



---

## Airline Pilots Adjustment Rating 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



Copyright © 1989, 1991, 1994, 1995, 2001, 2003 by the Regents of the University of Minnesota. All rights reserved.  
Portions reproduced from the MMPI-2 test booklet. Copyright © 1942, 1943 (renewed 1970), 1989 by the Regents of the University of Minnesota. All rights reserved.

Portions excerpted from the *MMPI-2 Manual for Administration, Scoring, and Interpretation, Revised Edition*. Copyright © 2001 by the Regents of the University of Minnesota. All rights reserved.

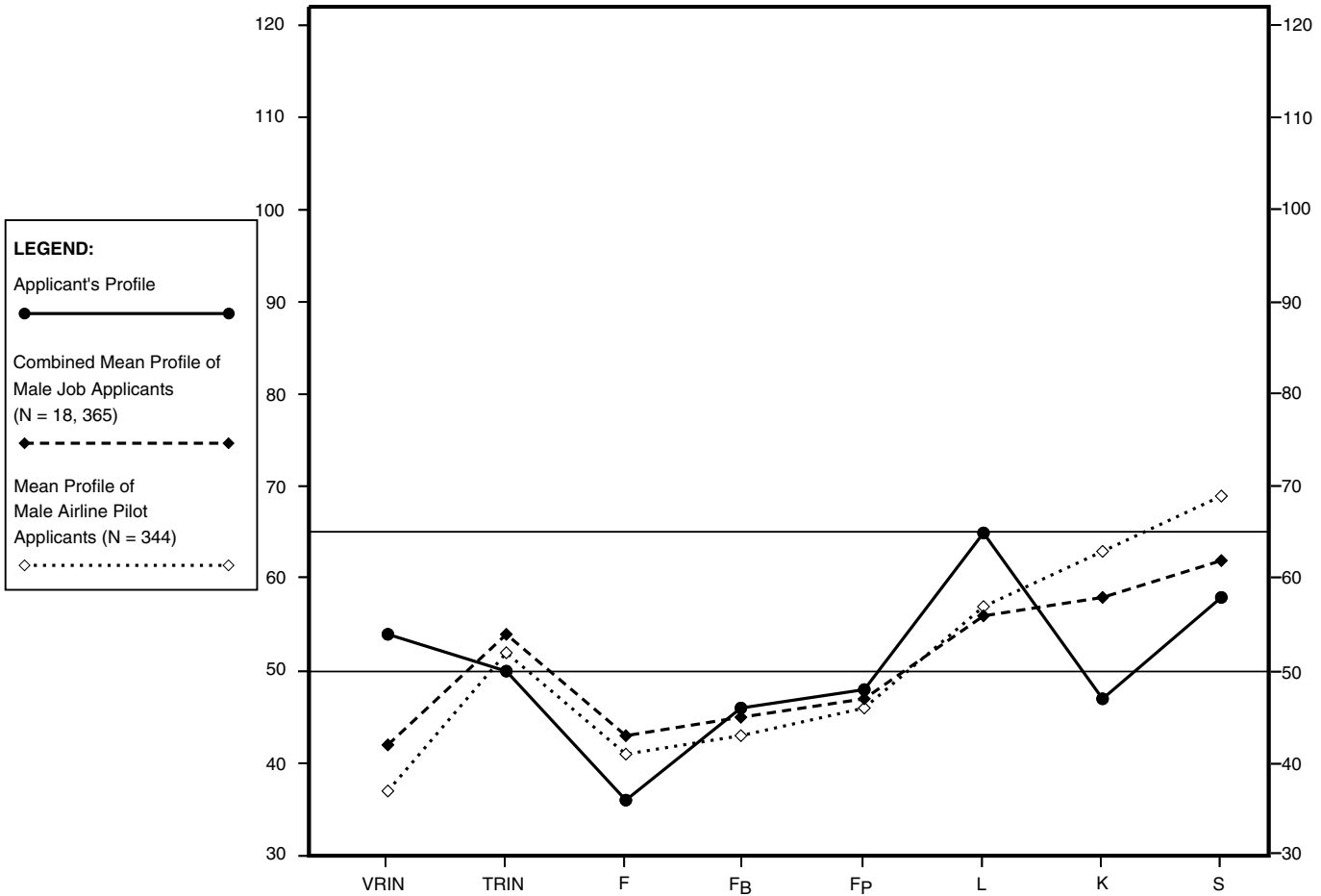
Distributed exclusively under license from the University of Minnesota by NCS Pearson, Inc.

