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JOB SUITABILITY EVALUATION

Last Name: Ngyuen (Sample) **First Name:** Mark **M.I.** W.
Social Security Number: 678-90-1234 **Date of Birth:** 05/01/1976
Agency Applying To: Any State Patrol **Position:** State Trooper
Date of Evaluation: 03/07/2004 **Date of Report:** 03/07/2004

The information contained in this report is considered sensitive and confidential. It should not be communicated or distributed to anyone other than those people directly involved in the hiring process.

The purpose of this Job Suitability Evaluation is to evaluate the applicant's history and behavioral or personality traits from information gained through self-report, written testing, and a face-to-face interview.

Patterns or themes identified through this process are then compared with the essential job requirements of a specific position. Since much of the information that this evaluation is based upon was taken from the applicant's self-report, the agency is advised to verify information through other sources during the background investigation.

This Job Suitability Evaluation should only comprise one part of the agency's hiring process and decision. A Summary Rating and Areas for Investigation are provided to serve as guides for the hiring authority, background investigators, polygraphers, and others involved in the pre-employment screening process. The Job Suitability Evaluation should be a source for hypotheses to be reviewed in conjunction with data gathered through other stages of the hiring process which confirm and/or disconfirm them.

Note that the Job Suitability Evaluation is not a psychological evaluation, meaning that it does not cover information on substance abuse, mental health diagnoses, or mental health and substance abuse treatment. At this pre-job offer stage of the hiring process, information in those areas cannot be requested or considered as part of the hiring decision in order to comply with the Americans with Disabilities Act. In fact, applicants are advised of the following in the Mandatory Disclosure of Information Form which they sign at the beginning of the evaluation:

This is NOT a medical, psychological, psychiatric, or mental health evaluation. Therefore, your medical, substance abuse, and mental health history will not be requested or reviewed as part of this assessment.

SUMMARY RATING

A. Low Likelihood for Employment Problems

The applicant's background, testing, and interview behavior reveal traits which are apt to make a positive contribution to this agency in this position at this time. Though some areas may be revealed that could require additional training or that suggest potential difficulties, these are not expected to be significantly problematic.

B. Moderate Likelihood for Employment Problems

Though the applicant's background, testing, and interview reveal positive traits, concerns are raised that will require additional investigation through other phases of the hiring process. Assuming these areas are reviewed to the satisfaction of the agency, then the applicant is found suitable for this position at this time.

C. High Likelihood for Employment Problems

Concerns are raised by the applicant's background, testing, and/or interview; these areas of concern are inconsistent with the essential duties of this position at this time. The details of the identified problems are described in the body of this report.

EVALUATION SUMMARY

Mark Nguyen has served in the USAF for the past 10 years, being assigned to Security Forces. In that time, he has been promoted to E-6 and has received "numerous" awards and commendations. It is noted that he did receive an Article 15 in 1996 when he pled guilty to an off-base DUI charge. This is his only reported contact with the criminal justice system. However, he does admit to avoiding at least two speeding tickets due to "professional courtesy," with the most recent incident occurring in 2003. His testing results suggest this same willingness to rebel against regulations or social norms. Other concerns are raised with Mr. Nguyen's ability to interact with others in a positive, cooperative manner. He may have the most difficulty when being supervised and given corrective feedback, which he admits prompt him to "sulk." This may be problematic during the training phase for State Patrol. Though these concerns are raised with Mr. Nguyen's background, his positive performance in the USAF and generally clean recent background are positive indicators. The concerns raised in this report should be reviewed through other stages of the hiring process, however, with the information available, Mr. Nguyen is placed in the Moderate Likelihood for Employment Problems category for the position of State Trooper with Any State Patrol at this time.

AREAS FOR INVESTIGATION

Level of concern:

High Moderate Low **Communication Skills:** *Is able to share ideas, directives, and information with others effectively. Demonstrates acceptable written and oral communication skills.*

High Moderate Low **Interpersonal Behavior:** *Is cooperative and pleasant, yet can take charge effectively when appropriate. Interacts with others in a personable, professional manner. Can work with people from diverse backgrounds in a positive style.*

Mr. Nguyen's testing, interview behavior, and self-described "cold" manner raise concerns about his interpersonal manner. Special attention should be given to his ability to adapt to the academy and FTO training process, given what appears to be a resistance to supervision. While this independence can be a strength when he ultimately completes field training, his acceptance of supervision until that time may be limited.

High Moderate Low **Openness to Feedback:** *Accepts corrective feedback and uses it as a learning tool. Refrains from becoming defensive or over-reacting to criticism.*

Related to the concern noted above, Mr. Nguyen's willingness to accept corrective training input may be limited. He says that others think he will "sulk" when criticized, which may be problematic for his training.

High Moderate Low **Reliability:** *Reports to work on time and as scheduled. Meets deadlines and obligations. Shows dependability.*

High Moderate Low **Integrity & Compliance:** *Keeps behavior within the law, policy, and procedural guidelines. Is honest and ethical. Demonstrates credibility through actions.*

The applicant's conviction for DUI in 1996, his admission of avoiding a speeding ticket through "professional courtesy" as recently as 2003, and his testing suggest a willingness to test limits or regulations. His background should be reviewed for additional problems in this area.

