**A close up of a logo

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**Confidential Pre-Employment Psychological Evaluation**

**Post-Conditional Offer**

|  |  |
| --- | --- |
| APPLICANT NAME | {{ fullname | title }} |
| SOCIAL SECURITY NUMBER | xxx-xx-{{ SSN }} |
| DATE OF BIRTH | {{ format\_date(DOB, format='MM/dd/yyyy') }} |
| AGENCY | {{ agency }} |
| POSITION | {{ jobtitle }} |
| DATE OF EVALUATION | {{ format\_date(dateofeval, format='MM/dd/yyyy') }} |
| INTERVIEW FORMAT | {{ interview }} |

**Suitability Level:**

**SUITABLE** – No psychological traits or behavioral patterns have been identified that are expected to significantly interfere with the performance of essential job functions. In some cases, an applicant may even be particularly well suited for the position. Although there may be areas of concern, they are not reflective of an overarching pattern incompatible with employment in public safety and are not independently serious or disqualifying.

**MARGINALLY SUITABLE** - There are serious concerns about psychological traits and behavioral patterns that could interfere with the performance of essential job functions, though given what we have reviewed at the time of this evaluation, the applicant would be considered suitable. Before making any final hiring determinations, the agency should investigate further the concerns noted in the report. Concerns may stem from only one particular area of an applicant’s history, presentation, or testing results. It is also possible that, when combined, independently less severe concerns depict a historical pattern, or likely future displays, of potentially problematic behavior.

**UNSUITABLE** – Psychological traits and behavioral patterns have been identified that are expected to significantly interfere with the performance of essential job functions. Indications of poor suitability may relate to a singular area of an applicant’s history, presentation, or testing results. An applicant may also be deemed unsuitable due to multiple factors that, when combined, reflect clear and critically concerning behaviors incompatible with employment in public safety.

**INCONCLUSIVE**– We are unable to form an opinion regarding this applicant's suitability due to insufficient information.

{% if sex == 'Male' %}{% set He %}He{% endset %}{% endif %}{% if sex == 'Male' %}{% set he %}he{% endset %}{% endif %}{% if sex == 'Male' %}{% set Him %}Him{% endset %}{% endif %}{% if sex == 'Male' %}{% set him %}him{% endset %}{% endif %} {% if sex == 'Male' %}{% set his %}His{% endset %}{% endif %} {% if sex == 'Male' %}{% set his %}his{% endset %}{% endif %} {% if sex == 'Female' %}{% set He %}She{% endset %}{% endif %}{% if sex == 'Female' %}{% set he %}she{% endset %}{% endif %}{% if sex == 'Female' %}{% set Him %}Her{% endset %}{% endif %}{% if sex == 'Female' %}{% set him %}her{% endset %}{% endif %} {% if sex == 'Female' %}{% set his %}Her{% endset %}{% endif %} {% if sex == 'Female' %}{% set his %}her{% endset %}{% endif %} {% if sex == 'Other' %}{% set He %}They{% endset %}{% endif %}{% if sex == 'Other' %}{% set he %}they{% endset %}{% endif %}{% if sex == 'Other' %}{% set Him %}Them{% endset %}{% endif %}{% if sex == 'Other' %}{% set him %}them{% endset %}{% endif %} {% if sex == 'Other' %}{% set his %}Their{% endset %}{% endif %} {% if sex == 'Other' %}{% set his %}theirs{% endset %}{% endif %} {% if sex == 'Male' or sex == 'Female' %}{% set Was %}Was{% endset %}{% endif %}{% if sex == 'Male' or sex == 'Female' %}{% set was %}was{% endset %}{% endif %}{% if sex == 'Male' or sex == 'Female' %}{% set Is %}Is{% endset %}{% endif %}{% if sex == 'Male' or sex == 'Female' %}{% set is %}is{% endset %}{% endif %}{% if sex == 'Male' or sex == 'Female' %}{% set Has %}Has{% endset %}{% endif %}{% if sex == 'Male' or sex == 'Female' %}{% set has %}has{% endset %}{% endif %}{% if sex == 'Other' %}{% set Was %}Were{% endset %}{% endif %}{% if sex == 'Other' %}{% set was %}were{% endset %}{% endif %}{% if sex == 'Other' %}{% set Is %}Are{% endset %}{% endif %}{% if sex == 'Other' %}{% set is %}are{% endset %}{% endif %}{% if sex == 'Other' %}{% set Has %}Have{% endset %}{% endif %}{% if sex == 'Other' %}{% set has %}have{% endset %}{% endif %}

**Confidential Pre-Employment Psychological Evaluation**

**Post-Conditional Offer**

The above-named applicant was individually interviewed and completed, depending on the stage of evaluation, measures of normal and abnormal personality. When available and appropriate, collateral data are also reviewed. This pre-employment suitability assessment should be considered as only one aspect of the selection process. The agency should make the final hiring decision only after carefully considering data from all parts of the entire pre-employment process.

The recommendation given herein is only intended for the position the applicant was evaluated for and is invalid for use in hiring or assignment decisions after one year. The pre-employment suitability assessment does not constitute the provision of healthcare, as this assessment’s sole purpose is to aid in an employer’s selection process and is not relevant to diagnosis or treatment of any kind.

This pre-employment suitability assessment aims to identify traits and behaviors relevant to job suitability, specifically, the ability to reliably perform essential job duties and functions for the reported public safety position. This evaluation is based on information provided by the applicant in response to a standardized supplemental questionnaire, a structured interview, and any assessments listed on the third page of this report. The information gathered from applicants is focused on behavior relevant to the job elements required by the position, and the requesting agency should verify the accuracy of this self-reported information. The requesting agency should review any identified concerns through the background investigation and polygraph examination.

The ADA requires that medical/psychological examinations of employees be treated as confidential records. Therefore, this report should be stored in a separate medical file with limited access and not in any hired applicant’s personnel file. The information contained within this report must be kept confidential except when necessary to inform supervisors about work restrictions or accommodations that may be required. This report is neither designed nor intended to become part of an applicant’s personal health information. Pre-employment psychological assessments are not considered treatment and are not subject to HIPAA guidelines for clinical records.

**Possible Suitability Levels**

Psychological test results, interview information, and, when available, collateral data are integrated to determine the suitability rating.

* **SUITABLE** – No psychological traits or behavioral patterns have been identified that are expected to significantly interfere with the performance of essential job functions. In some cases, an applicant may even be particularly well suited for the position. Although there may be areas of concern, they are not reflective of an overarching pattern incompatible with employment in public safety and are not independently serious or disqualifying.
* **MARGINALLY SUITABLE** - There are serious concerns about psychological traits and behavioral patterns that could interfere with the performance of essential job functions, though given what we have reviewed at the time of this evaluation, the applicant would be considered suitable. Before making any final hiring determinations, the agency should investigate further the concerns noted in the report. Concerns may stem from only one particular area of an applicant’s history, presentation, or testing results. It is also possible that, when combined, independently less severe concerns depict a historical pattern, or likely future displays, of potentially problematic behavior.
* **UNSUITABLE** – Psychological traits and behavioral patterns have been identified that are expected to significantly interfere with the performance of essential job functions. Indications of poor suitability may relate to a singular area of an applicant’s history, presentation, or testing results. An applicant may also be deemed unsuitable due to multiple factors that, when combined, reflect clear and critically concerning behaviors incompatible with employment in public safety.
* **INCONCLUSIVE**– We are unable to form an opinion regarding this applicant's suitability due to insufficient information.

**Data Included for Review**

* **INTERVIEW –** {{ interview }}
* **BEHAVIORAL OBSERVATION**
* **PRE-INTERVIEW APPLICANT SELF-REPORT QUESTIONNAIRE**
* **TESTING** – {% if sixteenPF\_reasoning | length %}16 Personality Factor Questionnaire (16PF), {% endif %}California Psychological Inventory-260 (CPI-260), Minnesota Multiphasic Personality Inventory-3 (MMPI-3)
* {%p if collateral\_materials.true\_values()|length != 0 %}
* **COLLATERAL DOCUMENTS -** {{ collateral\_materials.true\_values() }}
* **{%p endif %}**

**Relevant Personal History Information**

|  |  |
| --- | --- |
| **Educational History** | |
| {% if high\_school\_grad\_yesno %}{{ first\_name }} received {{ his }} high school diploma from {{ high\_school\_name | title }} in {{ high\_school\_grad\_year }} ({{ GPA | float }} GPA). {% if GPA < 2 %}When asked about {{ his }} GPA, {{ first\_name }} stated, “{% endif %}{% endif %}{% if high\_school\_grad\_yesno == False %}In {% if high\_school\_stop\_date != '' %}{{ format\_date(high\_school\_stop\_date, format='MM/yyyy') }}{% endif %}, when {{ he }} {{ was }} a {{ high\_school\_last\_grade | lower }}, {{ first\_name }} stopped attending high school. {{ He }} explained, "{{ high\_school\_no\_grad\_explain }}" {% endif %}{% if GED %}{{ He }} earned {{ his }} GED in {{ format\_date(GED\_date, format='MM/yyyy') }}, {% if GED\_date != '' and high\_school\_stop\_date != '' and (date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) > 1 %}{% if (date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) | lower }}{% endif %}{% if (date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) > 9 %}{{ (date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) }}{% endif %} years after stopping high school{% endif %}{% if high\_school\_stop\_date != '' and GED\_date != '' and (date\_difference(starting=high\_school\_stop\_date, ending=GED\_date).years|int) < 1 %} less than one year after stopping high school{% endif %}. {% endif %}{% if GED == False %}{{ He }} {{ has }} not yet earned {{ his }} GED. {% endif %}  {%p if High\_School\_Suspensions.number() > 1 %}  {{ first\_name }} reported being suspended from high school on {% if High\_School\_Suspensions.number() <= 9 %}{{ numbers\_to\_words(High\_School\_Suspensions.number()) | lower }} {% endif %}{% if High\_School\_Suspensions.number() > 9 %}{{ High\_School\_Suspensions.number() }} {% endif %}occasions:  {% for item in High\_School\_Suspensions | sort(attribute="high\_school\_suspend\_year") %}   * {{ item.high\_school\_suspend\_year }} - {% if item.high\_school\_suspend\_days <= 9 %}{{ indefinite\_article(numbers\_to\_words(item.high\_school\_suspend\_days)) | lower }} {% endif %} {% if item.high\_school\_suspend\_days > 9 %}{{ indefinite\_article(item.high\_school\_suspend\_days) }} {% endif %}days - {{ item.high\_school\_suspend\_inorout | lower }}   + *{{ item.high\_school\_suspend\_reason }} {% endfor %}*   {%p endif %}  {%p if High\_School\_Suspensions.number() == 1 %}  {{ first\_name }} reported being suspended from high school. {% for item in High\_School\_Suspensions %}In {{ item.high\_school\_suspend\_year }}, {{ he }} {{ was }} subject to {% if item.high\_school\_suspend\_days <= 9 %}{{ indefinite\_article(numbers\_to\_words(item.high\_school\_suspend\_days)) | lower }} {% endif %} {% if item.high\_school\_suspend\_days > 9 %}{{ indefinite\_article(item.high\_school\_suspend\_days) }} {% endif %}day {{ item.high\_school\_suspend\_inorout | lower }}, stating:  *{{ item.high\_school\_suspend\_reason }} {% endfor %}*  {%p endif %}  {%p if high\_school\_expulsions.number() > 0 %}  {{ first\_name }} reported being expelled from high school{% for item in high\_school\_expulsions %} in {{ item.high\_school\_expulsions\_year }}, stating:  *{{ item.high\_school\_expulsion\_reason}}{% endfor %}*  {%p endif %}  {%p if Incomplete\_Higher\_Ed.number() > 1 %}  {{ first\_name }} reported withdrawing from the following educational programs:  {% for item in Incomplete\_Higher\_Ed | sort(attribute="incomplete\_higher\_ed\_year\_began") %}   * {{ item.incomplete\_higher\_ed\_year\_began }} - {{ item.incomplete\_higher\_ed\_name }} – {% if item.incomplete\_higher\_ed\_semesters == 0 %}Did not finish a full semester{% endif %}{% if item.incomplete\_higher\_ed\_semesters == 1 %}Completed one semester{% endif %}{% if item.incomplete\_higher\_ed\_semesters > 9 %}Completed {{ item.incomplete\_higher\_ed\_semesters }} semesters{% endif %}{% if item.incomplete\_higher\_ed\_semesters <= 9 and item.incomplete\_higher\_ed\_semesters > 1 %}Completed {{ numbers\_to\_words(item.incomplete\_higher\_ed\_semesters) | lower }} semesters{% endif %}   + *{{ item.incomplete\_higher\_ed\_reason }} {% endfor %}*   {%p endif %}  {%p if Incomplete\_Higher\_Ed.number() == 1 %}  In {% for item in Incomplete\_Higher\_Ed %}{{ item.incomplete\_higher\_ed\_year\_began }}, {{ first\_name }} began attending {{ item.incomplete\_higher\_ed\_name }}; however, {{ he }} stopped attending {% if item.incomplete\_higher\_ed\_semesters == 0 %}prior to completing a full semester{% endif %}{% if item.incomplete\_higher\_ed\_semesters != 0 %}after completing{% if item.incomplete\_higher\_ed\_semesters == 1 %} one semester{% endif %}{% if item.incomplete\_higher\_ed\_semesters > 9 %} {{ item.incomplete\_higher\_ed\_semesters }}{% endif %}{% if item.incomplete\_higher\_ed\_semesters <= 9 and item.incomplete\_higher\_ed\_semesters > 1 %} {{ numbers\_to\_words(item.incomplete\_higher\_ed\_semesters) | lower }} semesters{% endif %}{% endif %}. {{ He }} stated:  *{{ item.incomplete\_higher\_ed\_reason }}*{% endfor %}  {%p endif %}  {%p if Degrees\_andor\_Certs.number() == 1 %}  {{ first\_name }} graduated with {% for item in Degrees\_andor\_Certs %}{{ indefinite\_article(item.degree\_name) }} from {{ item.degree\_school }} in {{ item.degree\_year }} ({{ item.degree\_GPA | float }} GPA). {% endfor %}  {%p endif %}  {%p if Degrees\_andor\_Certs.number() == 2 %}  {{ first\_name }} graduated with {% for item in Degrees\_andor\_Certs | sort(attribute="degree\_year") %}{% if loop.last %} and {% endif %}{{ indefinite\_article(item.degree\_name) }} from {{ item.degree\_school }} in {{ item.degree\_year }} ({{ item.degree\_GPA | float }} GPA){% endfor %}.  {%p endif %}  {%p if Degrees\_andor\_Certs.number() > 2 %}  {{ first\_name }} completed the following educational programs:  {% for item in Degrees\_andor\_Certs | sort(attribute="degree\_year") %}   * {{ item.degree\_year }} - {{ item.degree\_name | title }} ({{ item.degree\_GPA | float }} GPA) - {{ item.degree\_school | title }}{% endfor %}   {%p endif %}  {%p if current\_enroll\_yesno %}  {{ first\_name }} is currently pursuing {{ indefinite\_article(current\_enroll\_degree) }} from {{ current\_enroll\_school }}. {{ He }} started this program in {{ format\_date(current\_enroll\_start, format='MM/yyyy') }} and anticipates completing this program in {{ format\_date(current\_enroll\_complete, format='MM/yyyy') }}.  {%p endif %}  {%p if Higher\_Ed\_Discipline.number() > 1 %}  {{ first\_name }} was subject to {% if Higher\_Ed\_Discipline.number() <= 9 %}{{ numbers\_to\_words(Higher\_Ed\_Discipline.number()) | lower }} {% endif %}{% if Higher\_Ed\_Discipline.number() > 9 %}{{ Higher\_Ed\_Discipline.number() }}{% endif %} instances of discipline while enrolled in an institute of higher learning:  {% for item in Higher\_Ed\_Discipline | sort(attribute="higher\_ed\_discipline\_year") %}   * {{ item.higher\_ed\_discipline\_year }} - {{ item.higher\_ed\_discipline\_school }}   + *{{ item.higher\_ed\_discipline\_explain }} {% endfor %}*   {%p endif %}  {%p if Higher\_Ed\_Discipline.number() == 1 %}  {{ first\_name }} reported being disciplined {% for item in Higher\_Ed\_Discipline %}while attending {{ item.higher\_ed\_discipline\_school }} in {{ item.higher\_ed\_discipline\_year }}. {{ He }} explained:  *{{ item.higher\_ed\_discipline\_explain }}{% endfor %}*  {%p endif %}  {%p if High\_School\_Suspensions.number() == 0 and high\_school\_expulsions.number() == 0 and Higher\_Ed\_Discipline.number() == 0 %}  {{ first\_name }} denied any instances of discipline in {{ his }} educational history.  {%p endif %}  {%p if educational\_review\_AC != "" %}  *Admin comments: {{ educational\_review\_AC }}*  {%p endif %} | |
| **Comments/Concerns** | None {% for item in Degrees\_andor\_Certs %}{% if item.degree\_GPA < 2.5 %}{{ first\_name }}’s relatively low college GPA raises some questions about {{ his }} decision-making and adaptability. Academic difficulties can be correlated with job performance difficulties, particularly in the areas of learning, integrating, and applying new information, effective problem-solving in novel scenarios, and operating in unstructured situations without close supervision.{% endif %}{% endfor %}{% if Degrees\_andor\_Certs.number() == 0 and GPA < 2 %}{{ first\_name }}’s relatively low high school GPA raises some questions about {{ his }} decision-making and adaptability. Academic difficulties can be correlated with job performance difficulties, particularly in the areas of learning, integrating, and applying new information, effective problem-solving in novel scenarios, and operating in unstructured situations without close supervision.{% endif %}{% if Degrees\_andor\_Certs.number() == 0 and Incomplete\_Higher\_Ed.number() > 1 %}{{ first\_name }}’s academic history reflects a tendency toward indecision and difficulty balancing competing demands. {{ He }} has not completed multiple educational programs and this pattern raises concern about {{ his }} ability to fulfill long-term commitments, particularly when facing obstacles, challenges, and/or adverse circumstances.{% endif %}{% if Degrees\_andor\_Certs.number() == 0 and Incomplete\_Higher\_Ed.number() == 1 %}{{ first\_name }}’s academic history, specifically {{ his }} incompletion of an educational program, may reflect difficulty balancing competing demands and raises concerns about {{ his }} ability to fulfill long-term commitments, particularly when facing obstacles, challenges, and/or adverse circumstances.{% endif %} |