"MMPI-2," "Minnesota Multiphasic Personality Inventory-2," and "The Minnesota Report" are trademarks of the University of Minnesota.

### TRADE SECRET INFORMATION

Not for release under HIPAA or other data disclosure laws that exempt trade secrets from disclosure.

MMPI-2 VALIDITY PATTERN



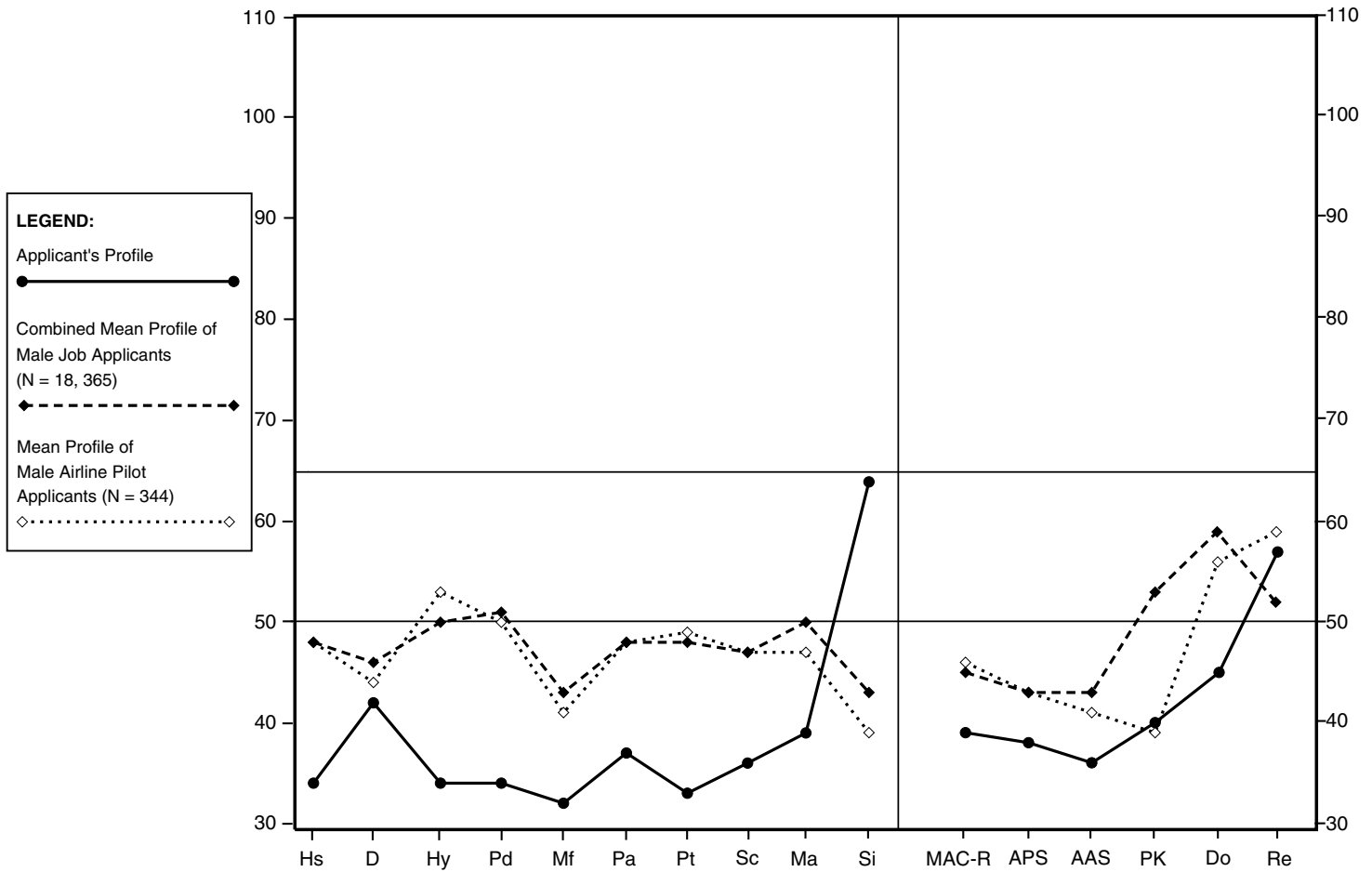
General Applicant							
Sample Mean Score:	42	54	43	45	47	56	58
Airline Pilot							
Sample Mean Score:	37	52	41	43	46	57	63

