in this report with his verbatim explanations.*

Experience has shown that among the best predictors of employee performance and retention are: Applicant intelligence / ability to learn / retain and apply new learning; Absence of applicant antisocial behavior / attitudes / history (including substance abuse); Applicant desire and functional abilities to do a good job; Interpersonal skills / emotional intelligence; and Communication skills (verbal and written). Drs. Warren and Grodnitzky introduced "The ABCDE Paradigm: A Method of Organizing Biographical Information Predictive of LE/PS Success." Simply put, the evaluation of applicant histories can be organized around this easy-to-remember mnemonic:

- A - Average or better intelligence;**
- B - Behavioral history that excludes antisocial acts and attitudes;**
- C - Conscientiousness: The desire and ability to do right;**
- D - Demeanor including emotional intelligence and interpersonal skills;**
- E - Expression: Verbal and written communication skills.**

All information and disclosures of candidates for employment can be organized using the above ABCDE paradigm, or with the employer's preferred organizational assessment. Regardless of procedure, applicant admissions and verbatim explanations can be addressed as needed through interviews, corroborative records, and other hiring processes.

*Initial interviewers may use an applicant's disclosures when clearing the applicant for further pre-employment consideration and determining if the applicant is a "good fit" with the culture and mission of a particular employer. Background investigators and reference checkers realize significant time-savings by utilizing **BRAINS**™ results to guide and focus exploration of the applicant's collateral records and information prior to the tender of an offer of employment. During any required post-offer polygraphs, voice stress examinations, and/or medical and psychological examinations an applicant's statements from the FMRT **BRAINS**™ Assessment can be pursued verbatim by in-house or other professionals involved in the hiring process.*



Note: The FMRT *BRAINS*[™] Assessment is not a medical or psychological test. It does not provide "cut-off scores" for applicant selection. Instead the FMRT *BRAINS*[™] Assessment is designed to enhance, not replace, the decision-making of trained and experienced hiring professionals by the standardized collection of biographical data and analysis for relevant inconsistencies.



THE FMRT GROUP

Psychological and Medical Support for
Safety-Sensitive Employers

Pre-employment Psychological Evaluation

NAME: John Smith Doe **DATE OF BIRTH:** 08/14/1985
POSITION: Officer **AGE:** 32
AGENCY: XYZ Agency **FAMILY:** Divorced
HIGHEST EDUCATION: Some College

John Smith Doe is a 32-year-old, White, divorced, male applicant for the position of officer with the XYZ Agency. Based upon this post-conditional-offer, psychological evaluation of Applicant Doe for this public safety position, at this point in time he is described as:

Suitable

<u>DOMAIN</u>	<u>SUITABILITY</u>
A Adequate Intellect?	Yes, Adequate
B Behavioral History of Concern?	No Significant Concerns Identified
C Conscientiousness/Constancy?	Adequate and Stable
D Demeanor?	Consistent with Other Applicants
E Expression?	
Verbal	Adequate
Written	Adequate

Summary: John Smith Doe is a 32-year-old, white, divorced, male applicant who is found suitable for the position of officer with the XYZ Agency. With training and supervision, Applicant Doe has the ability to develop into an adequate, or better, officer.

This evaluation found no indications of mental, emotional, intellectual, behavioral,

conscientiousness, demeanor, or expression problems to prevent his ability to function in the role of officer.

Relative strengths for Applicant Doe include completion of an associate degree and experience as a volunteer firefighter.

The FMRT Group



John F. Warren, Ph.D., PA-C. ABPP
Licensed Psychologist (NC #0871)

Report of the Pre-employment Psychological Evaluation of
John Smith Doe

Brief Background: Applicant Doe is a 32-year-old, White, divorced, male applicant for the position of officer with the XYZ Agency. He was seen for evaluation on 08/29/2017.

Cultural Background/Family of Origin: Applicant Doe was born in Chapel Hill, NC, where he was raised by his mother, a nurse, and his father, who worked in construction. This applicant's family is reportedly supportive of his choice to pursue a career in public safety.

Education and Relevant Work Experiences: This applicant completed high school on time prior to entering the workforce. He completed an associate degree in automotive technology. He has volunteered as a firefighter for more than eight years and completed several relevant trainings in that field.

Family/Marital/Social Relationships: Applicant Doe is divorced and has no children. This applicant has a wide support system consisting of family and friends who are supportive of his choice to pursue a career in public safety.

Health/Safety/Stress Tolerance: Applicant Doe did not report current health, or mental health, issues. He believes that he is physically and emotionally able to function in the position of officer. His methods for coping with life challenges/stress were reported as going to the gym and listening to music.

Experience Working as Part of a Team: This applicant has worked in a variety of retail and service settings as a member of a team.

A Adequate Intellect?