|  |  |  |  |
| --- | --- | --- | --- |
| **Employment History** | | | |
| {% if Current\_Position.number() == 1 %}{{ first\_name }} has been {% for item in Current\_Position %}{% if item.current\_position\_category == "Employee" %}employed{% endif %}{% if item.current\_position\_category == "Volunteer" %}volunteering{% endif %}{% if item.current\_position\_category == "Student" %}in an unpaid student position {% endif %}{% if item.current\_position\_category == "Self-Employed" %}self-employed{% endif %} as {{ indefinite\_article(item.current\_position\_type) | lower }} {{ item.current\_position\_title | lower }} with {{ item.current\_position\_company\_name }} since {{ format\_date(item.current\_position\_begin\_date, format='MM/yyyy') }}{% endfor %}. When asked about {{ his }} desire to leave this position, {{ he }} explained:  *{{ current\_position\_reason }}*  {% elif Current\_Position.number() == 2 %}{{ first\_name }} has been {% for item in Current\_Position %}{% if loop.last %}and {% endif %}{% if item.current\_position\_category == "Employee" %}employed{% endif %}{% if item.current\_position\_category == "Volunteer" %}volunteering{% endif %}{% if item.current\_position\_category == "Student" %}in an unpaid student position {% endif %}{% if item.current\_position\_category == "Self-Employed" %}self-employed{% endif %} as {{ indefinite\_article(item.current\_position\_type) | lower }} {{ item.current\_position\_title | lower }} with {{ item.current\_position\_company\_name }} since {{ format\_date(item.current\_position\_begin\_date, format='MM/yyyy') }}{% endfor %}. When asked why {{ he }} wishes to leave these positions, {{ he }} stated:  *{{ current\_position\_reason }}*  {% elif Current\_Position.number() > 2 %}{{ first\_name }} has been {% for item in Current\_Position %}{% if not loop.last and not loop.first %}, {% elif loop.last %}, and {% endif %}{% if item.current\_position\_category == "Employee" %}employed{% endif %}{% if item.current\_position\_category == "Volunteer" %}volunteering{% endif %}{% if item.current\_position\_category == "Student" %}in an unpaid student position {% endif %}{% if item.current\_position\_category == "Self-Employed" %}self-employed{% endif %} as {{ indefinite\_article(item.current\_position\_type) | lower }} {{ item.current\_position\_title | lower }} with {{ item.current\_position\_company\_name }} since {{ format\_date(item.current\_position\_begin\_date, format='MM/yyyy') }}{% endfor %}. When asked why {{ he }} wishes to leave these positions, {{ he }} stated:  *{{ current\_position\_reason }}*  {% elif Current\_Position.number() == 0 %}{{ first\_name }} reported that {{ he }} {{ is }} currently unemployed.{% endif %}  {%p if Unemployment\_Periods.number() == 1 %}  {{ first\_name }} reported one period of unemployment. {% for item in Unemployment\_Periods %}{{ He }} {{ was }} unemployed from {{ format\_date(item.unemployment\_start\_date, format='MM/yyyy') }} to {{ format\_date(item.unemployment\_end\_date, format='MM/yyyy') }} for a total of {% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) > 0 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 14 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int }} days{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 14 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 90 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).weeks|int }} weeks{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 90 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 730 %}{{ ((date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int)/30.42|float) |round|int }} months{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 730 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).years|int }} years{% endif %}.{% endfor %} {{ He }} explained this period of unemployment by stating:  *{{ unem\_explain }}*  When asked how {{ he }} {{ was }} financially supported during this time, {{ he }} stated:  *{{ unem\_financial\_support }}*  {%p endif %}  {%p if Unemployment\_Periods.number() > 1 %}  {{ first\_name }} reported {% if Unemployment\_Periods.number() <= 9 %}{{ numbers\_to\_words(Unemployment\_Periods.number()) | lower }}{% endif %}{% if Unemployment\_Periods.number() > 9 %}{{ Unemployment\_Periods.number() }}{% endif %} periods of unemployment:  {% for item in Unemployment\_Periods | sort(attribute="unemployment\_end\_date") | reverse %}   * {{ format\_date(item.unemployment\_start\_date, format='MM/yyyy') }} to {{ format\_date(item.unemployment\_end\_date, format='MM/yyyy') }} - {% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) > 0 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 14 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int }} days{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 14 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 90 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).weeks|int }} weeks{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 90 and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) < 730 %}{{ ((date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int)/30.42|float) |round|int }} months{% endif %}{% if item.unemployment\_start\_date != '' and item.unemployment\_end\_date != '' and (date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).days|int) >= 730 %}{{ date\_difference(starting=item.unemployment\_start\_date, ending=item.unemployment\_end\_date).years|int }} years{% endif %}{% endfor %}   {{ He }} explained these periods of unemployment by stating:  *{{ unem\_explain }}*  When asked how {{ he }} {{ was }} financially supported during these times, {{ he }} stated:  *{{ unem\_financial\_support }}*  {%p endif %}  {%p if Late\_to\_Work > 1 %}  {{ first\_name }} was late to work {% if Late\_to\_Work <= 9 %}{{ numbers\_to\_words(Late\_to\_Work) | lower }}{% endif %}{% if Late\_to\_Work > 9 %}{{ Late\_to\_Work }}{% endif %} times in the last 12 months. {{ He }} explained:  *{{ late\_work\_explain }}*  {%p endif %}  {%p if Late\_to\_Work == 1 %}  {{ first\_name }} has been late to work once in the past 12 months. {{ He }} explained:  *{{ late\_work\_explain }}*  {%p endif %}  {%p if Call\_Outs.number() > 1 %}  {{ first\_name }} reported calling in sick when not ill or caring for an ill family member on {% if Call\_Outs.number() <= 9 %}{{ numbers\_to\_words(Call\_Outs.number()) | lower }} {% endif %}{% if Call\_Outs.number() > 9 %}{{ Call\_Outs.number() }}{% endif %} occasions:  {% for item in Call\_Outs | sort(attribute="call\_out\_year") %}   * {{ item.call\_out\_year }} - {{ item.call\_out\_employer }}   + *{{ item.call\_out\_reason }} {% endfor %}*   {%p endif %}  {%p if Call\_Outs.number() == 1 %}  {{ first\_name }} reported calling in sick when not ill or caring for an ill family member on one occasion. {% for item in Call\_Outs %}{{ He }} called in sick to {{ item.call\_out\_employer }} in {{ item.call\_out\_year }}, explaining:  *{{ item.call\_out\_reason }} {% endfor %}*  {%p endif %}  {%p if Performance\_Evaluations.number() > 1 %}  {{ first\_name }} was rated as below average on {% if Performance\_Evaluations.number() <= 9 %}{{ numbers\_to\_words(Performance\_Evaluations.number()) | lower }}{% elif Performance\_Evaluations.number() > 9 %}{{ Performance\_Evaluations.number() }}{% endif %} prior performance evaluations:  {% for item in Performance\_Evaluations | sort(attribute="performance\_eval\_year") %}   * {{ item.performance\_eval\_year }} - {{ item.performance\_eval\_employer }}   + *{{ item.performance\_eval\_explain }}{% endfor %}*   {%p endif %}  {%p if Performance\_Evaluations.number() == 1 %}  {{ first\_name }} was rated as below average on one prior performance evaluation. This below average rating occurred while {{ he }} was working for {% for item in Performance\_Evaluations %}{{ item.performance\_eval\_employer }} in {{ item.performance\_eval\_year }}. {{ He }} explained:  *{{ item.performance\_eval\_explain }} {% endfor %}*  {%p endif %}  {%p if Disciplinary\_Action.number() > 1 %}  {{ first\_name }} was subject to discipline {% if Disciplinary\_Action.number() <= 9 %}{{ numbers\_to\_words(Disciplinary\_Action.number()) | lower }}{% elif Disciplinary\_Action.number() > 9 %}{{ Disciplinary\_Action.number() }}{% endif %} times:  {% for item in Disciplinary\_Action | sort(attribute="discipline\_year") %}   * {{ item.discipline\_year }} - {{ item.discipline\_employer }} - {{ item.discipline\_type }}   + *{{ item.discipline\_explain }} {% endfor %}*   {%p endif %}  {%p if Disciplinary\_Action.number() == 1 %}  {% for item in Disciplinary\_Action %}{{ first\_name }} was subject to one prior instance of discipline. {{ He }} {{ was }} subject to {{ indefinite\_article(item.discipline\_type) | lower }} while working for {{ item.discipline\_employer }} in {{ item.discipline\_year }}; {{ he }} explained:  *{{ item.discipline\_explain }} {% endfor %}*  {%p endif %}  {%p if Two\_Weeks\_Notice.number() > 1 %}  {{ first\_name }} failed to provide adequate notice to an employer {% if Two\_Weeks\_Notice.number() <= 9 %}{{ indefinite\_article(numbers\_to\_words(Two\_Weeks\_Notice.number())) | lower }}{% elif Two\_Weeks\_Notice.number() > 9 %}{{ indefinite\_article(Two\_Weeks\_Notice.number()) }}{% endif %} occasions:  {% for item in Two\_Weeks\_Notice | sort(attribute="two\_week\_year") %}   * {{ item.two\_week\_year }} - {{ item.two\_weeks\_employer }}   + *{{ item.two\_week\_reason }} {% endfor %}*   {%p endif %}  {%p if Two\_Weeks\_Notice.number() == 1 %}  {{ first\_name }} failed to provide adequate notice to an employer on one occasion. {% for item in Two\_Weeks\_Notice %}{{ He }} resigned from {{ item.two\_weeks\_employer }} in {{ item.two\_week\_year }}, stating:  *{{ item.two\_week\_reason }} {% endfor %}*  {%p endif %}  {%p if Terminations.number() > 1 %}  {{ first\_name }} reported being terminated on {% if Terminations.number() <= 9 %}{{ numbers\_to\_words(Terminations.number()) | lower }}{% elif Terminations.number() > 9 %}{{ Terminations.number() }}{% endif %} occasions:  {% for item in Terminations | sort(attribute="termination\_year") %}   * {{ item.termination\_year }} - {{ item.termination\_employer }}   + *{{ item.termination\_reason }} {% endfor %}*   {%p endif %}  {%p if Terminations.number() == 1 %}  {% for item in Terminations %}{{ first\_name }} reported one prior termination. {{ He }} {{ was }} terminated from {{ item.termination\_employer }} in {{ item.termination\_year }}, stating:  *{{ item.termination\_reason }} {% endfor %}*  {%p endif %}  {%p if Resign\_in\_Lieu.number() > 1 %}  {{ first\_name }} resigned in lieu of termination on {% if Resign\_in\_Lieu.number() <= 9 %}{{ numbers\_to\_words(Resign\_in\_Lieu.number()) | lower }}{% elif Resign\_in\_Lieu.number() > 9 %}{{ Resign\_in\_Lieu.number() }}{% endif %} occasions:  {% for item in Resign\_in\_Lieu | sort(attribute="resignIL\_year") %}   * {{ item.resignIL\_year }} - {{ item.resignIL\_employer }}   + *{{ item.resignIL\_explain }} {% endfor %}*   {%p endif %}  {%p if Resign\_in\_Lieu.number() == 1 %}  {{ first\_name }} resigned in lieu of termination from one previous position. {% for item in Resign\_in\_Lieu %}{{ He }} resigned in lieu from {{ item.resignIL\_employer }} in {{ item.resignIL\_year }}, explaining:  *{{ item.resignIL\_explain }} {% endfor %}*  {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if Performance\_Evaluations.number() == 0 %} * Below average performance evaluations * {%p endif %} * {%p if Late\_to\_Work == 0 %} * Reporting late to work in the last 12 months * {%p endif %} * {%p if Call\_Outs.number() == 0 %} * Calling in sick for reasons other than personal illness or caring for an ill family member * {%p endif %} * {%p if Disciplinary\_Action.number() == 0 %} * Disciplinary action * {%p endif %} * {%p if Two\_Weeks\_Notice.number() == 0 %} * Failing to provide adequate notice of resignation to an employer * {%p endif %} * {%p if Terminations.number() == 0 %} * Termination from a place of employment * {%p endif %} * {%p if Resign\_in\_Lieu.number() == 0 %} * Resignation in lieu of termination from a place of employment * {%p endif %}   *{%p if employment\_review\_AC != "" %}*  *Admin comments: {{ employment\_review\_AC }}*  {%p endif %} | | | |
| {% if Employment\_History.number() >= 1 %}{%tr for item in Employment\_History | sort(attribute="employment\_date\_ended") | reverse %} | | | |
| **Place of Employment** | **Position** | **Start Date** | **End Date** |
| {{ item.employment\_name | lower }} | {{ item.employment\_job\_title | lower }}{% if item.employment\_pubsafe\_yesno %} (Public safety position){% endif %} | {{ format\_date(item.employment\_date\_began, format='MM/yyyy') }} | {{ format\_date(item.employment\_date\_ended, format='MM/yyyy') }} |
| **Category of Position** | {{ item.employment\_position\_category | lower }} | **Type of Position** | {{ item.employment\_type | lower }} |
| **Reason for Leaving** | {% if item.employment\_reason\_for\_leaving != "Terminated" and item.employment\_reason\_for\_leaving != "Resigned in Lieu" %}{{ item.employment\_reason\_for\_leaving | lower }}{% endif %}{% if item.employment\_reason\_for\_leaving == "Terminated" %}terminated{% elif item.employment\_reason\_for\_leaving == "Resigned in Lieu" %}resigned in lieu{% endif %} | **Length of Position** | {% if item.employment\_date\_began != '' and item.employment\_date\_ended != '' and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) > 0 and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) < 14 %}{{ date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int }} days{% endif %}{% if item.employment\_date\_began != '' and item.employment\_date\_ended != '' and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) >= 14 and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) < 90 %}{{ date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).weeks|int }} weeks{% endif %}{% if item.employment\_date\_began != '' and item.employment\_date\_ended != '' and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) >= 90 and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) < 730 %}{{ ((date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int)/30.42|float) |round|int }} months {% endif %}{% if item.employment\_date\_began != '' and item.employment\_date\_ended != '' and (date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).days|int) >= 730 %}{{ date\_difference(starting=item.employment\_date\_began, ending=item.employment\_date\_ended).years|int }} years{% endif %} |
| {%tr endfor %}{% endif %} | | | |
| **Comments/Concerns** | {% if Performance\_Evaluations.number() == 1 %}{{ first\_name }}’s history of being rated below-average on a performance evaluation raises concerns about {{ his }} ability to meet expectations.{% endif %}{% if Performance\_Evaluations.number() > 1 %}{{ first\_name }}’s history of repeatedly being rated below-average on a performance evaluation raises concerns about {{ his }} ability to meet expectations.{% endif %}{% if Late\_to\_Work > 5 %}{{ first\_name }}’s frequent tardiness may have implications for {{ his }} reliability, responsibility, and willingness to amend {{ his }} behavior to meet an employer’s expectations.{% endif %}{% if Call\_Outs.number() != 0 %}{{ first\_name }}’s history of misusing sick leave raises concerns about {{ his }} integrity and reliability. Misuse of sick leave may suggest an unwillingness to fulfill professional commitments when inconvenient and a tendency to avoid self-sacrifice to meet agency needs.{% endif %}{% if Disciplinary\_Action.number() == 1 %}{{ first\_name }}’s history of disciplinary action raises questions about {{ his }} ability to meet professional expectations and adhere to policies and regulations.{% endif %}{% if Disciplinary\_Action.number() > 1 %}{{ first\_name }}’s history of repeated disciplinary action raises questions about {{ his }} ability to meet professional expectations, adhere to policies and regulations, and amend {{ his }} behavior in response to supervision, feedback, and negative consequences.{% endif %}{% if Two\_Weeks\_Notice.number() == 1 %}{{ first\_name }} failing to provide adequate notice of resignation to an employer raises concerns about {{ his }} professionalism and may suggest impulsivity and poor problem-solving skills.{% endif %}{% if Two\_Weeks\_Notice.number() > 1 %}{{ first\_name }} repeatedly failing to provide adequate notice of resignation to an employer raises concerns about {{ his }} professionalism and suggests impulsivity and poor problem-solving skills.{% endif %}{% if Terminations.number() == 1 %}{{ first\_name }}’s history of being terminated from an employer raises concerns about {{ his }} ability to meet performance expectations and adhere to policies and regulations.{% endif %}{% if Terminations.number() > 1 %}{{ first\_name }}’s history of being terminated from more than one employer raises concerns about {{ his }} ability to meet performance expectations and adhere to policies and regulations. It also suggests that {{ he }} may be resistant to amending {{ his }} behavior in light of supervision, feedback, and negative consequences.{% endif %}{% if Resign\_in\_Lieu.number() == 1 %}{{ first\_name }} resigning from an employer to avoid termination raises concern about {{ his }} ability to meet performance expectations and adhere to policies and regulations.{% endif %}{% if Resign\_in\_Lieu.number() > 1 %}{{ first\_name }} resigning from an employer on more than one occasion to avoid termination raises concern about {{ his }} ability to meet performance expectations and adhere to policies and regulations. It also suggests that {{ he }} may be resistant to amending {{ his }} behavior in light of supervision, feedback, and negative consequences.{% endif %}{% if Performance\_Evaluations.number() == 0 and Late\_to\_Work == 0 and Call\_Outs.number() == 0 and Disciplinary\_Action.number() == 0 and Two\_Weeks\_Notice.number() == 0 and Terminations.number() == 0 and Resign\_in\_Lieu.number() == 0 %}None{% endif %} | | |