<b>Applicant's Raw Score:</b>	6	9	0	1	1	7	14	32
<b>Applicant's T Score:</b>	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

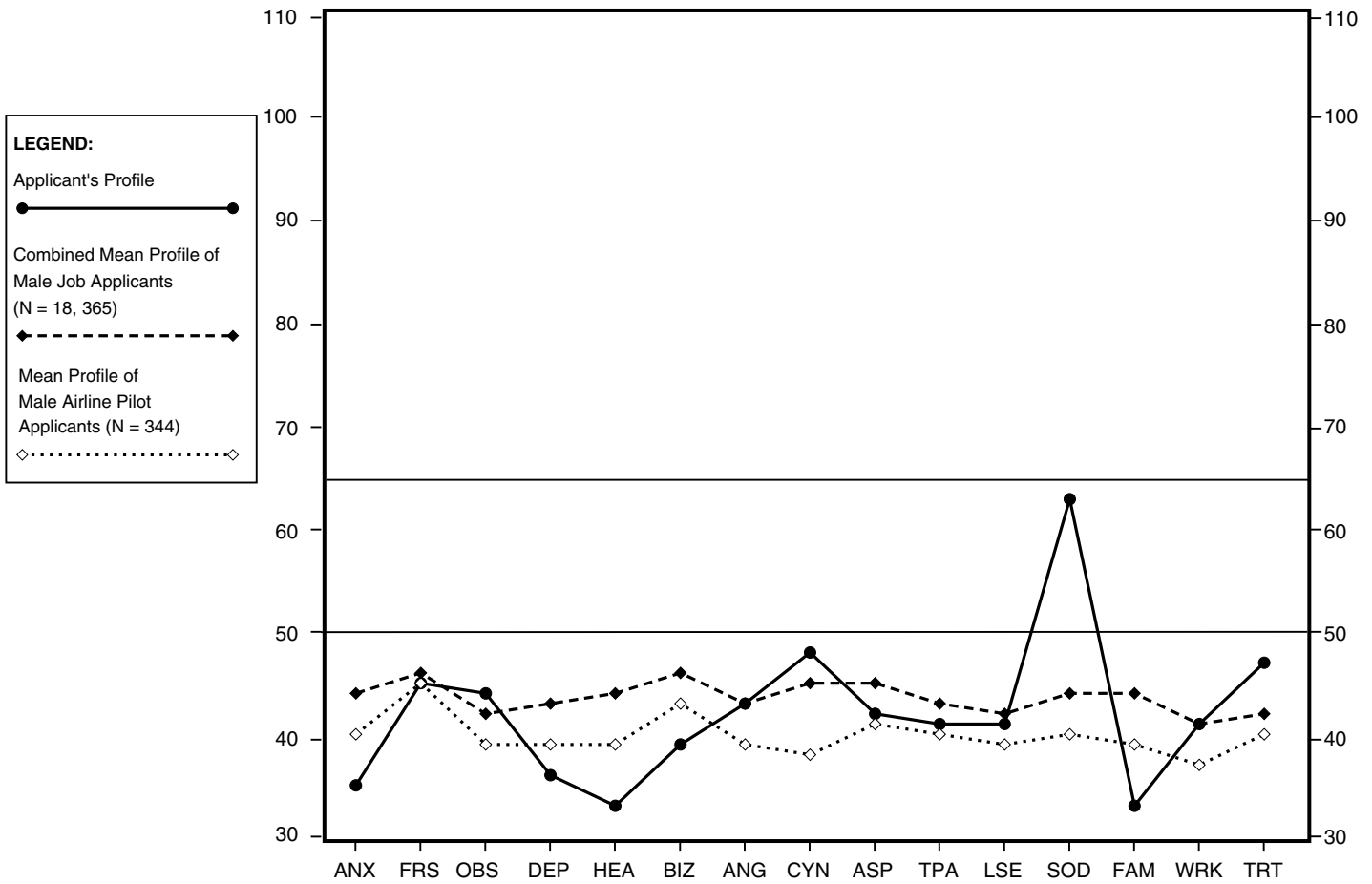
<b>Applicant's Raw Score:</b>	0	15	12	8	17	6	4	4	12	37	16	19	0	2	15	23
K Correction Score:	7			6			14	14	3							
<b>Applicant's T Score:</b>	34	42	34	34	32	37	33	36	39	64	39	38	36	40	45	57
Non-Gendered T Score:	34	41	33	34		36	33	36	40	62	41	38	38	40	45	57
Response %:	100	100	100	100	100	100	100	100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