Yes, A Relative Strength

Yes, Adequate

Yes, But a Relative Weakness

No, Disqualifying

Dennis Doe's word-based intellectual ability, as formally tested, was in the average range. Abstract thinking ability, also formally tested, was found to be in the average range.

B Behavioral History of Concern?

No Significant Concerns Identified

Concerns Identified - Review

Significant Concerns - Disqualifying

The absence of selfish, antisocial, predatory, and other negative attitudes and behaviors is predictive of success and retention in public safety careers. The following information is based upon interview with Applicant Doe, accompanying application materials, and the FMRT *BRAINS* Assessment, if available.

Criminal Issues: No significant history of criminal or quasi-criminal attitudes or behaviors was identified for Applicant Doe.

Employment Issues: He has no known work-related problems in the past. He has not had previous public safety work experience.

Family Issues: Applicant Doe has successfully individuated from his family of origin. Family and significant others are reported to be supportive of his pursuing public safety employment. There is no reported history of serious criminal behaviors in the extended family.

Financial Issues: John Doe has not had known, significant financial difficulties in the past.

Integrity Issues: No integrity issues such as fidelity problems, using another's work as original product, or related attitudes or behaviors were identified or acknowledged by Applicant Doe.

Military History: None.

Negative Attitudes: John Doe did not acknowledge negative biases or attitudes directed to others on the basis of class, race, gender, religion, or culture. He presented as interested in, and tolerant of, others who share both similar and diverse backgrounds.

Medical/Psychological: Applicant Doe appeared to be in good health. There is no known or reported history of mental disorder. He reported taking no psychoactive medications.

Substance Use: He described no problems with use of alcoholic beverages. He reported no history of concern related to illicit drug use. There is no known information to suggest a serious history of substance abuse or an active substance abuse problem.

Thrill-Seeking: Applicant Doe reported no thrill-seeking, risk-taking, or impulsive activities or behaviors.

Vicarious or Actual Exposure to Violence: He reported no history of exposure to domestic, physical, sexual, wartime, or other violence.

C Conscientiousness/Constancy?

Good Conscientiousness/Stability

Adequate and Stable

Adequate, But a Relative Weakness

Not Adequate - Disqualifying

Conscientiousness and constancy, among other personality traits, are predictors of employee performance in public safety professions. Conscientious individuals illustrate the trait through self-discipline, dutiful actions, and attainment of goals of achievement. Individuals with a trait of average-and-above conscientiousness show preferences for planned rather than spontaneous behavior. The trait helps to control, regulate, and direct their actions.

Data from Dennis Doe's current interview, known and reported history, and an aggregation of personality test scales measuring conscientiousness and constancy, are consistent in depicting adequate conscientiousness and stability. Applicant Godowsky did arrive for the appointment on time, was prepared, and had completed the pre-appointment assessments as instructed.

Additional personality trait information for Applicant Godowsky is described in the "Additional Test Results" section.

D Demeanor?

Good First Impression

Consistent with Other Applicants

Adequate, But a Relative Weakness

Poor First Impression

Demeanor involves the abilities to make good first impressions and convey interpersonal interest, concern, and appropriate seriousness balanced by social competence. It is an important aspect of job performance in public safety professions.

John Doe gave a personable and professional first impression. This was generally consistent with our experience of other applicants for similar positions. Eye contact, observed behaviors, and nonverbal communication were appropriate for the setting. He was dressed and groomed appropriately for a pre-employment examination.

His emotional state appeared to be stable and appropriate to the interview situation. He was not verbally impulsive or emotionally inappropriate. There were no indications of current emotional or mental problems.

E Expression?

Verbal

Good Adequate Poor

Written

Good Adequate Poor

Job performance in public safety occupations depends upon the abilities to communicate adequately or better in face-to-face, phone, digital/computer, and hand-written modalities.

Applicant Doe spoke clearly and expressed thoughts and ideas adequately. He did not exhibit excessive or distracting wordiness, repetition, or use of filler words.

On materials demonstrating written expression skills, including a task requiring handwritten responses, John Doe's work product revealed adequate spelling, legibility, attention to detail, and ability to "tell the story" in writing.

Formal Mental Status Examination Results: During the interview, and on formal mental status examination, there were no indicators of active cognitive disorder to an extent which could interfere with Applicant Doe's ability to function as an officer.

There were no indicators of maladaptive personality traits for consideration in hiring and/or training. He described a personal history suggestive of adequate stress tolerance, stress management, and resilience.

He provided answers consistent with good personal and social judgment. There were no indications of problems with understanding and responding to complex questions.

Applicant Doe had no difficulties with tasks of immediate recall and retention. Attention and concentration were within normal limits as tested. There were no indications of weakness with problem-solving under pressure in response to clinical vignettes.