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| **Public Safety Experience** | |
| {%p if pubsafehistyesno == False %}  {{ first\_name }} reported no prior public safety positions. When asked about {{ his }} interest in the public safety field, {{ he }} stated:  *I*  {%p endif %}  {%p if pubsafehistyesno %}  {{ first\_name }}’s public safety experience is listed in the above *Employment History* section.  {%p endif %}  {%p if leacademyyesno %}  {% if academy\_graduate\_yesno and academy\_post\_pass\_yesno %}{{ first\_name }} reported completing a basic law enforcement training academy. {{ He }} graduated from {{ academy\_name | title }} in {{ format\_date(academy\_grad\_date, format='MM/yyyy') }} and successfully passed the examination for POST certification. {% elif academy\_graduate\_yesno and academy\_post\_pass\_yesno == False %}{{ first\_name }} reported completing a basic law enforcement training academy. {{ He }} graduated from {{ academy\_name | title }} in {{ format\_date(academy\_grad\_date, format='MM/yyyy') }} but, did not pass the examination for POST certification. {% endif %}{% if academy\_graduate\_yesno == False %}{{ first\_name }} attended {{ academy\_name | title }} but, did not graduate from this basic law enforcement training academy. {{ He }} explained, "{{ academy\_incomplete\_explain }}" {% endif %}{% if academy\_sponsor\_yesno %}{{ first\_name }}'s academy attendance was sponsored by {{ academy\_sponsor\_agency | title }}. {% endif %}{% if academy\_difficulties\_yesno %}{{ first\_name }} reported having difficulties in the academy, explaining:  *{{ academy\_difficulties\_explain }} {% endif %}*  {%p endif %}  {%p if ps\_history\_FTO\_problems\_yesno %}  {{ first\_name }} reported experiencing problems during FTO, stating:    *{{ ps\_history\_FTO\_problems\_explain }}*  {%p endif %}  {%p if ps\_history\_performance\_evaluation\_yesno %}  {{ first\_name }} was rated as below average on a performance evaluation as a public safety employee, stating:  *{{ ps\_history\_performance\_evaluation\_explain }}*  {%p endif %}  {%p if ps\_history\_use\_of\_force\_yesno %}  {{ first\_name }} has been involved in approximately {% if ps\_history\_use\_of\_force\_number <= 9 %}{{ numbers\_to\_words(ps\_history\_use\_of\_force\_number) | lower }}{% elif ps\_history\_use\_of\_force\_number > 9 %}{{ ps\_history\_use\_of\_force\_number }}{% endif %} uses of force in the course of {{ his }} duties{% if ps\_history\_use\_of\_force\_accusation == False %} but denied ever being accused of using excessive, unlawful, or unjustified force.{% elif ps\_history\_use\_of\_force\_accusation %} and was accused of using excessive, unlawful, and/or unjustified force. {{ He }} explained:  *{{ ps\_history\_use\_of\_force\_explain }} {% endif %}*  {%p endif %}  {%p if PS\_History\_Disc.number() > 1 %}  {{ first\_name }} was subject to discipline while in a position with a public safety agency on {% if PS\_History\_Disc.number() <= 9 %}{{ numbers\_to\_words(PS\_History\_Disc.number()) | lower }}{% elif PS\_History\_Disc.number() > 9 %}{{ PS\_History\_Disc.number() }}{% endif %} occasions:  {% for item in PS\_History\_Disc | sort(attribute="ps\_history\_disc\_year") %}   * {{ item.ps\_history\_disc\_year }} - {{ indefinite\_article(item.ps\_history\_disc\_type) | lower }} - {{ item.ps\_history\_disc\_agency | title }}   + *{{ item.ps\_history\_disc\_explain }} {% endfor %}*   {%p endif %}  {%p if PS\_History\_Disc.number() == 1 %}  {{ first\_name }} was subject to discipline while in a position with a public safety agency on one prior occasion. {% for item in PS\_History\_Disc %}In {{ item.ps\_history\_disc\_year }}, {{ he }} {{ was }} subject to {{ indefinite\_article(item.ps\_history\_disc\_type) | lower }} while with the {{ item.ps\_history\_disc\_agency | title }}, explaining:  *{{ item.ps\_history\_disc\_explain }} {% endfor %}*  {%p endif %}  {%p if IA\_Involvment.number() > 1 %}  {{ first\_name }} has been the subject of an internal affairs' investigation on {% if IA\_Involvment.number() <= 9 %}{{ numbers\_to\_words(IA\_Involvment.number()) | lower }}{% elif IA\_Involvment.number() > 9 %}{{ IA\_Involvment.number() }}{% endif %} occasions:  {% for item in IA\_Involvment | sort(attribute="IA\_year") %}   * {{ item.IA\_year }} - {{ item.IA\_agency | title }}   + *{{ item.IA\_explain }}{% endfor %}*   {%p endif %}  {%p if IA\_Involvment.number() == 1 %}  {{ first\_name }} was once previously the subject of an internal affair's investigation. {% for item in IA\_Involvment %}In {{ item.IA\_year }}, {{ he }} {{ was }} subject to investigation while with the {{ item.IA\_agency | title }}, explaining:  *{{ item.IA\_explain }}{% endfor %}*  {%p endif %}  {%p if ps\_history\_conflict\_yesno %}  {{ first\_name }} reported having experienced conflict with coworkers and/or supervisors while in a public safety position, stating:  *{{ ps\_history\_conflict\_explain }}*  {%p endif %}  {%p if PS\_Complaints.number() > 1 %}  {{ first\_name }} has been the subject of citizen complaint on {% if PS\_Complaints.number() <= 9 %}{{ numbers\_to\_words(PS\_Complaints.number()) | lower }}{% elif PS\_Complaints.number() > 9 %}{{ PS\_Complaints.number() }}{% endif %} occasions:  {% for item in PS\_Complaints | sort(attribute="ps\_complaints\_year") %}   * {{ item.ps\_complaints\_year }} - {{ item.ps\_complaints\_agency }}   + *{{ item.ps\_complaints\_explain }} {% endfor %}*   {%p endif %}  {%p if PS\_Complaints.number() == 1 %}  {% for item in PS\_Complaints %}{{ first\_name }} reported being the subject of a citizen complaint in {{ item.ps\_complaints\_year }}, while {{ he }} {{ was }} working for {{ item.ps\_complaints\_agency }} stating:  *{{ item.ps\_complaints\_explain }} {% endfor %}*  {%p endif %}  {%p if ps\_history\_trauma\_yesno %}  {{ first\_name }} described involvement in a critical/traumatic incident, stating:  *{{ ps\_history\_trauma\_explain }}*  {%p endif %}  {%p if ps\_history\_MH\_concerns\_yesno %}  {{ first\_name }} reported the following mental health concerns related to {{ his }} public safety experience:  *{{ ps\_history\_MH\_concerns\_explain }}*  {%p endif %}  {%p if ps\_history\_PFFD\_yesno %}  {{ first\_name }} reported being mandated to undergo a psychological fitness for duty evaluation, explaining:    *{{ ps\_history\_PFFD\_explain }}*  {%p endif %}  {%p if pubsafehistyesno %}  {{ first\_name }} denied any history of the following:  {%p endif %}   * {%p if ps\_history\_FTO\_problems\_yesno == False and pubsafehistyesno %} * Difficulty during any phase of field training * {%p endif %} * {%p if ps\_history\_performance\_evaluation\_yesno == False and pubsafehistyesno %} * Below average performance evaluations * {%p endif %} * {%p if ps\_history\_use\_of\_force\_yesno == False and pubsafehistyesno %} * Uses of force * {%p endif %} * {%p if PS\_History\_Disc.number() == 0 and pubsafehistyesno %} * Disciplinary action * {%p endif %} * {%p if IA\_Involvment.number() == 0 and pubsafehistyesno %} * Internal Affairs investigations * {%p endif %} * {%p if ps\_history\_conflict\_yesno == False and pubsafehistyesno %} * Conflict with peers or supervisors * {%p endif %} * {%p if PS\_Complaints.number() == 0 and pubsafehistyesno %} * Citizen complaints * {%p endif %} * {%p if ps\_history\_trauma\_yesno == False and ps\_history\_MH\_concerns\_yesno == False and pubsafehistyesno %} * Experiences of traumatic/critical incidents resulting in deviations from baseline behavior * {%p endif %} * {%p if ps\_history\_PFFD\_yesno == False and pubsafehistyesno %} * Mandated psychological fitness for duty evaluations * {%p endif %}   *{%p if public\_safety\_review\_AC != "" %}*  *Admin comments: {{ public\_safety\_review\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if ps\_history\_FTO\_problems\_yesno == False and ps\_history\_performance\_evaluation\_yesno == False and PS\_History\_Disc.number() == 0 and IA\_Involvment.number() == 0 and ps\_history\_conflict\_yesno == False and PS\_Complaints.number() == 0 and pubsafehistyesno %}None{% endif %}{% if pubsafehistyesno == False %}None{% endif %}{% if ps\_history\_FTO\_problems\_yesno or ps\_history\_performance\_evaluation\_yesno or PS\_History\_Disc.number() != 0 or IA\_Involvment.number() != 0 or ps\_history\_conflict\_yesno or PS\_Complaints.number() != 0 or pubsafehistyesno %}{{ first\_name }}’s historical difficulty as a public safety employee raises suitability concerns. Research has found that the most powerful predictor of likely future job performance is past job performance, with the prediction being improved by how similar the past job is to the job the applicant is applying for. {{ first\_name }}’s history of performance/behavior issues as a public safety employee greatly increases the likelihood that {{ first\_name }} will have similar problems in future public safety positions.{% endif %} |

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| **Other Public Safety Applications** | |
| {%p if prev\_PS\_app\_yesno %}  {% if prev\_PS\_app\_number == 1 %}{{ first\_name }} reported having submitted one prior application to a public safety agency in {{ prev\_PS\_app\_start\_year }}{% endif %}{% if prev\_PS\_app\_number == 2 %}{{ first\_name }} reported having submitted two prior applications to public safety agencies since {{ prev\_PS\_app\_start\_year }}{% endif %}{% if prev\_PS\_app\_number > 2 %}{{ first\_name }} reported having submitted approximately {% if prev\_PS\_app\_number <= 9 %}{{ numbers\_to\_words(prev\_PS\_app\_number) | lower }}{% elif prev\_PS\_app\_number > 9 %}{{ prev\_PS\_app\_number }}{% endif %} applications to other public safety agencies since {{ prev\_PS\_app\_start\_year }}{% endif %}{% if prev\_PS\_app\_DQ\_yesno == False %}. {{ He }} denied ever being disqualified as a result of the findings of a background investigation, polygraph examination, psychological assessment, or medical evaluation. {% elif prev\_PS\_app\_DQ\_yesno %} and reported being previously disqualified as a public safety applicant. {{ He }} explained:  *{{ prev\_PS\_app\_DQ\_explain }} {% endif %}*  {%p endif %}  {%p if prev\_PS\_app\_yesno == False and Other\_Active\_Applications.number() == 0 %}  {{ first\_name }} reported never having applied for any other public safety positions.  {%p endif %}  {%p if Other\_Active\_Applications.number() > 0 %}  {{ first\_name }} currently has {% if Other\_Active\_Applications.number() <= 9 %}{{ numbers\_to\_words(Other\_Active\_Applications.number()) | lower }}{% endif %}{% if Other\_Active\_Applications.number() > 9 %}{{ Other\_Active\_Applications.number() }}{% endif %} other active application{% if Other\_Active\_Applications.number() > 1 %}s{% endif %}.{% for item in Other\_Active\_Applications %}   * {{ item.other\_active\_apps\_agency }} – {{ item.other\_active\_apps\_last\_stage }}{% endfor %}   When asked which agency was {{ his }} first choice, {{ first\_name }} stated, "{{ other\_active\_apps\_first\_choice }}"  {%p endif %} | |
| **Comments/Concerns** | {% if prev\_PS\_app\_DQ\_yesno %}Being refused employment in a public safety position due to the results of a background investigation, polygraph, or drug test raises concerns, as research suggests that this personal history indicator increases the likelihood of negative job outcomes for public safety applicants.{% else %}None{% endif %} |

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| **Military History** | | | |
| {% if Military\_History.number() == 0 %}{{ first\_name }} does not have a history of military service.{% endif %}{% if Military\_History.number() != 0 %}{{ first\_name }} reported the military service detailed below:  {% endif %}  {%p if military\_review\_AC != "" %}  Admin Comments: {{ military\_review\_AC }}  {%p endif %} | | | |
| {%tr for item in Military\_History | sort(attribute="military\_begindate") | reverse %} | | | |
| **Branch** | **Position/Rank** | **Period of Service** | |
| {{ item.military\_branch }} | {{ item.military\_job }}/{{ item.military\_rank }} | {{ item.military\_begindate }} - {% if item.military\_enddate != 0 %}{{ item.military\_enddate }}{% else %}current{% endif %}{% if item.military\_begindate != 0 and item.military\_enddate != 0 %}{% if (item.military\_enddate-item.military\_begindate) | float >= 1 %} ({{ (item.military\_enddate-item.military\_begindate) | int }} years){% endif %}{% endif %} | |
| **Security Clearance** | {{ item.military\_security\_clearance }} | **Discharge** | {% if item.military\_discharge != "I am still serving" %}{{ item.military\_discharge }}{% endif %}{% if item.military\_discharge == "I am still serving" %}N/A (Active){% endif %} |
| **Disciplinary Action** | {% if item.military\_discipline != "" %}"{{ item.military\_discipline }}"{% endif %}{% if item.military\_discipline == "" %}None{% endif %} | | |
| **Demotions** | {% if item.military\_demotion != "" %}"{{ item.military\_demotion }}"{% endif %}{% if item.military\_demotion == "" %}None{% endif %} | | |
| **Deployments** | {% if item.military\_deployment != "" %}"{{ item.military\_deployment }}"{% endif %}{% if item.military\_deployment == "" %}None{% endif %} | | |
| {%tr endfor %} | | | |
| **Service-related Medical/Mental Health Concerns** | {%p if Military\_History.number() == 0 %}  N/A  {%p endif %}  {%p if VA\_tx\_yesno %}  {{ first\_name }} reported having received treatment through the US Department of Veterans Affairs (VA), explaining:  *{{ VA\_tx\_explain }}*  {%p endif %}  {%p if VA\_rating\_yesno %}  {{ first\_name }} reported being issued a disability rating by the US Department of Veterans Affairs (VA), explaining:  *{{ VA\_rating\_explain }}*  {%p endif %}  {%p if VA\_MH\_concerns\_yesno %}  {{ first\_name }} reported having mental health concerns related to {{ his }} service, explaining:  *{{ VA\_MH\_concerns\_explain }}*  {%p endif %}  {%p if VA\_CP\_yesno %}  {{ first\_name }} reported having undergone a compensation and pension evaluation (C&P exam) with the US Department of Veterans Affairs (VA), explaining:  *{{ VA\_CP\_explain }}*  {%p endif %}  {%p if Military\_History.number() > 0 and VA\_tx\_yesno == False and VA\_rating\_yesno == False and VA\_CP\_yesno == False %}  {{ first\_name }} denied having a US Department of Veterans Affairs (VA) service treatment record, or disability rating, and has not completed a compensation and pension evaluation.  {%p endif %} | | |
| **Comments/Concerns** | {% if military\_history.number() != 0 %}{% for item in Military\_History %}{% if item.military\_discharge != "I am still serving" and item.military\_discharge != "honorable discharge" %} Having any military discharge status other than honorable, or purely medical and/or administrative, is a **critical admission**, as research has established that this personal history indicator has substantial implications for the likelihood of negative job outcomes. Discharge due to performance issues or behaviors that are incompatible with military service are likely to become more severe in the relatively less structured context of public safety employment.{% endif %}{% if item.military\_discipline != "" %} Having a history of disciplinary action related to military service is of serious concern, as research has established that this personal history indicator has substantial implications for the likelihood of negative job outcomes. Performance issues or behaviors that are at odds with military standards are likely to become more severe in the relatively less structured context of public safety employment.{% endif %}{% if item.military\_demotion != "" %} Having a history of disciplinary action resulting in demotion is of serious concern, as research has established that this personal history indicator has substantial implications for the likelihood of negative job outcomes. Performance issues or behaviors that are at odds with military standards and severe enough to result in demotion, are likely to be similarly incompatible with public safety employment and it is reasonable to expect these deficiencies to become more even more severe in the relatively less structured context of public safety employment.{% endif %}{% if item.military\_discharge == "I am still serving" or item.military\_discharge == "honorable discharge" and item.military\_discipline == "" and item.military\_demotion == "" %}None{% endif %}{% endfor %}{% endif %}{% if military\_history.number() == 0 %}N/A{% endif %} | | |

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| **Problematic Sexual Behavior** | |
| {%p if sex\_at\_work\_yesno %}  {{ first\_name }} reported engaging in sexual behavior while at work, explaining:    *{{ sex\_at\_work\_explain }}*  {%p endif %}  {%p if sexporn\_at\_work\_yesno %}  {{ first\_name }} reported viewing pornographic material while at work, explaining:    *{{ sexporn\_at\_work\_explain }}*  {%p endif %}  {%p if sexmasturbate\_at\_work\_yesno %}  {{ first\_name }} reported masturbating while at work, explaining:    *{{ sexmasturbate\_at\_work\_explain }}*  {%p endif %}  {%p if sex\_in\_public\_yesno %}  {{ first\_name }} reported engaging in sexual acts in public, explaining:    *{{ sex\_in\_public\_explain }}*  {%p endif %}  {%p if sex\_accuse\_yesno %}  {{ first\_name }} reported being accused of sexual misconduct, explaining:    *{{ sex\_accuse\_explain }}*  {%p endif %}  {%p if sex\_crime\_yesno %}  {{ first\_name }} reported engaging in criminal sexual acts, explaining:    *{{ sex\_crime\_explain }}*  {%p endif %}  {%p if sex\_porncreate\_yesno %}  {{ first\_name }} reported engaging in the creation and/or distribution of pornographic material, explaining:    *{{ sex\_porncreate\_explain }}*  {%p endif %}  {%p if sex\_prostitution\_beenpaid\_yesno %}  {{ first\_name }} reported being paid for sex acts, explaining:  *{{ sex\_prostitution\_beenpaid\_explain }}*  {%p endif %}  {%p if sex\_prostitution\_paid\_yesno %}  {{ first\_name }} reported paying for sex acts, explaining:    *{{ sex\_prostitution\_paid\_explain }}*  {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if sex\_at\_work\_yesno == False %} * Engaging in sexual behavior at work * {%p endif %} * {%p if sexporn\_at\_work\_yesno == False %} * Viewing pornography at work * {%p endif %} * {%p if sexmasturbate\_at\_work\_yesno == False %} * Masturbating at work * {%p endif %} * {%p if sex\_in\_public\_yesno == False %} * Engaging in sexual acts in public * {%p endif %} * {%p if sex\_accuse\_yesno == False %} * Being accused of sexual misconduct * {%p endif %} * {%p if sex\_crime\_yesno == False %} * Criminal sexual behavior * {%p endif %} * {%p if sex\_porncreate\_yesno == False %} * Creating and/or distributing sexually graphic material * {%p endif %} * {%p if sex\_prostitution\_beenpaid\_yesno == False and sex\_prostitution\_paid\_yesno == False %} * Involvement in prostitution * {%p endif %}   *{%p if sex\_AC != "" %}*  *Admin comments: {{ sex\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if sex\_at\_work\_yesno or sexporn\_at\_work\_yesno or sexmasturbate\_at\_work\_yesno %}Engaging in sexual behavior in the workplace is considered a **critical admission**, as research has found that this behavior is highly correlated with subsequent job-related difficulties. Specifically, sexual behavior in the workplace is reflective of impulsivity, poor decision-making/judgment, and an inability to delay gratification.{% endif %}{% if sex\_in\_public\_yesno %}Engaging in sexual acts in public raises serious concerns about {{ first\_name }}’s judgment/decision-making and suggests a potential proclivity for risk-taking behavior. Further, {{ his }} actions raises questions about whether {{ he }} has the behavioral control to avoid actions that may cast the agency in a negative light.{% endif %}{% if sex\_accuse\_yesno %}Accusations of sexual assault are seriously concerning and worthy of substantial investigation by background investigation. Given the critical nature of sexual misconduct by those in positions of public trust, any evidence supporting the accusation against {{ first\_name }} would likely reduce this candidate’s suitability.{% endif %}{% if sex\_crime\_yesno %}The commission of criminal sexual behavior is a **critical admission** given the seriousness of sexual misconduct by those in positions of public trust.{% endif %}{% if sex\_porncreate\_yesno %}Creating and/or distributing sexually graphic material raises serious concerns about {{ first\_name }}’s judgment/decision-making and suggests a potential proclivity for risk-taking behavior. Further, {{ his }} actions raises questions about whether {{ he }} has the forethought to consider potential consequences and avoid actions that may cast the agency in a negative light.{% endif %}{% if sex\_prostitution\_paid\_yesno %}{{ first\_name }}’s historical involvement in prostitution raises **critical concerns** about {{ his }} impulse control, decision-making, and suggests a proclivity for unethical/self-serving behavior. Research shows that this personal history indicator is highly correlated with employment difficulties in public safety contexts. Further, these actions indicate a transactional view of sex that increases one’s vulnerability to corruption and likelihood for abusing positions of authority. {% endif %}{% if sex\_prostitution\_beenpaid\_yesno %}{{ first\_name }}’s historical involvement in prostitution raises **critical concerns** about {{ his }} decision-making/judgment and vulnerability for corruption. {{ his }} actions also suggest that {{ he }} is unwilling to adhere to high standards of personal conduct and is at risk for engaging in behavior that will cast an agency in a negative light and is incompatible with employment in a position of public trust.{% endif %}{% if sex\_at\_work\_yesno == False and sexporn\_at\_work\_yesno == False and sexmasturbate\_at\_work\_yesno == False and sex\_in\_public\_yesno == False and sex\_accuse\_yesno == False and sex\_crime\_yesno == False and sex\_porncreate\_yesno == False and sex\_prostitution\_beenpaid\_yesno == False and sex\_prostitution\_paid\_yesno == False %}None{% endif %} |