[V.1.2]

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

Profile Elevation: 36.1

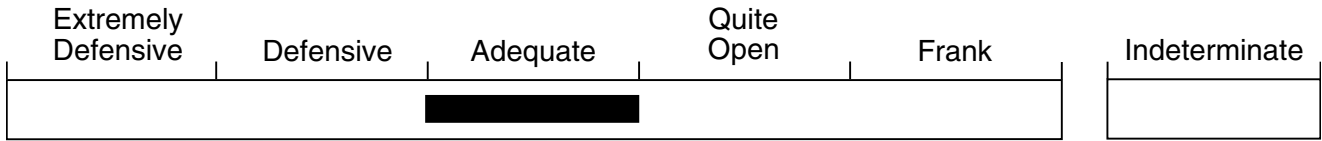
MMPI-2 CONTENT SCALES PROFILE



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

<b>Applicant's Raw Score:</b>	0	2	3	0	0	0	3	9	4	4	1	14	0	3	3
<b>Applicant's T Score:</b>	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

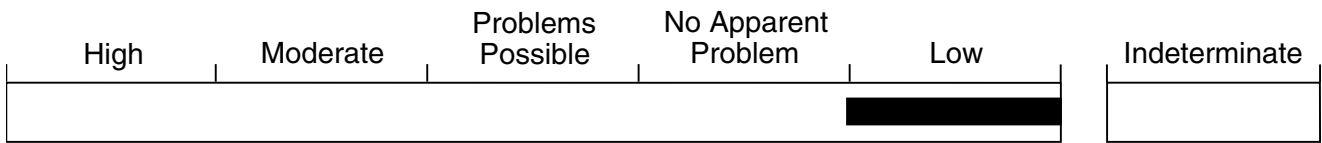
### OPENNESS TO EVALUATION



### SOCIAL FACILITY



### ADDICTION POTENTIAL (STANDARD CRITERIA LEVEL)



This index is associated with addiction potential; it does not confirm current abuse.

### STRESS TOLERANCE



### OVERALL ADJUSTMENT



He cooperated sufficiently with the evaluation to allow an Overall Adjustment rating to be made. He appears to be generally well-adjusted and seems to have no psychological problems at this time.

## 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	T Score	Non-Gendered T Score	Resp %
<b>Personality Psychopathology Five (PSY-5) Scales</b>				
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
<b>Supplementary Scales</b>				
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
<b>Harris-Lingoes Subscales</b>				
<b>Depression Subscales</b>				
Subjective Depression (D <sub>1</sub> )	4	42	42	100
Psychomotor Retardation (D <sub>2</sub> )	6	54	53	100
Physical Malfunctioning (D <sub>3</sub> )	2	43	42	100
Mental Dullness (D <sub>4</sub> )	1	43	43	100
Brooding (D <sub>5</sub> )	0	40	39	100
<b>Hysteria Subscales</b>				
Denial of Social Anxiety (Hy <sub>1</sub> )	2	40	40	100
Need for Affection (Hy <sub>2</sub> )	6	47	47	100
Lassitude-Malaise (Hy <sub>3</sub> )	0	38	39	100
Somatic Complaints (Hy <sub>4</sub> )	0	38	38	100
Inhibition of Aggression (Hy <sub>5</sub> )	3	48	47	100
<b>Psychopathic Deviate Subscales</b>				
Familial Discord (Pd <sub>1</sub> )	1	45	44	100
Authority Problems (Pd <sub>2</sub> )	2	40	43	100
Social Imperturbability (Pd <sub>3</sub> )	1	33	34	100
Social Alienation (Pd <sub>4</sub> )	2	40	39	100
Self-Alienation (Pd <sub>5</sub> )	2	43	43	100
<b>Paranoia Subscales</b>				
Persecutory Ideas (Pa <sub>1</sub> )	1	46	46	100
Poignancy (Pa <sub>2</sub> )	0	34	34	100
Naivete (Pa <sub>3</sub> )	5	51	50	100