He had a good understanding about the impact of crime on both individuals and society alike, and about how the different gradations of laws were designed to reflect these impacts.

CPI434 PPSSR Results: Applicant Doe's current testing results were valid and interpretively reliable. Applicant Doe's **CPI434 PPSSR** personality test scores did not place him at higher-than-average risk of being rated a "poorly-suited" applicant (by psychologists with expertise in public safety screening). None, certain of his scores revealed a higher-than-average probability of having background problems specifically related to the following: job performance, integrity, anger management, substance abuse proclivity, alcohol use concerns, and illegal drug use.

CPI434 PPSSR results describe Applicant Doe's basic personality orientation as that of the *Implementer*. This is the most common personality orientation in public safety professions. The Implementer (alpha) lifestyle includes people who are interpersonally active and comfortable with social rules. Implementers step forward, take part, and do not hesitate to act. They believe that social rules are proper and should be obeyed. They are ambitious, goal-directed, strong in leadership potential, and well-organized. At their best, Implementers can be charismatic leaders and initiators of constructive endeavors. At their worst, they can be

opportunistic, manipulative, and hostile toward others.

Tolerance. John Doe's CPI results reveal the **Average** range.

LOW	HIGH
Distrustful, intolerant, prejudiced, suspicious, and vindictive; over-attentive to self and under-attentive to others; bitter, fussy, and temperamental.	Cooperative, fair-minded, reasonable, tactful; accepts and understands others; makes accurate appraisals and sound judgments; clear-thinking; insightful.

Responsibility/Conscientiousness. John Doe's CPI results reveal the **Average** range.

LOW	HIGH
Somewhat indifferent to duties and obligations, dislikes routine work, tends to be careless, often impatient.	Conscientious, takes duties seriously, considerate of others, reliable and steady, gets things done.

Emotional Intelligence. John Doe's interview plus test scores suggest the **Average** range.

LOW	HIGH
Displays poor judgment when "reading" others, has difficulty predicting how others will act, uninterested in dynamics of behavior, prefers consistency, uncomfortable with ambiguity, not sensitive to others' feelings, lag time	Understands the feelings of others, versatile, good social skills, forms accurate impressions quickly, clever and quick thinking, sensitive to others' feelings, interprets events from interpersonal perspective, aware of self and others "in

<p>between experience of events and understanding, more likely to use emotions to determine, rather than to inform, decision-making.</p>	<p>real time," able to effectively use emotions to inform, but not necessarily determine, decision-making.</p>
--	--

PAI PSSR Results: Applicant Doe's current testing results were valid and interpretively reliable.

The **Personality Assessment Inventory Public Safety Selection Report** was designed to assist in the assessment of the applicants' emotional stability, to screen out applicants who display job-relevant psychopathology, and to identify probabilities of pre-hire problems with behaviors inconsistent with safety-sensitive positions.

There were no elevations on clinical scales to suggest psychiatric/psychological problems.

Overall, personality testing results and current examination of Applicant Doe by this psychologist revealed no indications of an active cognitive, mental, or emotional disorder which would interfere with his ability to function as an officer with the XYZ Agency. There were no indicators of maladaptive personality traits for consideration in hiring and/or training.

Evaluation Procedures: After his identification was verified by photo ID, Applicant Doe completed individualized cognitive testing. His writing skills assessment, relevant application materials from the XYZ Agency, psychological test results, *BRAINS* Assessment results, and pre-offer psychological screening results, if completed, were reviewed. Open-ended and structured clinical interviews, and structured mental status examination, were completed with the signatory psychologist.

This report is solely based upon these procedures and data sources. Any additional and relevant information may be important to the evaluation findings regarding suitability for the position of officer with the XYZ Agency.

- End of Psychological Evaluation Report for John Doe -

- The physical security of this evaluation report is the responsibility of the XYZ Agency -

The following are procedural and policy notes from The FMRT Group about this and all pre-employment psychological evaluations, and about maintaining the integrity and security of this and all psychological evaluation reports. Thank you for your assistance.

A psychological evaluation is designed to be a part of a comprehensive hiring process. Partially based upon information reported by the applicant, the findings contained in a psychological evaluation report are partially dependent on an applicant's accuracy and veracity. Any additional, discrepant, and relevant information could be important to a psychological evaluation determination and any recommendations.

Pre-employment psychological evaluations contain confidential and sensitive information. They should not be distributed to persons not authorized in the hiring process, or in the training and supervision of employees once on the job. The report of psychological evaluation should not be shared with the applicant. The physical security of evaluation reports are the responsibility of the referring agency.

A psychological evaluation is usually germane only to the position for which an employee or applicant has been evaluated, and usually relevant for only six (6) months after the date of the evaluation.