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| **Driving Record** | |
| {%p if Speeding\_Citations.number() > 1 %}  {{ first\_name }} was issued {% if Speeding\_Citations.number() <= 9 %}{{ numbers\_to\_words(Speeding\_Citations.number()) | lower }}{% elif Speeding\_Citations.number() > 9 %}{{ Speeding\_Citations.number() }}{% endif %} speeding citations in the past five years:  {% for item in Speeding\_Citations | sort(attribute="speeding\_year") %}   * {{ item.speeding\_year }} - {{ item.speeding\_mph }}mph over{% endfor %}   {%p endif %}  {%p if Speeding\_Citations.number() == 1 %}  {{ first\_name }} was issued one speeding citation in the past five years. {% for item in Speeding\_Citations %}{{ He }} {{ was }} issued a citation in {{ item.speeding\_year }} for exceeding the posted limit by {{ item.speeding\_mph }}mph.{% endfor %}  {%p endif %}  {%p if parking\_citations\_number > 1 %}  {{ first\_name }} was issued {% if parking\_citations\_number <= 9 %}{{ numbers\_to\_words(parking\_citations\_number) | lower }}{% elif parking\_citations\_number > 9 %}{{ parking\_citations\_number }}{% endif %} parking citations in the past two years. {{ He }} explained, “{{ parking\_citations\_explain }}."  {%p endif %}  {%p if parking\_citations\_number == 1 %}  {{ first\_name }} was issued one parking citation in the past two years. {{ He }} explained, "{{ parking\_citations\_explain }}."  {%p endif %}  {%p if Other\_Citations.number() > 1 %}  When asked about any lifetime citations issued to {{ him }} for reasons other than parking or speeding,  {{ first\_name }} reported {% if Other\_Citations.number() <= 9 %}{{ numbers\_to\_words(Other\_Citations.number()) | lower }}{% elif Other\_Citations.number() > 9 %}{{ Other\_Citations.number() }}{% endif %} such citations:  {% for item in Other\_Citations | sort(attribute="other\_citations\_year") %}   * {{ item.other\_citations\_year }}   + *{{ item.other\_citations\_explain }} {% endfor %}*   {%p endif %}  {%p if Other\_Citations.number() == 1 %}  When asked about any lifetime citations issued to {{ him }} for reasons other than parking or speeding,  {{ first\_name }} reported being issued one such citation in {% for item in Other\_Citations %}{{ item.other\_citations\_year }} for "{{ item.other\_citations\_explain }}." {% endfor %}  {%p endif %}  {%p if DL\_Suspension.number() == 1 %}  {% for item in DL\_Suspension %}{{ first\_name }} reported that {{ his }} license was {{ item.DL\_suspension\_type | lower }} in {{ item.DL\_suspension\_year }} for {{ item.DL\_suspension\_duration | lower }}. {{ He }} explained:  *{{ item.DL\_suspension\_explain }}*  {% if item.DL\_suspension\_driving == "" and DL\_Suspension.number() > 0 %}  {{ first\_name }} stated {{ he }} did not drive while {{ his }} license was {{ item.DL\_suspension\_type | lower }}. {% endif %}{% if item.DL\_suspension\_driving != "" and DL\_Suspension.number() > 0 %}  {{ first\_name }} stated that {{ he }} drove while {{ his }} license was {{ item.DL\_suspension\_type | lower }}. {{ He }} explained:  *{{ item.DL\_suspension\_driving }}{% endif %}{% endfor %}*  {%p endif %}  {%p if DL\_Suspension.number() > 1 %}  When asked if {{ his }} driver's license has ever been suspended or revoked, {{ first\_name }} reported {% if DL\_Suspension.number() <= 9 %}{{ numbers\_to\_words(DL\_Suspension.number()) | lower }}{% elif DL\_Suspension.number() > 9 %}{{ DL\_Suspension.number() }}{% endif %} instances:  {% for item in DL\_Suspension | sort(attribute="DL\_suspension\_year") %}   * {{ item.DL\_suspension\_year }} - {{ item.DL\_suspension\_type | title }} - {{ item.DL\_suspension\_duration | title }}   + *{{ item.DL\_suspension\_explain }}*   {% if item.DL\_suspension\_driving == "" and DL\_Suspension.number() > 0 %}  {{ first\_name }} stated {{ he }} did not drive while {{ his }} license was {{ item.DL\_suspension\_type | lower }}. {% endif %}{% if item.DL\_suspension\_driving != "" and DL\_Suspension.number() > 0 %}  {{ first\_name }} stated that {{ he }} drove while {{ his }} license was {{ item.DL\_suspension\_type | lower }}. {{ He }} explained, "{{ item.DL\_suspension\_driving }}" {% endif %}{% endfor %}  {%p endif %}  {%p if No\_Car\_Insurance.number() == 1 %}  {% for item in No\_Car\_Insurance %}{{ first\_name }} reported driving without insurance on one occasion in {{ item.no\_car\_ins\_year }}. {{ He }} explained why {{ he }} did not have insurance at the time, stating, "{{ item.no\_car\_ins\_why }}" When asked about {{ his }} decision to drive without insurance,  {{ first\_name }} responded, "{{ item.no\_car\_ins\_explain }}"{% endfor %}  {%p endif %}  {%p if No\_Car\_Insurance.number() > 1 %}  {{ first\_name }} reported driving without insurance on {% if No\_Car\_Insurance.number() <= 9 %}{{ numbers\_to\_words(No\_Car\_Insurance.number()) | lower }}{% elif No\_Car\_Insurance.number() > 9 %}{{ No\_Car\_Insurance.number() }}{% endif %} occasions:  {% for item in No\_Car\_Insurance | sort(attribute="no\_car\_ins\_year") %}   * {{ item.no\_car\_ins\_year }} – "{{ item.no\_car\_ins\_why }}"   + {{ He }} explained, "{{ item.no\_car\_ins\_explain }}"{% endfor %}   {%p endif %}  {%p if hit\_and\_run\_yesno %}  {{ first\_name }} reported leaving the scene of an accident without contacting the police or the owner of the vehicle. {{ He }} explained, "{{ hit\_and\_run\_explain }}"  {%p endif %}  {%p if At\_Fault\_Accidents.number() == 1 %}  {% for item in At\_Fault\_Accidents %}{% if item.at\_fault\_injuries == "" and item.at\_fault\_cite == "" %}{{ first\_name }} was involved in an at-fault accident in {{ item.at\_fault\_year }}. {{ He }} explained, "{{ item.at\_fault\_explain }}" {{ first\_name }} stated that there were no injuries and {{ he }} {{ was }} not cited as a result of {{ his }} involvement in the accident. {% endif %}{% if item.at\_fault\_injuries == "" and item.at\_fault\_cite != "" and At\_Fault\_Accidents.number() > 0 %} {{ first\_name }} was involved in an at-fault accident in {{ item.at\_fault\_year }}. {{ He }} explained, "{{ item.at\_fault\_explain }}" {{ He }} stated that there were no injuries but, {{ he }} {{ was }} cited as a result of {{ his }} involvement in the accident for "{{ item.at\_fault\_cite }}." {% endif %}{% if item.at\_fault\_injuries != "" and item.at\_fault\_cite == "" and At\_Fault\_Accidents.number() > 0 %}  {{ first\_name }} was involved in an at-fault accident in {{ item.at\_fault\_year }}. {{ He }} explained, "{{ item.at\_fault\_explain }}" {{ first\_name }} stated that {{ he }} {{ was }} not cited as a result of {{ his }} involvement in this accident but, there were injuries. {{ He }} explained, "{{ item.at\_fault\_injuries }}" {% endif %}{% if item.at\_fault\_injuries != "" and item.at\_fault\_cite != "" and At\_Fault\_Accidents.number() > 0 %} {{ first\_name }} was involved in an at-fault accident in {{ item.at\_fault\_year }}. {{ He }} explained, "{{ item.at\_fault\_explain }}" {{ He }} stated that {{ he }} {{ was }} cited as a result of {{ his }} involvement in the accident for "{{ item.at\_fault\_cite }}." {{ He }} also reported that this accident resulted in injuries, stating, "{{ item.at\_fault\_injuries }}" {% endif %}{% endfor %}  {%p endif %}  {%p if At\_Fault\_Accidents.number() > 1 %}  {{ first\_name }} reported involvement in {% if At\_Fault\_Accidents.number() <= 9 %}{{ numbers\_to\_words(At\_Fault\_Accidents.number()) | lower }}{% elif At\_Fault\_Accidents.number() > 9 %}{{ At\_Fault\_Accidents.number() }}{% endif %} at-fault accidents:  {% for item in At\_Fault\_Accidents | sort(attribute="at\_fault\_year") %}   * {{ item.at\_fault\_year }}   + *{{ item.at\_fault\_explain }}*   {% if item.at\_fault\_injuries == "" and item.at\_fault\_cite == "" %}{{ first\_name }} stated that there were no injuries and {{ he }} {{ was }} not cited as a result of {{ his }} involvement in the accident. {% endif %}{% if item.at\_fault\_injuries == "" and item.at\_fault\_cite != "" %}{{ He }} stated that there were no injuries but, {{ he }} {{ was }} cited as a result of {{ his }} involvement in the accident for "{{ item.at\_fault\_cite }}." {% endif %}{% if item.at\_fault\_injuries != "" and item.at\_fault\_cite == "" %}{{ first\_name }} stated that {{ he }} {{ was }} not cited as a result of {{ his }} involvement in this accident but, there were injuries. {{ He }} explained, "{{ item.at\_fault\_injuries }}" {% endif %}{% if item.at\_fault\_injuries != "" and item.at\_fault\_cite != "" %}{{ He }} stated that {{ he }} {{ was }} cited as a result of {{ his }} involvement in the accident for "{{ item.at\_fault\_cite }}." {{ He }} also reported that this accident resulted in injuries, stating, "{{ item.at\_fault\_injuries }}" {% endif %}{% endfor %}  {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if Speeding\_Citations.number() == 0 %} * Speeding citations in the past five years * {%p endif %} * {%p if parking\_citations\_number == 0 %} * Parking citations in the past two years * {%p endif %} * {%p if Other\_Citations.number() == 0 %} * Lifetime citations for reasons other than parking or speeding * {%p endif %} * {%p if DL\_Suspension.number() == 0 %} * Driver's license suspension or revocation * {%p endif %} * {%p if No\_Car\_Insurance.number() == 0 %} * Driving without insurance * {%p endif %} * {%p if hit\_and\_run\_yesno == False %} * Leaving the scene of an accident * {%p endif %} * {%p if At\_Fault\_Accidents.number() == 0 %} * Being the driver in an at-fault accident * {%p endif %}   *{%p if driving\_review\_AC != "" %}*  *Admin comments: {{ driving\_review\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if Speeding\_Citations.number() == 1 %}{{ first\_name }}’s recent speeding citation raises concerns about {{ his }} conscientiousness, particularly {{ his }} regard for rules. {% endif %}{% if Speeding\_Citations.number() > 1 %}{{ first\_name }}’s recent speeding citations raise concerns about {{ his }} attention to issues of safety and {{ his }} conscientiousness, particularly {{ his }} regard for rules. {% endif %}{% if parking\_citations\_number > 2 %}{{ first\_name }}’s multiple parking citations in the past two years suggests a lack of conscientiousness, particularly a disregard for rules. {% endif %}{% if No\_Car\_Insurance.number() != 0 %}{{ first\_name }}’s history of driving without car insurance raises concerns about {{ his }} respect for rules and suggests a willingness to engage in risky behavior. {% endif %}{% if hit\_and\_run\_yesno %}{{ first\_name }}’s history of leaving the scene of an accident suggests a **critical disregard** for rules and a willingness to engage in criminal behavior to avoid responsibility. This behavior is incompatible with employment in a position of public trust, as it suggests substantial integrity deficits. {% endif %}{% if At\_Fault\_Accidents.number() == 1 %}{{ first\_name }}’s history of involvement in an at-fault accident raises concerns about {{ his }} conscientiousness, particularly {{ his }} attention to issues of safety and ability to exercise care and caution in the operation of department equipment. {% endif %}{% if At\_Fault\_Accidents.number() > 1 %}{{ first\_name }}’s history of involvement in at-fault accidents raises concerns about {{ his }} conscientiousness, particularly {{ his }} attention to issues of safety, and also raises questions about {{ his }} ability to exercise care and caution in the operation of department equipment. {% endif %}{% if Speeding\_Citations.number() == 0 and parking\_citations\_number == 0 and Other\_Citations.number() == 0 and DL\_Suspension.number() == 0 and No\_Car\_Insurance.number() == 0 and hit\_and\_run\_yesno == False and At\_Fault\_Accidents.number() == 0 %}None{% endif %} |

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| **Legal History** | |
| {%p if Civil\_Suits.number() == 1 %}  {% for item in Civil\_Suits %}{{ first\_name }} reported being the {{ item.civil\_suit\_plainordef | lower }} in a civil action filed in {{ item.civil\_suit\_year }}{% if item.civil\_suit\_active %}; indicating that this case is still active{% endif %}. {{ He }} explained:  *{{ item.civil\_suit\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Civil\_Suits.number() > 1 %}  {{ first\_name }} reported being involved in {% if Civil\_Suits.number() <= 9 %}{{ numbers\_to\_words(Civil\_Suits.number()) | lower }}{% elif Civil\_Suits.number() > 9 %}{{ Civil\_Suits.number() }}{% endif %} civil suits:  {% for item in Civil\_Suits | sort(attribute="civil\_suit\_year") %}   * {{ item.civil\_suit\_year }} – {{ item.civil\_suit\_plainordef | title }} - {% if item.civil\_suit\_active %}Active{% endif %}{% if item.civil\_suit\_active == False %}Inactive{% endif %}   + *{{ item.civil\_suit\_explain }}{% endfor %}*   {%p endif %}  {%p if Criminal\_History\_Undetected.number() == 1 %}  {% for item in Criminal\_History\_Undetected %}{{ first\_name }} reported engaging in undetected criminal behavior on one occasion in {{ item.crim\_hx\_undetected\_year }}, explaining:  *{{ item.crim\_hx\_undetected\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_History\_Undetected.number() > 1 %}  {{ first\_name }} reported engaging in undetected criminal behavior on {% if Criminal\_History\_Undetected.number() <= 9 %}{{ numbers\_to\_words(Criminal\_History\_Undetected.number()) | lower }}{% elif Criminal\_History\_Undetected.number() > 9 %}{{ Criminal\_History\_Undetected.number() }}{% endif %} occasions:  {% for item in Criminal\_History\_Undetected | sort(attribute="crim\_hx\_undetected\_year") %}   * {{ item.crim\_hx\_undetected\_year }}   + *{{ item.crim\_hx\_undetected\_explain }}{% endfor %}*   {%p endif %}  {%p if crim\_relations\_yesno %}  {{ first\_name }} endorsed having one or more relationships with individuals who engage in criminal behavior; {{ he }} explained:  *{{ crim\_relations\_explain }}*  {%p endif %}  {%p if Criminal\_HX\_Question.number() == 1 %}  {% for item in Criminal\_HX\_Question %}Law enforcement questioned {{ first\_name }} on one occasion in {{ item.crim\_hx\_question\_year }}. {{ He }} explained:  *{{ item.crim\_hx\_question\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_HX\_Question.number() > 1 %}  Law enforcement questioned {{ first\_name }} on {% if Criminal\_HX\_Question.number() <= 9 %}{{ numbers\_to\_words(Criminal\_HX\_Question.number()) | lower }}{% elif Criminal\_HX\_Question.number() > 9 %}{{ Criminal\_HX\_Question.number() }}{% endif %} occasions:  {% for item in Criminal\_HX\_Question | sort(attribute="crim\_hx\_question\_year") %}   * {{ item.crim\_hx\_question\_year }}   + *{{ item.crim\_hx\_question\_explain }}*{% endfor %}   {%p endif %}  {%p if Criminal\_HX\_Detain.number() == 1 %}  {% for item in Criminal\_HX\_Detain %}Law enforcement detained {{ first\_name }} on one occasion in {{ item.crim\_hx\_detain\_year }}{% if item.crim\_hx\_detain\_active %}, for a case that is still active.{% endif %}. {{ He }} explained:  *{{ item.crim\_hx\_detain\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_HX\_Detain.number() > 1 %}  Law enforcement detained {{ first\_name }} on {% if Criminal\_HX\_Detain.number() <= 9 %}{{ numbers\_to\_words(Criminal\_HX\_Detain.number()) | lower }}{% elif Criminal\_HX\_Detain.number() > 9 %}{{ Criminal\_HX\_Detain.number() }}{% endif %} occasions:  {% for item in Criminal\_HX\_Detain | sort(attribute="crim\_hx\_detain\_year") %}   * {{ item.crim\_hx\_detain\_year }}{% if item.crim\_hx\_detain\_active %} - This case is still active{% endif %}   + *{{ item.crim\_hx\_detain\_explain }}{% endfor %}*   {%p endif %}  {%p if Criminal\_HX\_Arrest.number() == 1 %}  {% for item in Criminal\_HX\_Arrest %}{{ first\_name }} was arrested for {{ item.crim\_hx\_arrest\_what | lower }} in {{ item.crim\_hx\_arrest\_year }}{% if item.crim\_hx\_arrest\_active %}, and this case is still active{% endif %}. {{ He }} explained:  *{{ item.crim\_hx\_arrest\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_HX\_Arrest.number() > 1 %}  {{ first\_name }} was arrested on {% if Criminal\_HX\_Arrest.number() <= 9 %}{{ numbers\_to\_words(Criminal\_HX\_Arrest.number()) | lower }}{% elif Criminal\_HX\_Arrest.number() > 9 %}{{ Criminal\_HX\_Arrest.number() }}{% endif %} occasions:  {% for item in Criminal\_HX\_Arrest | sort(attribute="crim\_hx\_arrest\_year") %}   * {{ item.crim\_hx\_arrest\_year }} - {{ item.crim\_hx\_arrest\_what | title }}{% if item.crim\_hx\_arrest\_active %} - This case is still active{% endif %}   + *{{ item.crim\_hx\_arrest\_explain }}{% endfor %}*   {%p endif %}  {%p if Criminal\_HX\_Charges.number() == 1 %}  {% for item in Criminal\_HX\_Charges %}{{ first\_name }} was charged with {{ item.crim\_hx\_charge\_type | lower }} in {{ item.crim\_hx\_charge\_year }}{% if item.crim\_hx\_charge\_active %}, and this case is still active{% endif %}. {{ He }} explained:  *{{ item.crim\_hx\_charge\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_HX\_Charges.number() > 1 %}  {{ first\_name }} was criminally charged on {% if Criminal\_HX\_Charges.number() <= 9 %}{{ numbers\_to\_words(Criminal\_HX\_Charges.number()) | lower }}{% elif Criminal\_HX\_Charges.number() > 9 %}{{ Criminal\_HX\_Charges.number() }}{% endif %} occasions:  {% for item in Criminal\_HX\_Charges | sort(attribute="crim\_hx\_charge\_year") %}   * {{ item.crim\_hx\_charge\_year }} - {{ item.crim\_hx\_charge\_type | title }}{% if item.crim\_hx\_charge\_active %} - This case is still active{% endif %}   + *{{ item.crim\_hx\_charge\_explain }}{% endfor %}*   {%p endif %}  {%p if Criminal\_HX\_Convictions.number() == 1 %}  {% for item in Criminal\_HX\_Convictions %}{{ first\_name }} was convicted of {{ item.crim\_hx\_convict\_what | lower }} in {{ item.crim\_hx\_convict\_year }} and was sentenced to {{ item.crim\_hx\_convict\_sentence | lower }}{% if item.crim\_hx\_convict\_still\_serving %}, a sentence which {{ he }} is still serving{% endif %}. {{ He }} explained:  *{{ item.crim\_hx\_convict\_explain }}{% endfor %}*  *{%p endif %}*  {%p if Criminal\_HX\_Convictions.number() > 1 %}  {{ first\_name }} was criminally convicted on {% if Criminal\_HX\_Convictions.number() <= 9 %}{{ numbers\_to\_words(Criminal\_HX\_Convictions.number()) | lower }}{% elif Criminal\_HX\_Convictions.number() > 9 %}{{ Criminal\_HX\_Convictions.number() }}{% endif %} occasions:  {% for item in Criminal\_HX\_Convictions | sort(attribute="crim\_hx\_convict\_year") %}   * {{ item.crim\_hx\_convict\_year }} - {{ item.crim\_hx\_convict\_what | title }} - {{ item.crim\_hx\_convict\_sentence | title }}   + *{{ item.crim\_hx\_convict\_explain }}*   {% if item.crim\_hx\_convict\_still\_serving %} – {{ He }} is still serving {{ his }} sentence{% endif %}*{% endfor %}*  {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if Civil\_Suits.number() == 0 %} * Involvement in civil actions * {%p endif %} * {%p if Criminal\_History\_Undetected.number() == 0 %} * Engaging in undetected criminal history * {%p endif %} * {%p if crim\_relations\_yesno == False%} * Personal relationships with those engaged in criminal activity * {%p endif %} * {%p if Criminal\_HX\_Question.number() == 0 and Criminal\_HX\_Detain.number() == 0 %} * Negative contact with the police * {%p endif %} * {%p if Criminal\_HX\_Arrest.number() == 0 and Criminal\_HX\_Charges.number() == 0 and Criminal\_HX\_Convictions.number() == 0 %} * Arrests, charges, and/or convictions * {%p endif %}   *{%p if legal\_review\_AC != "" %}*  *Admin comments: {{ legal\_review\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if Criminal\_HX\_Arrest.number() != 0 or Criminal\_HX\_Charges.number() != 0 or Criminal\_HX\_Convictions.number() != 0 %}{{ first\_name }}’s history of legal involvement raises concerns about {{ his }} willingness to abide by rules, policies, regulations, and laws. Further, {{ his }} actions suggest a proclivity to engage in unethical behavior that may be incompatible with employment in a position of public trust. {% endif %}{% if crim\_relations\_yesno %}{{ first\_name }}’s ongoing relationship with individuals engaged in criminal activity raises serious questions about {{ his }} willingness to avoid negative social influences and situations that may call {{ his }} ethics and integrity into question. {% endif %}{% if Civil\_Suits.number() == 0 and Criminal\_History\_Undetected.number() == 0 and crim\_relations\_yesno == False and Criminal\_HX\_Question.number() == 0 and Criminal\_HX\_Detain.number() == 0 and Criminal\_HX\_Arrest.number() == 0 and Criminal\_HX\_Charges.number() == 0 and Criminal\_HX\_Convictions.number() == 0 %}None{% endif %} |