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

	Raw Score	T Score	Non-Gendered T Score	Resp %
<b>Antisocial Practices Subscales</b>				
Antisocial Attitudes (ASP <sub>1</sub> )	4	43	45	100
Antisocial Behavior (ASP <sub>2</sub> )	0	38	41	100
<b>Type A Subscales</b>				
Impatience (TPA <sub>1</sub> )	2	45	46	100
Competitive Drive (TPA <sub>2</sub> )	0	33	34	100
<b>Low Self-Esteem Subscales</b>				
Self-Doubt (LSE <sub>1</sub> )	0	39	40	100
Submissiveness (LSE <sub>2</sub> )	1	48	47	100
<b>Social Discomfort Subscales</b>				
Introversion (SOD <sub>1</sub> )	10	65	67	94
Shyness (SOD <sub>2</sub> )	4	58	57	100
<b>Family Problems Subscales</b>				
Family Discord (FAM <sub>1</sub> )	0	35	35	100
Familial Alienation (FAM <sub>2</sub> )	0	40	41	100
<b>Negative Treatment Indicators Subscales</b>				
Low Motivation (TRT <sub>1</sub> )	0	42	42	100
Inability to Disclose (TRT <sub>2</sub> )	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. Omitted Item. (True)  
[N = 32%, P = 13%]
- 521. Omitted Item. (False)  
[N = 27%, P = 16%]
- 559. Omitted Item. (True)  
[N = 15%, P = 9%]



**Special Note:**

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

## OMITTED ITEMS

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

337. Omitted Item.

479. Omitted Item

## End of Report

---

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

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

---

ITEM RESPONSES

1: 1 2: 1 3: 1 4: 1 5: 1 6: 1 7: 2 8: 1 9: 1 10: 1  
11: 2 12: 1 13: 2 14: 2 15: 2 16: 2 17: 2 18: 2 19: 2 20: 1  
21: 2 22: 2 23: 2 24: 2 25: 2 26: 1 27: 2 28: 2 29: 1 30: 2  
31: 2 32: 2 33: 1 34: 1 35: 2 36: 2 37: 2 38: 2 39: 2 40: 2  
41: 2 42: 2 43: 1 44: 2 45: 1 46: 2 47: 1 48: 2 49: 2 50: 2  
51: 2 52: 2 53: 2 54: 2 55: 1 56: 2 57: 1 58: 1 59: 2 60: 2  
61: 1 62: 2 63: 1 64: 2 65: 2 66: 2 67: 2 68: 2 69: 1 70: 1  
71: 2 72: 2 73: 2 74: 2 75: 1 76: 1 77: 1 78: 1 79: 1 80: 2  
81: 2 82: 2 83: 1 84: 2 85: 2 86: 2 87: 2 88: 2 89: 1 90: 1  
91: 1 92: 2 93: 1 94: 2 95: 1 96: 2 97: 2 98: 2 99: 2 100: 1  
101: 2 102: 1 103: 2 104: 1 105: 2 106: 1 107: 2 108: 1 109: 1 110: 1  
111: 2 112: 2 113: 1 114: 2 115: 1 116: 1 117: 1 118: 1 119: 2 120: 1  
121: 1 122: 2 123: 2 124: 2 125: 1 126: 1 127: 2 128: 2 129: 2 130: 2  
131: 2 132: 1 133: 2 134: 2 135: 2 136: 1 137: 2 138: 2 139: 1 140: 1  
141: 1 142: 1 143: 1 144: 2 145: 2 146: 2 147: 2 148: 1 149: 2 150: 2  
151: 2 152: 1 153: 2 154: 2 155: 2 156: 2 157: 1 158: 1 159: 1 160: 2  
161: 2 162: 2 163: 1 164: 1 165: 1 166: 2 167: 1 168: 2 169: 2 170: 2  
171: 2 172: 2 173: 1 174: 1 175: 2 176: 1 177: 1 178: 2 179: 1 180: 2  
181: 1 182: 2 183: 1 184: 1 185: 1 186: 1 187: 2 188: 2 189: 2 190: 2  
191: 2 192: 1 193: 2 194: 1 195: 2 196: 2 197: 1 198: 2 199: 1 200: 1  
201: 1 202: 2 203: 2 204: 1 205: 2 206: 1 207: 2 208: 1 209: 2 210: 1  
211: 1 212: 2 213: 2 214: 2 215: 2 216: 2 217: 1 218: 2 219: 2 220: 1  
221: 2 222: 1 223: 1 224: 1 225: 2 226: 1 227: 2 228: 2 229: 2 230: 2  
231: 2 232: 1 233: 2 234: 2 235: 2 236: 2 237: 1 238: 2 239: 2 240: 2  
241: 2 242: 2 243: 1 244: 1 245: 2 246: 2 247: 2 248: 2 249: 1 250: 2  
251: 2 252: 2 253: 1 254: 2 255: 1 256: 2 257: 2 258: 2 259: 2 260: 1  
261: 1 262: 1 263: 1 264: 2 265: 1 266: 1 267: 1 268: 1 269: 2 270: 2  
271: 2 272: 1 273: 2 274: 2 275: 1 276: 1 277: 2 278: 1 279: 1 280: 2  
281: 2 282: 2 283: 2 284: 1 285: 2 286: 2 287: 2 288: 2 289: 2 290: 2  
291: 2 292: 2 293: 2 294: 2 295: 1 296: 2 297: 1 298: 2 299: 2 300: 2  
301: 2 302: 2 303: 2 304: 2 305: 2 306: 2 307: 2 308: 2 309: 2 310: 2  
311: 2 312: 2 313: 1 314: 1 315: 2 316: 2 317: 2 318: 1 319: 2 320: 2  
321: 1 322: 2 323: 2 324: 2 325: 2 326: 2 327: 2 328: 2 329: 2 330: 1  
331: 2 332: 2 333: 2 334: 2 335: 1 336: 2 337: / 338: 2 339: 2 340: 2  
341: 2 342: 2 343: 1 344: 2 345: 1 346: 1 347: 2 348: 2 349: 2 350: 2  
351: 1 352: 1 353: 2 354: 2 355: 2 356: 2 357: 1 358: 2 359: 2 360: 1  
361: 2 362: 2 363: 2 364: 2 365: 1 366: 2 367: 1 368: 2 369: 2 370: 2  
371: 2 372: 1 373: 1 374: 2 375: 2 376: 2 377: 2 378: 2 379: 2 380: 2  
381: 2 382: 2 383: 1 384: 2 385: 1 386: 2 387: 2 388: 1 389: 2 390: 2  
391: 1 392: 1 393: 2 394: 2 395: 2 396: 1 397: 2 398: 1 399: 2 400: 2  
401: 1 402: 1 403: 1 404: 1 405: 1 406: 2 407: 1 408: 2 409: 2 410: 2  
411: 2 412: 2 413: 2 414: 2 415: 2 416: 1 417: 2 418: 2 419: 2 420: 1  
421: 2 422: 1 423: 2 424: 2 425: 2 426: 2 427: 1 428: 2 429: 1 430: 2  
431: 2 432: 2 433: 2 434: 2 435: 2 436: 1 437: 1 438: 1 439: 1 440: 2