High Moderate Low **Motivation:** *Demonstrates independent initiative. Is a self-starter who seeks out responsibilities and takes on extra duties.*

High Moderate Low **Conflict Management:** *Remains composed when faced with confrontational situations. Maintains control of self while completing necessary tasks or duties, even under stressful circumstances.*

High Moderate Low **Decision Making:** *Evaluates situations and information to make effective decisions. Exercises good judgment, anticipating the consequence of actions. Identifies alternative courses of action and shows the necessary flexibility in thinking to handle changing work demands which shift from monotony to action. Is able to multitask, simultaneously managing various forms of information.*

HISTORICAL DATA

Professional Experience:

- Has primarily served in the military. Held some high school jobs in food service, lawn care, and labor.

Public Safety Background:

- Serves in Security Forces in the USAF. Handles both security and law enforcement duties in this role.
- To prepare for this position with the Any State Patrol, has spoken with State Troopers, went on two ride-alongs, and has held a law enforcement position in the military.

Military History:

- United States Air Force, 1994 to present, entering the service after he graduated from high school. Terminal leave is to start 04/2004. His primary assignment has been in security forces; has been deployed to Germany, Iraq, Kuwait, and Japan. Is currently at the rank/pay rate of E-6.

Awards/Promotions:

- Has received “numerous” awards and recognitions in the USAF. This includes three Good Conduct medals, overseas ribbons, and promotion to E-6.

Disciplinary Actions/ Negative Job Separations:

- Received an Article 15 in 1996 for a DUI arrest while he was off-duty. Lost rank from E-3 to E-2, was restricted to base, and was fined for this offense.
- Quit a job at a fast-food restaurant without notice in about 1992 while attending high school. Says he wanted to attend a football game and was not given the night off, so did not show up to work and quit/was fired.

Education/Training:

- Completed the military’s law enforcement academy. Has also completed ongoing training in DRE, verbal judo, accident reconstruction, and DUI enforcement.
- Earned an Associates Degree in Criminal Justice in 2002. Says he primarily received A’s in college. This was an improvement over his high school performance, where he was a C student.

Financial History:

- Reports a stable financial history. Denies having any bills go to collections, any repossessions/foreclosures, or any bankruptcies.

Driving History:

- Reports receiving three traffic tickets in his lifetime, none of which have been in the past five years. Admits he has avoided two tickets due to “professional courtesy,” with the most recent being in 2003. Says these were both for speeding incidents off-base. The fastest he admits to illegally taking a personal vehicle is 120 mph, last doing so in about 1993 while in high school.
- Was cited for DUI in 1996 while off-base in California. A Highway Patrol Officer stopped him for weaving, and the applicant was found to have a BAL of .15. His license was suspended, he was

placed in high risk insurance, and he had to complete alcohol education classes for this offense.

Criminal History:

- As noted above, was arrested for DUI in 1996 in California. Pled guilty to the offense and paid a fine in addition to the USAF disciplinary actions and driving restrictions.
- Denies any other contacts with the criminal justice system.
- Admits to minor shoplifting as a youth, with the most expensive item being candy.
- Reports soliciting a prostitute once in 1995 while abroad in Denmark where the activity is reportedly legal.
- Denies involvement in any other undetected crimes.
- Denies the use of any illegal controlled substances other than underage consumption of alcohol.

Conflict Management:

- Other than sanctioned activities related to his work in law enforcement/security through the USAF, denies threatening anyone with a weapon. Denies any excessive force complaints being filed against him or engaging in the practice. Admits that he did get into a physical altercation during boot camp in 1994, but indicates that the other individual initiated the fight. To maintain control of himself when in confrontational situations, Mr. Nguyen will take a deep breath and use measured speech.

TESTING

Validity and Response Style:

- The applicant appears to have responded to the test items in an open and forthright manner, making an objective self evaluation. The testing profile can be considered an accurate reflection of the applicant's personality traits and style.

Results:

- Mr. Nguyen's testing profile shows a high number of correlations with positive performance in the field of law enforcement.
- Testing also suggests that he is a responsible, reliable individual who follows through on obligations. Although he appears to want to make his own decisions, testing also suggests that he may prefer to know what is expected of him and to have a set structure or routine provided to him. This testing result is consistent with the military environment.
- His profile also suggests that he is somewhat cold, reserved, and unsociable.
- When compared with successful law enforcement officers, testing suggests that he may become more defensive when given corrective input. The applicant may blame others for problems when they arise. It is also noted that his testing suggests he is more apt to test limits or rebel against regulations than other officers.
- Mr. Nguyen endorsed several test items indicating that he may have difficulty when supervised or criticized; he even describes himself as a "lone wolf." He added that others think he is more prone to "sulk" when things go wrong or when he is corrected.
- The applicant's testing does not raise concerns about his expression of anger.

INTERVIEW BEHAVIOR

Interview Observations:

- Mr. Nguyen arrived on time for the interview, professionally dressed in a suit. He communicated in a formal style that others may associate with a military presentation. Consistent with his testing results and self-description, he became defensive when discussing negative incidents from his background. However, he was generally polite, confident, and forthright in the interview.

Self-Report:

- The applicant describes himself as a driven, professional individual who values loyalty, honesty, and honor.
- He believes that others may criticize him for being “tough to get to know.” He admits that he is not very social, tending to have a small group of friends that he includes in his inner circle. Mr. Nguyen adds that others find him to be “abrupt” and “cold.”

If you have any questions about this report, please call me for assistance at 303-237-6053. The report should only be considered valid for a period of one year, at which time re-evaluation is recommended.

Tiffany Hild, Psy.D.
Licensed Psychologist