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| **Financial History** | |
| {%p if Financial\_Delinquencies.number() == 1 %}  {% for item in Financial\_Delinquencies %}{{ first\_name }} reported one financial account ({{ item.financial\_delinq\_account | lower }}) in the amount of {{ currency(item.financial\_delinq\_amount) }}{% if item.financial\_delinq\_collections %} turned over to a collection agency{% else %} become delinquent{% endif %} in {{ item.financial\_delinq\_year }}. {% if item.financial\_delinq\_resolv == 'This account is still delinquent' %}{{ first\_name }} states that this account is still delinquent. When asked why {{ he }} {{ has }} not resolved this account, {{ he }} responded, "{{ item.financial\_still\_delinq\_explain }}"{% endif %}{% if item.financial\_delinq\_resolv == 'I paid it in full' %}{{ first\_name }} stated that {{ he }} resolved this account by paying the past due amount in full. {% endif %}{% if item.financial\_delinq\_resolv == 'I settled for a reduced amount' %}{{ first\_name }} stated that {{ he }} resolved this account by settling the debt for a reduced amount.{% endif %}{% if item.financial\_delinq\_resolv == 'I am on a payment plan' %}{{ first\_name }} stated that {{ he }} {{ is }} currently in a payment plan to resolve this account.{% endif %} When asked why this account became delinquent, {{ he }} stated:  *{{ item.financial\_delinq\_why }} {% endfor %}*  {%p endif %}  {%p if Financial\_Delinquencies.number() > 1 %}  {{ first\_name }} reported a financial history including {% if Financial\_Delinquencies.number() <= 9 %}{{ numbers\_to\_words(Financial\_Delinquencies.number()) | lower }}{% elif Financial\_Delinquencies.number() > 9 %}{{ Financial\_Delinquencies.number() }}{% endif %} delinquent accounts:  {% for item in Financial\_Delinquencies | sort(attribute="financial\_delinq\_year") %}   * {{ item.financial\_delinq\_year }} - {{ item.financial\_delinq\_account | title }} - {{ currency(item.financial\_delinq\_amount) }}{% if item.financial\_delinq\_collections %} – Turned over to a collection agency{% endif %}   + *{{ item.financial\_delinq\_why }}*   {% if item.financial\_delinq\_resolv == 'This account is still delinquent' %} This account is still delinquent. When asked why {{ he }} {{ has }} not resolved this account, {{ he }} responded, "{{ item.financial\_still\_delinq\_explain }}"{% endif %}{% if item.financial\_delinq\_resolv == 'I paid it in full' %}This account has been paid in full. {% endif %}{% if item.financial\_delinq\_resolv == 'I settled for a reduced amount' %}This account was settled for a reduced amount.{% endif %}{% if item.financial\_delinq\_resolv == 'I am on a payment plan' %}{{ first\_name }} is in a payment plan to resolve this account.{% endif %}{% endfor %}  {%p endif %}  {%p if Tax\_History.number() == 1 %}  {% for item in Tax\_History %}{{ first\_name }} reported that {{ he }} {% if item.tax\_history\_fileorpay == 'I did not file' %}did not file {{ his }} {{ item.tax\_history\_year }}{% if item.tax\_history\_stateorfed == 'State' %} state{% endif %}{% if item.tax\_history\_stateorfed == 'Federal' %} federal{% endif %}{% if item.tax\_history\_stateorfed == 'I did not file State taxes, nor Federal taxes' %} state and federal{% endif %} taxes{% endif %}{% if item.tax\_history\_fileorpay == 'I did not pay' %}filed {{ his }} {{ item.tax\_history\_year }}{% if item.tax\_history\_stateorfed == 'State' %} state {% endif %}{% if item.tax\_history\_stateorfed == 'Federal' %} federal {% endif %}{% if item.tax\_history\_stateorfed == 'I did not file State taxes, nor Federal taxes' %} state and federal {% endif %}taxes but did not pay any of the amount due{% endif %}{% if item.tax\_history\_fileorpay == 'I did not pay or file' %}neither paid nor filed {{ his }} {{ item.tax\_history\_year }}{% if item.tax\_history\_stateorfed == 'State' %} state {% endif %}{% if item.tax\_history\_stateorfed == 'Federal' %} federal {% endif %}{% if item.tax\_history\_stateorfed == 'I did not file State taxes, nor Federal taxes' %} state and federal {% endif %}taxes{% endif %}{% if item.tax\_history\_fileorpay == 'I filed, but did not pay the full amount due' %} filed {{ his }} {{ item.tax\_history\_year }}{% if item.tax\_history\_stateorfed == 'State' %} state {% endif %}{% if item.tax\_history\_stateorfed == 'Federal' %} federal {% endif %}{% if item.tax\_history\_stateorfed == 'I did not file State taxes, nor Federal taxes' %} state and federal {% endif %}taxes but, did not pay the full amount due{% endif %}{% if item.tax\_history\_garnish %}, and {{ his }} wages were garnished as a result{% endif %}. {% if item.tax\_history\_debt != "" %}{{ He }} still {{ has }} {{ currency(item.tax\_history\_debt) }} in outstanding tax debt. {% endif %} {{ He }} explained, "{{ item.tax\_history\_explain }}" {% endfor %}  {%p endif %}  {%p if Tax\_History.number() > 1 %}  {{ first\_name }} did not file and/or pay {{ his }} taxes for {% if Tax\_History.number() <= 9 %}{{ numbers\_to\_words(Tax\_History.number()) | lower }}{% elif Tax\_History.number() > 9 %}{{ Tax\_History.number() }}{% endif %} years:  {% for item in Tax\_History | sort(attribute="tax\_history\_year") %}   * {{ item.tax\_history\_year }} - {% if item.tax\_history\_stateorfed == 'I did not file State taxes, nor Federal taxes' %} State and Federal{% else %}{{ item.tax\_history\_stateorfed }}{% endif %} - {% if item.tax\_history\_fileorpay == 'I did not pay' %}Filed, not paid{% endif %}{% if item.tax\_history\_fileorpay == 'I did not pay or file' %}Neither filed nor paid{% endif %}{% if item.tax\_history\_fileorpay == 'I filed, but did not pay the full amount due' %}Filed, not paid in full {% endif %}   + *{{ item.tax\_history\_explain }}*   {% if item.tax\_history\_garnish and item.tax\_history\_debt != "" %}{{ his }} wages were garnished and {{ he }} still owes {{ currency(item.tax\_history\_debt) }} in outstanding tax debt.{% endif %}{% if item.tax\_history\_garnish and item.tax\_history\_debt == "" %}{{ his }} wages were garnished and there is no outstanding tax debt. {% endif %}{% if item.tax\_history\_garnish == False and item.tax\_history\_debt != "" %}{{ his }} wages have not been garnished and {{ he }} still owes {{ currency(item.tax\_history\_debt) }} in outstanding tax debt. {% endif %}{% if item.tax\_history\_garnish == False and item.tax\_history\_debt == "" %}{{ his }} wages were not garnished and there is no outstanding tax debt. {% endif %}{% endfor %}  {%p endif %}  {%p if Bankruptcy.number() == 1 %}  {% for item in Bankruptcy %}{{ first\_name }} filed for{% if item.bankruptcy\_type == ‘Chapter 7' %} Chapter 7{% endif %}{% if item.bankruptcy\_type == ‘Chapter 13' %} Chapter 13{% endif %} bankruptcy in {{ item.bankruptcy\_year }}, {% if item.bankruptcy\_type == ‘Other/I Dont Know' %}but could not state which type, {% endif %}discharging {{ currency(item.bankruptcy\_totaldebt) }} in debt. {{ He }} explained:  *{{ item.bankruptcy\_explain }}{% endfor %}*  {%p endif %}  {%p if Bankruptcy.number() > 1 %}  {{ first\_name }} has filed for bankruptcy on {% if Bankruptcy.number() <= 9 %}{{ numbers\_to\_words(Bankruptcy.number()) | lower }}{% elif Bankruptcy.number() > 9 %}{{ Bankruptcy.number() }}{% endif %} occasions:  {% for item in Bankruptcy | sort(attribute="bankruptcy\_year") %}   * {{ item.bankruptcy\_year }} - {% if item.bankruptcy\_type == ‘Chapter 7' %} Chapter 7{% endif %}{% if item.bankruptcy\_type == ‘Chapter 13' %} Chapter 13{% endif %}{% if item.bankruptcy\_type == ‘Other/I Dont Know' %}Unknown if Chapter 7 or Chapter 13{% endif %} - {{ currency(item.bankruptcy\_totaldebt) }} discharged   + *{{ item.bankruptcy\_explain }}{% endfor %}*   {%p endif %}  {%p if Foreclosures\_Repos.number() == 1 %}  {% for item in Foreclosures\_Repos %}{{ first\_name }} reported a {{ item.foreclosures\_type | lower }} of {{ his }} property in {{ item.foreclosures\_year }}. {{ He }} explained:  *{{ item.foreclosures\_explain }}{% endfor %}*  {%p endif %}  {%p if Foreclosures\_Repos.number() > 1 %}  {{ first\_name }} has had property foreclosed or repossesed on {% if Foreclosures\_Repos.number() <= 9 %}{{ numbers\_to\_words(Foreclosures\_Repos.number()) | lower }}{% elif Foreclosures\_Repos.number() > 9 %}{{ Foreclosures\_Repos.number() }}{% endif %} occasions:  {% for item in Foreclosures\_Repos | sort(attribute="foreclosures\_year") %}   * {{ item.foreclosures\_year }} - {{ item.foreclosures\_type | title }}   + *{{ item.foreclosures\_explain }}*{% endfor %}   {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if Financial\_Delinquencies.number() == 0 %} * Delinquent financial accounts * {%p endif %} * {%p if Tax\_History.number() == 0 %} * Failure to file and/or pay {{ his }} taxes * {%p endif %} * {%p if Bankruptcy.number() == 0 %} * Filing bankruptcy * {%p endif %} * {%p if Foreclosures\_Repos.number() == 0 %} * Having property foreclosed or repossessed * {%p endif %}   *{%p if financial\_review\_AC != "" %}*  *Admin comments: {{ financial\_review\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if Financial\_Delinquencies.number() == 0 and Tax\_History.number() == 0 and Bankruptcy.number() == 0 and Foreclosures\_Repos.number() == 0 %}None{% endif %}{% if Financial\_Delinquencies.number() != 0 and Bankruptcy.number() != 0 and Foreclosures\_Repos.number() != 0 %}{{ first\_name }}’s financial history raises concerns about {{ his }} sense of responsibility, ability to manage competing demands, and accountability for personal obligations. {% endif %}{% if Tax\_History.number() != 0 %} **Depending on department policy, {{ first\_name }}’s failure to pay/file {{ his }} taxes may be considered a disqualifying factor.** At a minimum, it suggests a serious disregard for rules and laws, despite the potential of substantial negative consequences. {% endif %} |

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| **Interpersonal Conflict History** | |
| {%p if abuse\_alters\_physaltyesno %}  {{ first\_name }} endorsed being involved in one or more physical altercations that were not a part of {{ his }} official duties. {{ He }} explained:  *{{ abuse\_alters\_physaltexplain }}*  {%p endif %}  {%p if abuse\_alters\_verbaltyesno %}  {{ first\_name }} endorsed being involved in one or more verbal altercations that escalated beyond the point of civil discussion or simple disagreement. {{ He }} explained:  *{{ abuse\_alters\_verbaltexplain }}*  {%p endif %}  {%p if ps\_history\_conflict\_yesno %}  As discussed in the above section covering public safety experience, {{ first\_name }} experienced conflict with coworkers and/or supervisors.  {%p endif %}  {%p if abuse\_alters\_abuseyesno %}  {{ first\_name }} endorsed having neglected and/or abused a person and/or animal. {{ He }} explained:  *{{ abuse\_alters\_abuseexplain }}*  {%p endif %}  {%p if abuse\_alters\_dvaccuseyesno %}  {{ first\_name }} endorsed being accused of domestic violence, and/or stalking, and/or harassment. {{ He }} explained:  *{{ abuse\_alters\_dvaccuseexplain }}*  {%p endif %}  {%p if abuse\_alters\_restrainingorderyesno %}  {{ first\_name }} endorsed being a named party in a petition for a protective order. {{ He }} explained:  *{{ abuse\_alters\_restrainingorderexplain }}*  {%p endif %}  {%p if abuse\_alters\_abuseaccuseyesno %}  {{ first\_name }} endorsed being accused of neglecting and/or abusing a person and/or animal. {{ He }} explained:  {{ abuse\_alters\_abuseaccuseexplain }}  {%p endif %}  {{ first\_name }} denied any history of the following:   * {%p if abuse\_alters\_physaltyesno == False %} * Involvement in physical altercations that were not a part of {{ his }} official duties * {%p endif %} * {%p if abuse\_alters\_verbaltyesno == False %} * Involvement in verbal altercations * {%p endif %} * {%p if abuse\_alters\_abuseyesno == False %} * Neglecting and/or abusing a person or animal * {%p endif %} * {%p if abuse\_alters\_dvaccuseyesno == False and abuse\_alters\_abuseaccuseyesno == False %} * Ever being accused of abuse, neglect, domestic violence, stalking, or harassment * {%p endif %} * {%p if abuse\_alters\_restrainingorderyesno == False %} * Being a named party in a petition for a protective order * {%p endif %}   *{%p if abuse\_alters\_AC != "" %}*  *Admin comments: {{ abuse\_alters\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | None |