---

441: 2	442: 2	443: 2	444: 2	445: 2	446: 2	447: 2	448: 2	449: 2	450: 2
451: 2	452: 2	453: 1	454: 2	455: 1	456: 2	457: 2	458: 2	459: 1	460: 1
461: 1	462: 1	463: 2	464: 2	465: 1	466: 2	467: 1	468: 2	469: 2	470: 1
471: 2	472: 2	473: 2	474: 1	475: 2	476: 2	477: 2	478: 2	479: /	480: 2
481: 2	482: 2	483: 2	484: 2	485: 2	486: 2	487: 2	488: 2	489: 2	490: 2
491: 2	492: 1	493: 2	494: 1	495: 2	496: 1	497: 2	498: 1	499: 2	500: 2
501: 1	502: 2	503: 2	504: 2	505: 2	506: 2	507: 2	508: 2	509: 2	510: 2
511: 2	512: 2	513: 2	514: 1	515: 2	516: 2	517: 2	518: 2	519: 2	520: 2
521: 2	522: 1	523: 1	524: 2	525: 2	526: 2	527: 2	528: 2	529: 2	530: 2
531: 2	532: 2	533: 2	534: 2	535: 2	536: 2	537: 2	538: 2	539: 2	540: 2
541: 2	542: 2	543: 2	544: 2	545: 2	546: 2	547: 1	548: 2	549: 2	550: 2
551: 2	552: 1	553: 2	554: 2	555: 2	556: 2	557: 1	558: 2	559: 1	560: 1
561: 1	562: 2	563: 2	564: 1	565: 2	566: 2	567: 2			