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| **Alcohol Use/Abuse** | |
| {%p if alcohol\_everyesno == False %}  {{ first\_name }} reports that {{ he }} {{ has }} never consumed alcohol.  {%p endif %}  {%p if alcohol\_everyesno %}  When asked about {{ his }} alcohol consumption, {{ first\_name }} reported that {{ he }}{% if alcohol\_audit1 == "Never" %} {{ has }} not consumed alcohol in the past year. {% endif %}{% if alcohol\_audit1 != "Never" %}{% if sex == 'Male' or sex == 'Female' %}consumes{% endif %}{% if sex == 'Other' %}consume{% endif %} alcohol {{ alcohol\_audit1 | lower }}. {{ He }} reported that {{ he }} typically {{ has }} {{ alcohol\_audit2 | lower }} drinks per sitting and{% endif %}{% if alcohol\_audit3 == "Never" %} never{% endif %} has six or more drinks in a single sitting{% if alcohol\_audit3 != "Never" %} {{ alcohol\_audit3 | lower }}{% endif %}.{% if alcohol\_audit3 == "Less than monthly" %} {{ first\_name }} added that {{ he }} consumes six or more drinks approximately XX per year.{% endif %}  {%p endif %}  {%p if alcohol\_blackout\_yesno %}  {{ first\_name }} reports that {{ he }} {{ has }} "blacked-out"/lost time after consuming alcohol on {% if alcohol\_blackout\_number <= 9 %}{{ numbers\_to\_words(alcohol\_blackout\_number) | lower }}{% endif %}{% if alcohol\_blackout\_number > 9 %}{{ alcohol\_blackout\_number }}{% endif %} occasion{% if alcohol\_blackout\_number > 1 %}s{% endif %}. The last time occurred on {{ format\_date(alcohol\_blackout\_date, format='MM/dd/yyyy') }}, {% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).years|int) > 1 %}{% if (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).years|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).years|int) | lower }}{% endif %}{% if (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).years|int) > 9 %}{{ (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).years|int) }}{% endif %} years ago. {% endif %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %} with less than one year having passed since the last occurrence.{% endif %}  {%p endif %}  {%p if alcohol\_dui\_yesno %}  {{ first\_name }} endorsed having operated a vehicle while impaired by alcohol on {% if alcohol\_dui\_number <= 9 %}{{ numbers\_to\_words(alcohol\_dui\_number) | lower }}{% endif %}{% if alcohol\_dui\_number > 9 %}{{ alcohol\_dui\_number }}{% endif %} occasion{% if alcohol\_dui\_number > 1 %}s{% endif %}. The last time occurred on {{ format\_date(alcohol\_dui\_date, format='MM/dd/yyyy') }}, {% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) > 51 %}{% if (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).years|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).years|int) | lower }}{% endif %}{% if (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).years|int) > 9 %}{{ (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).years|int) }}{% endif %} years ago{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}with less than one year having passed since the last occurrence {% endif %}. When asked about {{ his }} decision to drive while impaired, {{ he }} explained:  *{{ alcohol\_dui\_explain }}*  {%p endif %}  {%p if alcohol\_problem\_yesno %}  {{ first\_name }} endorsed having used alcohol excessively and/or having experienced problems related to {{ his }} alcohol use. {{ He }} explained:  *{{ alcohol\_problem\_explain }}*  {%p endif %}  {%p if alcohol\_DSM.true\_values()|length != 0 %}  {{ first\_name }} endorsed the following items related to {{ his }} alcohol use:    {% for item in alcohol\_DSM.true\_values() %}   * *{{ item }}*   {% endfor %}  {%p endif %}  {%p if alcohol\_DSM\_explain != "" %}  {{ He }} provided the following explanation for {{ his }} endorsement{% if alcohol\_DSM.true\_values()|length > 1 %}s{% endif %}:  *{{ alcohol\_DSM\_explain }}*  {%p endif %}  {%p if alcohol\_everyesno %}  {{ first\_name }} denied any history of:  {%p endif %}   * {%p if alcohol\_blackout\_yesno == False %} * "Blacking-out"/losing time after consuming alcohol * {%p endif %} * {%p if alcohol\_dui\_yesno == False %} * Operating a vehicle while impaired by alcohol * {%p endif %} * {%p if alcohol\_problem\_yesno == False %} * Using alcohol excessively and/or experiencing problems related to alcohol use * {%p endif %}   *{%p if alcohol\_problem\_AC != "" %}*  *Admin comments: "{{ alcohol\_problem\_AC }}"*  *{%p endif %}* | |
| **Comments/Concerns** | {% if alcohol\_everyesno == False %}N/A{% endif %}{% if alcohol\_everyesno %}{% if sex == "Male" %}{% if alcohol\_auditc\_score == 3 or alcohol\_auditc\_score == 2 or alcohol\_auditc\_score == 1 or alcohol\_auditc\_score == 0 %}{% if alcohol\_audit3 == “Never” or alcohol\_audit3 == “Less than monthly” %}{{ first\_name }}'s reported pattern of alcohol consumption indicates a generally low risk of harmful alcohol use. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}However, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}However, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}However, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}However, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}However, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% if alcohol\_audit3 != "Never" and alcohol\_audit3 != “Less than monthly” %}Though {{ first\_name }}’s reported pattern of alcohol consumption indicates a generally low risk of harmful alcohol use, one aspect still raises **serious concerns** in the areas of decision-making/judgment and substance abuse/risk-taking behavior. {{ first\_name }} endorsed the regular consumption of six or more drinks in a single sitting, which exceeds the Centers for Disease Control and Prevention (CDC) consumption threshold for binge drinking. According to the CDC, binge drinking is consuming five or more drinks on a single occasion for men and four or more drinks on a single occasion for women. A problematic pattern of alcohol use, including binge drinking, has considerable implications for one’s suitability for public safety employment. Problematic alcohol usage impacts one’s overall stability, particularly the ability to appropriately manage stress, make sound decisions, and choose healthy coping strategies. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% endif %}{% if alcohol\_auditc\_score == 4 or alcohol\_auditc\_score == 5 %}{% if alcohol\_audit3 == “Never” or alcohol\_audit3 == “Less than monthly” %}{{ first\_name }}’s reported pattern of alcohol consumption indicates a moderate risk of harmful alcohol use and raises concerns in the areas of decision-making/judgment and substance abuse/risk-taking behavior. 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Being at high risk for harmful alcohol use has substantial implications for one’s suitability for public safety employment because it can significantly impact one’s overall stability, particularly the ability to manage stress appropriately, make sound decisions, and choose healthy coping strategies. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% if alcohol\_audit3 != "Never" and alcohol\_audit3 != “Less than monthly” %}{{ first\_name }}’s reported pattern of alcohol consumption indicates a high risk of harmful alcohol use and raises serious concerns in the areas of decision-making/judgment and substance abuse/risk-taking behavior. Compounding our concerns about {{ his }} alcohol use is {{ first\_name }}’s endorsement of consuming six or more drinks in a single sitting, which exceeds the consumption threshold for binge drinking defined by the Centers for Disease Control and Prevention (CDC). According to the CDC, binge drinking is the consumption of five or more drinks on a single occasion for men and four or more drinks on a single occasion for women. A problematic pattern of alcohol use, including binge drinking, has considerable implications for one’s suitability for public safety employment. Problematic alcohol usage impacts one’s overall stability, particularly the ability to appropriately manage stress, make sound decisions, and choose healthy coping strategies. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% endif %}{% if alcohol\_auditc\_score == 8 or alcohol\_auditc\_score == 9 or alcohol\_auditc\_score == 10 or alcohol\_auditc\_score == 11 or alcohol\_auditc\_score == 12 %}{% if alcohol\_audit3 == “Never” or alcohol\_audit3 == “Less than monthly” %}{{ first\_name }}’s reported pattern of alcohol consumption indicates a severe risk of harmful alcohol use and raises critical concerns in the areas of decision-making/judgment and substance abuse/risk-taking behavior. Being severely at risk for harmful alcohol use has marked implications for one’s suitability for public safety employment because it significantly impacts one’s overall stability, particularly the ability to manage stress appropriately, make sound decisions, and choose healthy coping strategies. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% if alcohol\_audit3 != "Never" and alcohol\_audit3 != “Less than monthly” %}{{ first\_name }}’s reported pattern of alcohol consumption indicates a **severe risk** of harmful alcohol use and raises **critical concerns** in the areas of decision-making/judgment and substance abuse/risk-taking behavior. Compounding our concerns about {{ his }} alcohol use is {{ first\_name }}’s endorsement of consuming six or more drinks in a single sitting, which exceeds the consumption threshold for binge drinking defined by the Centers for Disease Control and Prevention (CDC). According to the CDC, binge drinking is the consumption of five or more drinks on a single occasion for men and four or more drinks on a single occasion for women. A problematic pattern of alcohol use, including binge drinking, has considerable implications for one’s suitability for public safety employment. Problematic alcohol usage impacts one’s overall stability, particularly the ability to appropriately manage stress, make sound decisions, and choose healthy coping strategies. {% if alcohol\_blackout\_yesno and alcohol\_dui\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% if alcohol\_dui\_yesno == False and alcohol\_blackout\_yesno %}{% if alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }} consuming alcohol to the point of blacking-out within the past year raises serious questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% else %}Additionally, {{ first\_name }}’s history of consuming alcohol to the point of blacking-out raises questions about whether {{ he }} has the behavioral constraint necessary to meet the high standards those in public safety are held to, on and off duty; particularly requirements for avoiding behavior that is unnecessarily risky and may reflect negatively on an agency.{% endif %}{% endif %}{% if alcohol\_blackout\_yesno == False and alcohol\_dui\_yesno %}{% if alcohol\_dui\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_dui\_date, ending=dateofeval).weeks|int) < 52 %}Additionally, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol in the past year raises **critical concerns** about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% else %} Further, {{ first\_name }}’s report that {{ he }} has operated a vehicle while impaired by alcohol raises concerns about {{ his }} respect for the rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others.{% endif %}{% endif %}{% endif %}{% endif %}{% endif %} |

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| **Illegal/Controlled Substance Use** | | | |
| {% if Drug\_History.number() == 0 %}{{ first\_name }} denied any history of illegal and/or controlled substance use.{% else %}{{ first\_name }} reported the following history of substance use:  {% endif %}  *{%p if drug\_hx\_AC != "" %}*  *Admin comments:{{ drug\_hx\_AC }}*  {%p endif %} | | | |
| {%tr for item in Drug\_History | sort(attribute="drug\_hx\_enddate") | reverse %} | | | |
| **Substance** | **Number of Uses** | **First Use** | **Last Use** |
| {{ item.drug\_hx\_substance | title }} | {{ item.drug\_hx\_number }} | {{ format\_date(item.drug\_hx\_begindate, format='MM/yyyy') }} | {{ format\_date(item.drug\_hx\_enddate, format='MM/yyyy') }} |
| **Details of use** | {{ first\_name }} last used {{ item.drug\_hx\_substance | lower }} {% if item.drug\_hx\_enddate != '' and dateofeval != '' and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) > 0 and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) < 14 %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) | lower }}{% endif %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) > 9 %}{{ date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int }}{% endif %} days{% endif %}{% if item.drug\_hx\_enddate != '' and dateofeval != '' and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) >= 14 and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) < 90 %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).weeks|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).weeks|int) | lower }}{% endif %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).weeks|int) > 9 %}{{ date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).weeks|int }}{% endif %} weeks{% endif %}{% if item.drug\_hx\_enddate != '' and dateofeval != '' and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) >= 90 and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) < 730 %}{% if ((date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int)/30.42|float) |round|int <= 9 %}{{ numbers\_to\_words(((date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int)/30.42|float) |round|int) | lower }}{% endif %}{% if ((date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int)/30.42|float) |round|int > 9 %}{{ ((date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int)/30.42|float) |round|int }}{% endif %} months {% endif %}{% if item.drug\_hx\_enddate != '' and dateofeval != '' and (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).days|int) >= 730 %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).years|int) <= 9 %}{{ numbers\_to\_words(date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).years|int) | lower }}{% endif %}{% if (date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).years|int) > 9 %}{{ date\_difference(starting=item.drug\_hx\_enddate, ending=dateofeval).years|int }}{% endif %} years{% endif %} ago. {% if item.drug\_hx\_adddep\_yesno %}{{ He }} endorsed addiction to, and/or dependence on, this substance. {% endif %}{% if item.drug\_hx\_dwai\_number > 0 %}{{ He }} reported operating a vehicle under the influence of {{ item.drug\_hx\_substance | lower }} {% if item.drug\_hx\_dwai\_number <= 9 %}{{ numbers\_to\_words(item.drug\_hx\_dwai\_number) | lower }}{% endif %}{% if item.drug\_hx\_dwai\_number > 9 %}{{ item.drug\_hx\_dwai\_number }}{% endif %} time{% if item.drug\_hx\_dwai\_number > 1 %}s{% endif %}. {% endif %}{% if item.drug\_hx\_milpd\_number > 0 %}{{ He }} endorsed having used {{ item.drug\_hx\_substance | lower }} while in the military, a public safety position, or while applying for a public safety position {% if item.drug\_hx\_milpd\_number <= 9 %}{{ numbers\_to\_words(item.drug\_hx\_milpd\_number) | lower }}{% endif %}{% if item.drug\_hx\_milpd\_number > 9 %}{{ item.drug\_hx\_milpd\_number }}{% endif %} time{% if item.drug\_hx\_milpd\_number > 1 %}s{% endif %}. {% endif %}{% if item.drug\_hx\_workinfluence\_number > 0 %}{{ He }} endorsed being under the influence of {{ item.drug\_hx\_substance | lower }} while at work {% if item.drug\_hx\_workinfluence\_number <= 9 %}{{ numbers\_to\_words(item.drug\_hx\_workinfluence\_number) | lower }}{% endif %}{% if item.drug\_hx\_workinfluence\_number > 9 %}{{ item.drug\_hx\_workinfluence\_number }}{% endif %} time{% if item.drug\_hx\_workinfluence\_number > 1 %}s{% endif %}. {% endif %} | | |
| {%tr endfor %} | | | |
| **Comments/Concerns** | {% if Drug\_History.number() == 0 %}None{% endif %}{% if Drug\_History.number() != 0 %}Depending on departmental policy, {{ first\_name }}’s history of illicit substance use may be disqualifying. BPS standards, which are based on research and the opinions of subject matter experts, dictate that the use of cocaine, ecstasy, or other hallucinogens within the past three years (after the age of 25) or any use of heroin, crack-cocaine, or methamphetamines as an adult, is a critical admission. {% endif %}{% for item in Drug\_History %}{% if item.drug\_hx\_dwai\_number > 0 %}{{ first\_name }}’s endorsement of operating a vehicle under the influence of illicit substances raises serious concerns about {{ his }} respect for rules, willingness to obey laws, and ability to act with care and consideration for {{ his }} safety and the safety of others. {% endif %}{% if item.drug\_hx\_milpd\_number > 0 %}  **IF MILITARY:**{{ first\_name }}’s endorsement of using illicit substances while serving in the military raises **critical concerns** about {{ his }} decision-making/judgment, willingness to adhere to high standards of personal conduct, and respect for rules and laws. It is a violation of federal law prohibiting the use or possession of marijuana by any uniformed service members, including reservists. Reservists and active duty alike, serve under Title 10 of the United States Code and are subject to the provisions of the Controlled Substance Act, which considers marijuana use or possession to be a crime and a reason for separation from service. The Department of Defense’s position on drug use within the services is that drug use is incompatible with readiness, the maintenance of high standards of performance, and military discipline.  **IF PUBLIC SAFETY:** {{ first\_name }}’s endorsement of using illicit substances while employed by, or seeking employment with, a public safety agency raises **critical concerns** about {{ his }} decision-making/judgment, willingness to adhere to high standards of personal conduct, and respect for rules and laws and is considered incompatible with employment in public safety. {% endif %}{% if item.drug\_hx\_workinfluence\_number > 0 %}{{ first\_name }}’s endorsement of reporting to work under the influence of illicit substances raises serious concerns about {{ his }} decision-making/judgment, willingness to adhere to high standards of personal conduct, and respect for basic parameters of professional behavior.{% endif %}{% endfor %} | | |

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| **Physical Health** | |
| {%p if Medical\_Current.number() == 1 %}  {% for item in Medical\_Current %}{{ first\_name }} has been under the care of a physician since {{ format\_date(item.medical\_current\_start\_date, format='MM/yyyy') }}, for the treatment of {{ item.medical\_current\_condition | lower }}. When asked about experienced symptoms, {{ he }} reported:  *{{ item.medical\_current\_symptoms }} {% endfor %}*  {%p endif %}  {%p if Medical\_Current.number() > 1 %}  {{ first\_name }} has been under the care of a physician for {% if Medical\_Current.number() <= 9 %}{{ numbers\_to\_words(Medical\_Current.number()) | lower }}{% elif Medical\_Current.number() > 9 %}{{ Medical\_Current.number() }}{% endif %}medical conditions:  {% for item in Medical\_Current | sort(attribute="medical\_current\_start\_date") %}   * {{ format\_date(item.medical\_current\_start\_date, format='MM/yyyy') }} - {{ item.medical\_current\_condition | title }}   + *{{ item.medical\_current\_symptoms }}{% endfor %}*   {%p endif %}  {%p if Medications.number() == 1 %}  {% for item in Medications %}{{ first\_name }} is currently prescribed {{ item.medications\_name }}, which {{ he }} started in {{ format\_date(item.medications\_start\_date, format='MM/yyyy') }}. {{ He }} states that {{ he }} uses this medication for "{{ item.medications\_purpose | lower }}" {% endfor %}  {%p endif %}  {%p if Medications.number() > 1 %}  {{ first\_name }} is currently prescribed {% if Medications.number() <= 9 %}{{ numbers\_to\_words(Medications.number()) | lower }}{% elif Medications.number() > 9 %}{{ Medications.number() }}{% endif %}medications:  {% for item in Medications | sort(attribute="medications\_start\_date") %}   * {{ format\_date(item.medications\_start\_date, format='MM/yyyy') }} - {{ item.medications\_name | title }}   + *{{ item.medications\_purpose }}{% endfor %}*   {%p endif %}  {%p if med\_hx\_problems\_yesno %}  When {{ first\_name }} was asked about the presence of any medical or physical conditions that may impact {{ his }} ability to perform the essential job functions of the position {{ he }} {{ is }} applying for, {{ he }} responded:  *{{ med\_hx\_problems\_explain }}*  {%p endif %}  {%p if med\_hx\_fail\_yesno %}  {{ first\_name }} reported having failed an agency's physical agility test or medical examination. {{ He }} explained:  *{{ med\_hx\_fail\_explain }}*  {%p endif %}  {%p if med\_hx\_tbihx\_yesno %}  When {{ first\_name }} was asked about any history of head injury, brain injury, or concussions, {{ he }} responded:  *{{ med\_hx\_tbihx\_explain }}*  {%p endif %}  {%p if med\_hx\_coma\_yesno %}  {{ first\_name }} reported being in a coma. {{ He }} explained:  *{{ med\_hx\_coma\_explain }}*  {%p endif %}  {%p if med\_hx\_seizure\_yesno %}  {{ first\_name }} endorsed a seizure history. {{ He }} explained:  *{{ med\_hx\_seizure\_explain }}*  {%p endif %}  {%p if med\_hx\_syncope\_yesno %}  {{ first\_name }} reported having experienced syncope (losing consciousness/fainting). {{ He }} explained:  *{{ med\_hx\_syncope\_explain }}*  {%p endif %}  {{ first\_name }} denied the following:   * {%p if Medical\_Current.number() == 0 %} * Being currently under the care of a physician for the treatment of a medical condition * {%p endif %} * {%p if Medications.number() == 0 %} * Currently taking any prescribed medications * {%p endif %} * {%p if med\_hx\_problems\_yesno == False %} * Current medical or physical conditions that {{ he }} thinks may impair {{ his }} ability to perform essential job functions * {%p endif %} * {%p if med\_hx\_fail\_yesno == False %} * Prior failure of an agency's physical agility test or medical examination * {%p endif %} * {%p if med\_hx\_tbihx\_yesno == False %} * History of traumatic brain injury * {%p endif %} * {%p if med\_hx\_coma\_yesno == False %} * Ever being in a coma * {%p endif %} * {%p if med\_hx\_seizure\_yesno == False %} * Ever having a seizure * {%p endif %} * {%p if med\_hx\_syncope\_yesno == False %} * Experiences of syncope (fainting) * {%p endif %}   *{%p if medical\_review\_AC != "" %}*  *Admin comments: {{ medical\_review\_AC }}*  *{%p endif %}* | |
| **Comments/Concerns** | {% if Medical\_Current.number() == 0 and Medications.number() == 0 and med\_hx\_problems\_yesno == False and med\_hx\_fail\_yesno == False and med\_hx\_tbihx\_yesno == False and med\_hx\_coma\_yesno == False and med\_hx\_seizure\_yesno == False and med\_hx\_syncope\_yesno == False %}None{% endif %}{% if Medical\_Current.number() != 0 or Medications.number() != 0 or med\_hx\_problems\_yesno != False or med\_hx\_fail\_yesno != False or med\_hx\_tbihx\_yesno != False or med\_hx\_coma\_yesno != False or med\_hx\_seizure\_yesno != False or med\_hx\_syncope\_yesno != False %}We defer the assessment of suitability secondary to any past or present medical condition to the medical professionals conducting the physical examination.{% endif %} |

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| **Mental Health** | |
| {%p if sleep\_problems\_yesno %}  {{ first\_name }} endorsed having sleep-related problems. {{ He }} reported that {{ he }} typically {% if sex == 'Male' or sex == 'Female' %}sleeps{% endif %}{% if sex == 'Other' %}sleep{% endif %} for {% if sleep\_hours\_number < 9 %}{{ numbers\_to\_words(sleep\_hours\_number) | lower }}{% endif %}{% if sleep\_hours\_number > 9 %}{{ sleep\_hours\_number }}{% endif %} hours each night.  {%p endif %}  {%p if sleep\_nightmare\_yesno %}  {{ first\_name }} reported a history of nightmares and/or night terrors. {{ He }} explained:  *{{ sleep\_nightmare\_explain }}*  {%p endif %}  {%p if sleep\_med\_yesno %}  {{ first\_name }} reported having used {{ sleep\_rx\_name | lower }}, {% if sleep\_med\_rx != "Prescription" %}an over-the-counter medication{% endif %}{% if sleep\_med\_rx == "Prescription" %}a prescription medication{% endif %}, to help {{ him }} sleep{% if sleep\_med\_rx == "Prescription" and sleep\_rxself\_yesno %}; this medication was prescribed to {{ first\_name }} by {{ his }} physician{% endif %}{% if sleep\_med\_rx == "Prescription" and sleep\_rxself\_yesno == False %}; this medication was not prescribed to {{ first\_name }}{% endif %}. {{ He }} reported that {{ he }} started taking this medication in {{ format\_date(sleep\_medstart\_date, format='MM/yyyy') }} {% if sleep\_medcurrent\_yesno %}and is still taking this medication, using it {{ sleep\_med\_frequency | lower }}{% endif %}{% if sleep\_medcurrent\_yesno == False %}but, is no longer taking this medication. {{ He }} reported, "{{ sleep\_medfreq\_enddate }}" {% endif %}  {%p endif %}  {%p if MH\_txhx\_yesno %}  {{ first\_name }} reported a history of receiving mental health treatment. {{ He }} explained:  *{{ MH\_txhx\_explain }}*  {%p endif %}  {%p if MH\_hallucinate\_yesno %}  {{ first\_name }} reported having experienced hallucinations.  {%p endif %}  {%p if MH\_selfharm\_yesno %}  {{ first\_name }} reported having engaged in self-harming behaviors. {{ He }} explained:  *{{ MH\_selfharm\_explain }}*  {%p endif %}  {%p if MH\_suicidality\_yesno %}  {{ first\_name }} reported having experienced thoughts of self-harm. {{ He }} explained:  *{{ MH\_suicidality\_explain }}*  {%p endif %}  {%p if MH\_homicidality\_yesno %}  {{ first\_name }} reported having experienced thoughts of hurting others. {{ He }} explained:  *{{ MH\_homicidality\_explain }}*  {%p endif %}  {%p if MH\_m1\_yesno %}  {{ first\_name }} reported being placed on a mental health hold (M1). {{ He }} explained:  *{{ MH\_m1\_explain }}*  {%p endif %}  {%p if MH\_evermissing\_which == "Missing person" %}  {{ first\_name }} indicated that {{ he }} {{ has }} been reported as a missing person. {{ He }} explained:  *{{ MH\_evermissing\_explain }}*  {%p endif %}  {%p if MH\_evermissing\_which == "Welfare check" %}  {{ first\_name }} indicated that {{ he }} {{ has }} been the subject of a welfare check. {{ He }} explained:  *{{ MH\_evermissing\_explain }}*  {%p endif %}  {%p if MH\_evermissing\_which == "Both" %}  {{ first\_name }} indicated that {{ he }} {{ has }} been reported as a missing person and been the subject of a welfare check. {{ He }} explained:  *{{ MH\_evermissing\_explain }}*  {%p endif %}  {%p if MH\_everpsychmed\_yesno %}  {{ first\_name }} reported being prescribed psychiatric medication. {{ He }} explained:    *{{ MH\_everpsychmed\_explain }}*  {%p endif %}  {%p if MH\_everhosp\_yesno %}  {{ first\_name }} reported being hospitalized for mental health reasons. {{ He }} explained:  *{{ MH\_everhosp\_explain }}*  {%p endif %}  {%p if trauma\_hx\_yesno %}  {{ He }} endorsed a personal trauma history that we expect may interfere with the performance of essential job duties and functions. {{ He }} explained:    *{{ trauma\_hx\_explain }}*  {%p endif %}  {{ first\_name }} denied any history of:   * {%p if sleep\_problems\_yesno == False and sleep\_nightmare\_yesno == False and sleep\_med\_yesno == False %} * Sleep difficulties, including chronic nightmares and the use of sleep medications * {%p endif %} * {%p if MH\_txhx\_yesno == False and MH\_everpsychmed\_yesno == False %} * Receiving any mental health treatment or being prescribed psychiatric medication * {%p endif %} * {%p if MH\_hallucinate\_yesno == False %} * Experiencing hallucinations * {%p endif %} * {%p if MH\_suicidality\_yesno == False and MH\_homicidality\_yesno == False and MH\_selfharm\_yesno == False %} * Thoughts or behavior related to self-harm or harming others * {%p endif %} * {%p if MH\_m1\_yesno == False and MH\_everhosp\_yesno == False %} * Being placed on a mental health hold or hospitalized for psychiatric reasons * {%p endif %} * {%p if MH\_evermissing\_explain == "" %} * Ever being the subject of a welfare check or missing person report * {%p endif %} * {%p if trauma\_hx\_yesno == False %} * Personal trauma history that may interfere with the performance of essential job duties and functions * {%p endif %}   *{%p if psych\_review\_AC != "" %}*  *Admin comments: "{{ psych\_review\_AC }}"*  *{%p endif %}* | |
| **Comments/Concerns** | {% if MH\_txhx\_yesno and MH\_everpsychmed\_yesno and MH\_suicidality\_yesno == False %}Given that stress tolerance, adequate emotional regulation, and general mental stability are required to perform essential job functions {{ first\_name }}’s history of receiving mental health treatment and being prescribed psychiatric medication raises concerns about {{ his }} suitability.{% endif %}{% if MH\_txhx\_yesno == False and MH\_everpsychmed\_yesno and MH\_suicidality\_yesno == False %}Given that stress tolerance, adequate emotional regulation, and general mental stability are required to perform essential job functions {{ first\_name }}’s history of using psychiatric medication raises concerns about {{ his }} suitability.{% endif %}{% if MH\_txhx\_yesno and MH\_everpsychmed\_yesno == False and MH\_suicidality\_yesno == False %}Given that stress tolerance, adequate emotional regulation, and general mental stability are required to perform essential job functions {{ first\_name }}’s history of involvement in mental health treatment raises concerns about {{ his }} suitability.{% endif %}{% if MH\_suicidality\_yesno %}Given that stress tolerance, adequate emotional regulation, and general mental stability are required to perform essential job functions {{ first\_name }}’s history of suicidality raises serious concerns about {{ his }} suitability. Typically, it is expected that a candidate show at least five years of psychological stability following any experience of suicidal ideation prior to entering a public safety position.{% endif %}{% if MH\_txhx\_yesno == False and MH\_everpsychmed\_yesno == False and MH\_suicidality\_yesno == False %}None{% endif %} |

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| **Biases** | |
| {% if PersonEmot\_bias\_yesno == False %}{{ first\_name }} denied any past or current biases against any group based on gender, race, disability, nationality, religion, sexual orientation, or other designation. Although {{ first\_name }} denied any biases toward any particular group, this remains an area worthy of further investigation for all public safety applicants. The background investigation and other portions of the hiring process are encouraged to continue to look at {{ first\_name }}'s history to rule out any behavior that might suggest the presence of unmitigated bias. In addition to exploring the nature of interpersonal relationships, conduct, and use of inappropriate or offensive humor in personal and professional settings, we also suggest that departments comprehensively search every applicant’s social media accounts. Indications of behavior or content that supports concern in this area may reduce {{ first\_name }}'s level of suitability.{% endif %}{% if PersonEmot\_bias\_explain != "" %}"{{ PersonEmot\_bias\_explain }}"{% endif %} | |
| **Comments/Concerns** | None |

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| **Addictive/Compulsive Behaviors** | |
| {% if PersonEmot\_addict\_yesno == False %}{{ first\_name }} denied having ever struggled with any kind of compulsive or addictive behaviors.{% endif %}{% if PersonEmot\_addict\_yesno %}When asked about past and/or current compulsive or addictive behaviors, {{ first\_name }} stated, "{{ PersonEmot\_addict\_explain }}"{% endif %} | |
| **Comments/Concerns** | None |

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| **Tattoos** | |
| {% if PersonEmot\_tattoo\_yesno == False %}{{ first\_name }} denied having any tattoos with themes that are sexual, violent, antisocial, racist, or gang related.{% endif %}{% if PersonEmot\_tattoo\_yesno %}When asked whether {{ he }} {{ has }} any tattoos with themes that are sexual, violent, antisocial, racist, or gang-related, {{ first\_name }} stated, "{{ PersonEmot\_tattoo\_explain }}"{% endif %} | |
| **Comments/Concerns** | None |

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| **Stress, Anger, and Conflict Management** | | |
| Our supplemental questionnaire presents the below questions to all applicants. The italicized blocks of text parallel to the questions are the exact replication of the applicant's responses. These uncorrected entries not only explore an applicant's ability to manage stress, anger, and conflict but also allow the assessment of an applicant's written communication skills. | | |
| **What are your current life stressors?** | | *{{ PersonEmot\_lifestressors }}* |
| **How can others tell if you are stressed or angry?** | | *{{ PersonEmot\_stressangry }}* |
| **What are your long-term/preventative techniques for managing stress and anger? Be specific.** | | *{{ PersonEmot\_LT\_stressangermanagment }}* |
| **What do you do to cope with immediately stressful or anger provoking situations? Be specific.** | | *{{ PersonEmot\_ST\_stressangermanagement }}* |
| **What do you do when you find yourself in conflict with others? Be specific.** | | *{{ PersonEmot\_conflictresolve }}* |
| **Comments/Concerns** | None | |

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| **Emotional Intelligence & Insight** | | |
| Our supplemental questionnaire presents the below questions to all applicants. The italicized blocks of text parallel to the questions are the exact replication of the applicant's responses. These uncorrected entries not only explore an applicant's emotional intelligence and insight but also allow the assessment of an applicant's written communication skills. | | |
| **What are your personality/character strengths?** | | *{{ PersonEmot\_strengths }}* |
| **What are your personality/character weaknesses?** | | *{{ PersonEmot\_weakness }}* |
| **How do you respond when you receive criticism or feedback? Be specific.** | | *{{ PersonEmot\_criticism }}* |
| **How do you build rapport with others? Be specific.** | | *{{ PersonEmot\_rapport }}* |
| **What do you do to de-escalate others? Be specific.** | | *{{ PersonEmot\_deescalate }}* |
| **Why do you think you are well-suited for this position?** | | *{{ PersonEmot\_whywellsuited }}* |
| **What do you think is going to challenge you most in this position?** | | *{{ PersonEmot\_whatchallenges }}* |
| **Comments/Concerns** | None | |

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| **Additional Information** |
| {% if PersonEmot\_additional\_information == "" %}None{% endif %}{% if PersonEmot\_additional\_information != "" %}When asked if {{ he }} had any additional information to add, {{ he }} responded, "{{ PersonEmot\_additional\_information }}"{% endif %}  {%p if presentation\_AC != "" %}  Admin comments: {{ presentation\_AC }}  {%p endif %} |

**Job Relevant Psychological Test Results**

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| **16 Personality Factor (16PF)** | |
| {% if sixteenPF\_reasoning == "Above Average" %}{{ first\_name }}'s results on the 16PF showed **above average** reasoning ability. Individuals who score similarly tend to be bright, resourceful, insightful, adaptable, and can learn and apply new information quickly and efficiently. {% endif %}{% if sixteenPF\_reasoning == "Average" %}{{ first\_name }}'s results on the 16PF showed **average** reasoning ability. Individuals who score similarly are generally able to think logically and sensibly.{% endif %}{% if sixteenPF\_reasoning == "Below Average" %}{{ first\_name }}'s results on the 16PF showed **below-average** reasoning ability. Individuals who score similarly may have difficulties with problem-solving and decision-making. They may also be slow to learn and apply new information, particularly in novel contexts. {% endif %}  {%p if sixteenPF\_factors.true\_values()|length != 0 %}    On the 16PF, {{ first\_name }} scored similarly on **Primary Factors** to those who may be described as:   * {%p if sixteenPF\_factors['<b>Detail-Oriented</b> - tends to detail well and are able to do exacting work'] %} * **Detail-Oriented:** tends to detail well and are able to do exacting work   {%p endif %}   * {%p if sixteenPF\_factors['<b>Confident</b> - are neither socially bold nor shy, but are generally outgoing, friendly and confident'] %} * **Confident:** outgoing, friendly, diplomatic, and confident   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Self-Assured</b></font> - are self-confident, self-sufficient and resilient; may be overly self-confident, even in situations that provide opportunities for self-evaluation and improvement'] %} * **Self-Assured:** confident, self-sufficient, cheerful, secure, and resilient   {%p endif %}   * {%p if sixteenPF\_factors['<b>Emotionally Stable</b> - are emotionally stable and secure; noted to be mature, calm and patient'] %} * **Emotionally Stable:** are emotionally stable and secure; noted to be mature, calm, and patient   {%p endif %}   * {%p if sixteenPF\_factors['<b>Warm</b> - are generally interpersonally warm, sociable and have a desire to be with people'] %} * **Warm:** are generally interpersonally warm, sociable, and have a desire to be with people; may have trouble setting limits on other’s behavior due to a strong desire for approval   {%p endif %}   * {%p if sixteenPF\_factors['<b>Lively</b> - are enthusiastic, cheerful, talkative, sociable, spontaneous, and can be somewhat uninhibited'] %} * **Lively:** are enthusiastic, cheerful, talkative, sociable, spontaneous; may be too spontaneous and uninhibited   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Serious</b></font> - are extremely serious, cautious, restrained, introspective, and prudent'] %} * **Serious:** cautious, restrained, introspective, and prudent; may be pessimistic, silent, and overly rigid   {%p endif %}   * {%p if sixteenPF\_factors['<b>Rule-Conscious</b> - described as responsible, determined, persistent, orderly, rule-bound, and both accept and follow rules; at times may have difficulty with flexibility'] %} * **Rule-Conscious:** responsible, determined, persistent, and persevering; tend to follow rules, strive to do their best, and exhibit orderly thought and behavior; may have difficulty in situations that call for flexibility   {%p endif %}   * {%p if sixteenPF\_factors['<b>Trusting</b> - these individuals generally are of good mental health and psychological well-being; they are adaptable, tend not to question the motives of others, but may be taken advantage of'] %} * **Trusting:** adaptable, easy-going, tolerant, understanding, cheerful, good team players; may be gullible and prone to victimization   {%p endif %}   * {%p if sixteenPF\_factors['<b>Grounded</b> - guided by objective and practical realities; are careful, conventional, steady, and eager to do things right; prefer familiar and predictable'] %} * **Grounded:** * guided by objective and practical realities; are careful, conventional, steady, and eager to do things right; may be overly attentive to detail, prone to worrying, and uncomfortable with unpredictability   {%p endif %}   * {%p if sixteenPF\_factors['<b>Forthright</b> - are willing to others details about themselves; do not keep things to themselves'] %} * **Forthright:** unpretentious, warm, genuine, and gregarious; may be impulsive, dominant, overly direct, and lacking insight   {%p endif %}   * {%p if sixteenPF\_factors['<b>Open-to-Change</b> - oriented toward change, inclined to experiment and innovate; may have problems with traditional solutions/authority'] %} * **Open-to-Change:** inquisitive, analytical, innovative, and willing to try new things; may be uncompromising, rebellious, and resentful of authority   {%p endif %}   * {%p if sixteenPF\_factors['<b>Group-Oriented</b> - joiners rather than followers; are group dependent; rely heavily on social approval and affiliation'] %} * **Group-Oriented:** adheres to group norms and prefers to accomplish things with others; may rely too heavily on social approval and affiliation, creating vulnerability to exploitation   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Utilitarian/Tough-Minded</b></font> - are generally logical and tough; relatively unsentimental and may have trouble in situations that require sensitivity'] %} * **Tough-Minded:** are generally logical, tough, self-reliant, independent, and relatively unsentimental; may have interpersonal difficulties due to cynicism and insensitivity   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Socially Bold</b></font> - are bold and venturesome; tend to be uninhibited and willing to try new things; may be overly brash, pushy and careless with details'] %} * **Socially Bold:** are friendly, self-confident, diplomatic, venturesome, and willing to try new things; may be overly brash, pushy, and careless with details   {%p endif %}   * {%p if sixteenPF\_factors['<b>Relaxed</b> - are calm, composed and laid back; may lack vigor and drive; may be difficult to motivate'] %} * **Relaxed:** calm, composed, easy-going, and not easily frustrated; may lack drive and be difficult to motivate   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Abstracted</b></font> - inattentive; oblivious to surroundings; may be unconventional and dislike attending to details'] %} * **Abstracted:** imaginative, creative, and enjoys intellectual pursuits; may be impractical, unconventional, and inattentive to detail   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Private</b></font> - are reluctant to reveal personal details about themselves; may struggle in developing relationships with others'] %} * **Private:** socially sophisticated, ambitious, intelligent, insightful, disciplined, and competent; may be manipulative, exploitative, and emotionally detached   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Traditional</b></font> - are accepting, conservative, uncritical, rarely question authority, are respectful and accepting of established ideas and traditions; may be slow to change and inflexible'] %} * **Traditional:** respectful of established ideas and traditions; tend to be loyal employees who excel in tasks requiring steady adherence; may be inflexible and uncomfortable with change   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Self-Reliant</b></font> - self-sufficient, reliable, dependable; may prefer tackling things resourcefully and alone without relying on others; can be seen by others as not a team player'] %} * **Self-Reliant:** self-sufficient, reliable, dependable, resourceful, independent, confident with decision-making; may be viewed as loners who are not team players   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Perfectionistic</b></font> - tend to detail well and are able to do exacting work; may be overly rigid and inflexible'] %} * **Perfectionistic:** cares about personal reputation and wants to be well-regarded by others; considerate, conscientious, organized, energetic, persistent, with good emotional control; may be overly rigid, demanding, and stubborn   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Tolerant of Disorder</b></font> - are generally disorganized, inconsiderate and follow their own urges; tend to be immature'] %} * **Tolerant of Disorder:** lively and cheerful; may be disorganized, inconsiderate, and impulsive   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Reserved</b></font> - generally, show little warmth and are markedly reserved; may be critical, aloof, detached, impersonal, and generally prefer to work alone'] %} * **Reserved:** shows little warmth and are markedly reserved; may be critical, aloof, detached, impersonal, and generally prefer to work alone   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Reactive</b></font> - tend to be emotionally unstable and show poor psychological adjustment; are usually unable to cope with life and can become easily upset and frustrated'] %} * **Reactive:** tend to be emotionally unstable with low stress tolerance; may feel unable to cope with life and can become easily upset and frustrated; may be moody and unpleasant due to general dissatisfaction with themselves and others; research links this indicator with an increased likelihood of premature departure for public safety employees   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Dominant</b></font> - tend to be aggressive, competitive, authoritative, demanding, and overly dominant in interpersonal interactions'] %} * **Dominant:** tend to be aggressive, competitive, authoritative, demanding, impatient, attention-seeking, and overly dominant in interpersonal interactions; may be hostile and lacking in empathy * {%p endif %} * {%p if sixteenPF\_factors['<font color=red><b>Expedient</b></font> - are disrespectful of societal rules and regulations and feel few obligations to others; in group settings, do not accept group standards; are not conscientious'] %} * **Expedient:** unconventional, non-conforming, and disregarding of standards and expectations; may be described as self-indulgent, undependable, and rebellious; likely to struggle in situations requiring conformance to rules and regulations   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Shy</b></font> - these individuals are usually withdrawn, timid, cautious, and restrained; they lack self-confidence and may avoid being noticed by others'] %} * **Shy:** withdrawn, timid, cautious, and restrained; often lacking in self-confidence and tend to avoid attention; research links this indicator with an increased likelihood of premature departure for public safety employees   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Sensitive</b></font> - are emotionally sensitive and vulnerable to perceived stress; may have trouble in situations that require toughness'] %} * **Sensitive:** are emotionally sensitive and vulnerable to perceived stress; may have trouble in situations that require toughness; research links this indicator with an increased likelihood of premature departure for public safety employees   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Vigilant</b></font> - are generally suspicious of others, feel that others are talking about them behind their back, may be oppositional, hostile and quick to take offense'] %} * **Vigilant:** are generally suspicious of others, feel that others are talking about them behind their back, may be oppositional, hostile, and quick to take offense; likely to struggle in team settings   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Apprehensive</b></font> - tend to needlessly worry, are emotionally unstable, are sensitive to disapproval'] %} * **Apprehensive:** tend to needlessly worry, are emotionally unstable, are sensitive to disapproval   {%p endif %}   * {%p if sixteenPF\_factors['<font color=red><b>Tense</b></font> - are tense, restless, impatient, and emotionally volatile'] %} * **Tense:** are tense, restless, impatient, and emotionally volatile   {%p endif %}  On the 16PF’s **Public Safety Performance Factors**, {{ first\_name }} scored similarly to incumbents found to have:   * {%p if sixteenPF\_factors['<b>Emotionally Stable</b> - are emotionally stable and secure; noted to be mature, calm and patient'] and sixteenPF\_factors['<b>Trusting</b> - these individuals generally are of good mental health and psychological well-being; they are adaptable, tend not to question the motives of others, but may be taken advantage of'] and sixteenPF\_factors['<font color=red><b>Self-Assured</b></font> - are self-confident, self-sufficient and resilient; may be overly self-confident, even in situations that provide opportunities for self-evaluation and improvement'] and sixteenPF\_factors['<b>Relaxed</b> - are calm, composed and laid back; may lack vigor and drive; may be difficult to motivate'] %} * **High General Stress Tolerance:** Likely to be described as calm, resilient, and able to tolerate stressful scenarios * {%p endif %} * {%p if sixteenPF\_factors['<font color=red><b>Reactive</b></font> - tend to be emotionally unstable and show poor psychological adjustment; are usually unable to cope with life and can become easily upset and frustrated'] and sixteenPF\_factors['<font color=red><b>Vigilant</b></font> - are generally suspicious of others, feel that others are talking about them behind their back, may be oppositional, hostile and quick to take offense'] and sixteenPF\_factors['<font color=red><b>Apprehensive</b></font> - tend to needlessly worry, are emotionally unstable, are sensitive to disapproval'] and sixteenPF\_factors['<font color=red><b>Tense</b></font> - are tense, restless, impatient, and emotionally volatile'] %} * **Poor General Stress Tolerance:** Likely to be described as easily upset and frustrated, hostile, sensitive to perceived slights and disapproval, prone to worrying, and emotionally volatile. * {%p endif %} * {%p if sixteenPF\_factors['<font color=red><b>Serious</b></font> - are extremely serious, cautious, restrained, introspective, and prudent'] and sixteenPF\_factors['<b>Rule-Conscious</b> - described as responsible, determined, persistent, orderly, rule-bound, and both accept and follow rules; at times may have difficulty with flexibility'] and sixteenPF\_factors['<b>Grounded</b> - guided by objective and practical realities; are careful, conventional, steady, and eager to do things right; prefer familiar and predictable'] and sixteenPF\_factors['<font color=red><b>Perfectionistic</b></font> - tend to detail well and are able to do exacting work; may be overly rigid and inflexible'] %} * **A High Sense of Professional Responsibility:** Likely to be described as responsible, self-disciplined, and task-focused * {%p endif %} * {%p if sixteenPF\_factors['<b>Lively</b> - are enthusiastic, cheerful, talkative, sociable, spontaneous, and can be somewhat uninhibited'] and sixteenPF\_factors['<font color=red><b>Expedient</b></font> - are disrespectful of societal rules and regulations and feel few obligations to others; in group settings, do not accept group standards; are not conscientious'] and sixteenPF\_factors['<font color=red><b>Tolerant of Disorder</b></font> - are generally disorganized, inconsiderate and follow their own urges; tend to be immature'] and sixteenPF\_factors['<font color=red><b>Abstracted</b></font> - inattentive; oblivious to surroundings; may be unconventional and dislike attending to details'] %} * **A Low Sense of Professional Responsibility:** Likely to be described as irresponsible and lacking in self-discipline, focus, and initiative * **{%p endif %}** * {%p if sixteenPF\_factors['<font color=red><b>Utilitarian/Tough-Minded</b></font> - are generally logical and tough; relatively unsentimental and may have trouble in situations that require sensitivity'] and sixteenPF\_factors['<font color=red><b>Traditional</b></font> - are accepting, conservative, uncritical, rarely question authority, are respectful and accepting of established ideas and traditions; may be slow to change and inflexible'] and sixteenPF\_factors['<b>Grounded</b> - guided by objective and practical realities; are careful, conventional, steady, and eager to do things right; prefer familiar and predictable'] %} * **Strong Practical Problem-solving Skills Under Stress:** Likely to be described as tough and pragmatic * {%p endif %} * {%p if sixteenPF\_factors['<font color=red><b>Sensitive</b></font> - are emotionally sensitive and vulnerable to perceived stress; may have trouble in situations that require toughness'] and sixteenPF\_factors['<b>Open-to-Change</b> - oriented toward change, inclined to experiment and innovate; may have problems with traditional solutions/authority'] and sixteenPF\_factors['<font color=red><b>Abstracted</b></font> - inattentive; oblivious to surroundings; may be unconventional and dislike attending to details'] %} * **Poor Performance Under Stress:** Likely to be described as inefficient, easily flustered, and particularly vulnerable to the negative impacts of job-related stress and repeated trauma exposures * {%p endif %} * {%p if sixteenPF\_factors['<b>Assertive</b> - neither deferential or dominant, these individuals are generally appropriately assertive and confident'] %} * **Appropriate Assertiveness**: Likely to be described as possessing leadership skills and willing to take charge, make decisions, and direct others * {%p endif %} * {%p if sixteenPF\_factors['<font color=red><b>Deferential</b></font> - tend to be overly accommodating, submissive, passive, and avoidant of conflict'] %} * **Problematically Deferential Tendencies:** Likely to be described as overly accommodating, submissive, passive, and conflict avoidant * **{%p endif %}**   {%p endif %} | |
| **Comments/Concerns** | The negative indicators suggested by testing raise concern about {{ first\_name }}’s DIMENSIONS. When {{ first\_name }} was asked about the negative indicators suggested by testing, {{ he }} responded:  I |

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| **California Psychological Inventory – 260 (CPI-260)** | |
| {% if CPI260\_validity == "Honest" %}{{ first\_name }} appears to have responded to the CPI's test items honestly and straightforwardly, and test results are considered valid. {% endif %}{% if CPI260\_validity == "Defensive" %}{{ first\_name }} responded to the CPI's test items defensively, raising concerns regarding overall honesty in response to test items, though {{ he }} {{ has }} not invalidated the testing protocol. Individuals who score similarly may:   * be unwilling to admit to minor faults and weaknesses * be moralistic * ingratiate themselves with superiors * overlook or ignore the feelings of subordinates   {% endif %}{% if CPI260\_snapshot["None"] %}Test results on the CPI-260 indicate that {{ first\_name }} scored similarly to individuals who are **not likely to have behavioral patterns related to background problems.** {% endif %}  {%p if CPI260\_snapshot["Poorly Suited"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of being rated **poorly suited** by psychologists with expertise in public safety screening. Applicants with scores in this range are more likely to be rated as "not suited" for public safety employment by psychologists with expertise in public safety pre-employment screening. They are likely to be seen by others as:   * careless * cynical * disorderly * dissatisfied * impulsive * moody * rebellious * reckless * restless * temperamental * sarcastic   {%p endif %}  {%p if CPI260\_snapshot["Job Performance"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of having background **problems related to job performance**. Applicants with scores in this range are more likely than the typical applicant to have a history of one or more of the following life experiences:     * being late to work once a month or more * being fired from a job two or more times * resigning from a job to avoid termination * having received two or more job reprimands * having had two or more emotional arguments at work * having had two or more disciplinary actions in the military * having a military discharge status of general or less than honorable * having received three or more citizen's complaints as an officer * being suspended from law enforcement duty * being fired from a law enforcement job after probation * being the subject of an internal affairs investigation   {%p endif %}  {%p if CPI260\_snapshot["Integrity"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of having background **problems related to integrity**.  {%p endif %}  {%p if CPI260\_snapshot["Anger Management"] %}  {{ first\_name }}'s responses indicated a high probability of having background **problems related to anger management**. Applicants with scores in this range are more likely than the typical applicant to have a history of one or more of the following life experiences:     * had two or more emotional arguments at work * have committed or been arrested for assault * being in fights since age 18 * being in fights after drinking * having hit a romantic partner   {%p endif %}  {%p if CPI260\_snapshot["Alcohol Use Concerns"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of having background **problems related to alcohol use concerns**. Applicants with scores in this range are more likely than the typical applicant to have a history of one or more of the following life experiences:     * to drink heavily several times per month or more * to drive while drinking sometimes, or to have been arrested for DUI * drank 3 or more drinks per day at one point in their lives * been in fights after drinking alcohol.   {%p endif %}  {%p if CPI260\_snapshot["Illegal Drug Use"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of having background **problems related to illegal drug use**. Applicants with scores in this range are more likely than the typical applicant to have a history of one or more of the following life experiences:     * to drink heavily several times a month or more * to sometimes drink while they are driving * to smoking half a pack of cigarettes a day or more * have been arrested for DUI * have been in fights after drinking alcohol * have used marijuana 21 or more times * have used marijuana in the last year * have used cocaine three or more times * have used cocaine during the past year * have used hallucinogens * have driven after using drugs * having sold drugs   {%p endif %}  {%p if CPI260\_snapshot["Substance Abuse"] %}  {{ first\_name }}'s responses on the CPI indicated a high probability of having background **problems related to a proclivity toward substance abuse**. Applicants with scores in this range are more likely the typical applicant to have a history of one or more of the following life experiences:     * to have used marijuana 21 or more times * to have used marijuana in the last year * to have used cocaine three or more times * to have used cocaine during the last year * to have used hallucinogens * to have driven after using drugs * or to having sold drugs   {%p endif %}  {%p if CPI260\_snapshot["Involuntary Departure"] %}  {{ first\_name }}'s responses on the CPI indicated a **high probability of involuntary departure (i.e. termination)**. Applicants with scores in this range are more likely to fail the probationary period or be terminated from employment. They are likely to be seen by others as:     * arrogant * bitter * boastful * cynical * dissatisfied * headstrong * impulsive * rebellious * reckless * restless * rude * temperamental * {%p endif %}   {% if CPI260\_positive.true\_values()|length == 0 and CPI260\_negative.true\_values()|length == 0 %}Compared to incumbent norms, {{ first\_name }}'s responses **did not yield any relevant scores related to job performance**. {% endif %}{% if CPI260\_positive.true\_values()|length != 0 and CPI260\_negative.true\_values()|length == 0 %}Compared to incumbent norms, {{ first\_name }}'s responses **did not yield any relevant scores related to unfavorable job performance**. {% endif %}{% if CPI260\_positive.true\_values()|length == 0 and CPI260\_negative.true\_values()|length != 0 %}Compared to incumbent norms, {{ first\_name }}'s responses **did not yield any relevant scores related to favorable job performance**. {% endif %}{% if CPI260\_positive.true\_values()|length != 0 %}Compared to incumbent norm indicators of **favorable job performance**, {{ first\_name }} scored similarly to individuals who may be described as:  {% endif %}   * {%p if CPI260\_positive["<b>Do</b>-Dominance - self-confident, ambitious, assertive"] %} * *self-confident, ambitious, assertive* * {%p endif %} * {%p if CPI260\_positive["<b>Cs</b>-Capacity for Status - gregarious, talkative, independent, self-confident"] %} * *gregarious, talkative, independent, self-confident* * {%p endif %} * {%p if CPI260\_positive["<b>Sy</b>-Sociability - social, outgoing, gregarious, ambitious, minimally self-doubting"] %} * *social, outgoing, gregarious, ambitious, minimally self-doubting* * {%p endif %} * {%p if CPI260\_positive["<b>Sp</b>-Social Presence - independent in decision-making, strong social skills, spontaneous, self-assured"] %} * *independent in decision-making, strong social skills, spontaneous, self-assured* * *{%p* endif %} * {%p if CPI260\_positive["<b>Sa</b>-Self-Acceptance - outgoing, self-assured, confident"] %} * *outgoing, self-assured, confident* * *{%p* endif %} * {%p if CPI260\_positive["<b>In</b>-Independence - independent, strong, resilient"] %} * *independent, strong, resilient* * *{%p* endif %} * {%p if CPI260\_positive["<b>Em</b>-Empathy - perceptive, intuitive, versatile, and one who shows initiative"] %} * *perceptive, intuitive, versatile, self-starting* * *{%p* endif %} * {%p if CPI260\_positive["<b>Re</b>-Responsibility - responsible, dependable, trustworthy, considerate, self-disciplined"] %} * *responsible, dependable, trustworthy, considerate, self-disciplined* * *{%p* endif %} * {%p if CPI260\_positive["<b>So</b>-Social Conformity - reliable, organized, and conscientious"] %} * *reliable, organized, conscientious* * {%p endif %} * {%p if CPI260\_positive["<b>Sc</b>-Self-Control - compliant, controlled, patient"] %} * *compliant, controlled, patient* * {%p endif %} * {%p if CPI260\_positive["<b>Cm</b>-Communality - reasonable, dependable, conscientious"] %} * *reasonable, dependable, conscientious* * {%p endif %} * {%p if CPI260\_positive["<b>Wb</b>-Well-Being - productive, cheerful, socially at ease, self-confident"] %} * *productive, cheerful, socially at ease, self-confident* * *{%p* endif %} * {%p if CPI260\_positive["<b>To</b>-Tolerance - cooperative, fair-minded, non-judgmental, realistic"] %} * *cooperative, fair-minded, non-judgmental, realistic* * *{%p* endif %} * {%p if CPI260\_positive["<b>Ac</b>-Achievement via Conformance - organized, methodical, mature, embodying leadership potential"] %} * *organized, methodical, mature, embodying leadership potential* * {%p endif %} * {%p if CPI260\_positive["<b>Ai</b>-Achievement via Independence - prudent, dependable, self-disciplined"] %} * *prudent, dependable, self-disciplined* * {%p endif %} * {%p if CPI260\_positive["<b>Cf</b>-Conceptual Fluency - resourceful, insightful, rational"] %} * *resourceful, insightful, rational* * *{%p* endif %} * {%p if CPI260\_positive["<b>Is</b>-Insightfulness – ambitious, efficient, logical, thorough"] %} * *ambitious, efficient, logical, thorough* * {%p endif %} * {%p if CPI260\_positive["<b>Fx</b>-Flexibility - flexible, adaptable"] %} * *flexible, adaptable* * *{%p* endif %}   {%p if CPI260\_negative.true\_values()|length != 0 %}  Compared to incumbent norm indicators of **unfavorable job performance**, {{ first\_name }} scored similarly to individuals who may be described as:  {%p endif %}   * {%p if CPI260\_negative["<b>Do (High)</b>-Dominance - domineering, overly controlling"] %} * *domineering, overly controlling* * {%p endif %} * {%p if CPI260\_negative["<b>Do (Low)</b>-Dominance - reticent, self-doubting, unassertive, unambitious, socially awkward, easily embarrassed, self-defeating, worrying"] %} * *reticent, self-doubting, unassertive, unambitious, socially awkward, easily embarrassed, self-defeating, worrying* * *{%p* endif %} * {%p if CPI260\_negative["<b>Cs</b>-Capacity for Status - having feelings of inadequacy, difficulty coping with complex social situations, poor verbal skills, and a tendency to give up in the face of setbacks or adversity"] %} * *having feelings of inadequacy, difficulty coping with complex social situations, poor verbal skills, tends to give up in the face of setbacks or adversity* * *{%p* endif %} * {%p if CPI260\_negative["<b>Sy</b>-Sociability - shy, reticent, ruminative, ill at ease in most social situations"] %} * *shy, reticent, ruminative, ill at ease in most social situations* * *{%p* endif %} * {%p if CPI260\_negative["<b>Sp</b>-Social Presence - inhibited, ill at ease in many social situations, worrying, self-defeating, unassertive, withdrawn"] %} * *inhibited, ill at ease in many social situations, worrying, self-defeating, unassertive, withdrawn* * {%p endif %} * {%p if CPI260\_negative["<b>Sa (High)</b>-Self-Acceptance - displaying narcissistic attributes, opportunistic, exploitative, demanding"] %} * *demanding, self-interested, indifferent to the needs of others* * *{%p* endif %} * {%p if CPI260\_negative["<b>Sa (Low)</b>-Self-Acceptance - hesitant to take firm or decisive actions, reluctant to get into situations involving direct competition with others"] %} * *hesitant to take firm or decisive actions, reluctant to get into situations involving direct competition with others* * *{%p* endif %} * {%p if CPI260\_negative["<b>In (High)</b>-Independence - indifferent to the opinions of others, unwilling to compromise or yield"] %} * *socially detached, does not value feedback, unconcerned with the perceptions of others* * *{%p* endif %} * {%p if CPI260\_negative["<b>In (Low)</b>-Independence - acquiescent in response to majority views, silent and submissive"] %} * *silent, submissive, deferential* * *{%p* endif %} * {%p if CPI260\_negative["<b>Em</b>-Empathy - unsure of themselves, self-defeating, and poor in dealing with uncertainty, change, and complexity."] %} * *prefers predictability and simplicity due to lacking self-confidence in adequately handling change, uncertainty, and complex situations* * *{%p* endif %} * {%p if CPI260\_negative["<b>Re</b>-Responsibility - impulsive, rebellious, reckless, careless, temperamental, cynical, dissatisfied, and suspicious"] %} * *impulsive, rebellious, reckless, careless, temperamental* * *{%p* endif %} * {%p if CPI260\_negative["<b>So (High)</b>-Social Conformity -displaying narcissistic attributes, opportunistic, exploitative, demanding"] %} * *Overly compliant and unwilling to question any authority* * *{%p* endif %} * {%p if CPI260\_negative["<b>So (Low)</b>-Social Conformity -rash, self-serving, poor at establishing relationships"] %} * *rebellious, distrustful, more prone to antisocial behavior* * *{%p* endif %} * {%p if CPI260\_negative["<b>Sc (High)</b>-Self-Control -judgmental toward others who are more candid and open"] %} * *overly controlled, prone to angry outbursts, judgmental toward others who are less constrained* * *{%p* endif %} * {%p if CPI260\_negative["<b>Sc (Low)</b>-Self-Control -disposed toward headstrong, under-controlled behavior that can lead to serious conflict with others"] %} * *impulsive, immature, judgmental toward others who are more constrained* * *{%p* endif %} * {%p if CPI260\_negative["<b>Gi (Low)</b>-Good Impression -quick to complain, criticize, and voice skepticism about the alleged purposes and qualities of their more conventional peers"] %} * *pleasure seeking and moody* * *{%p* endif %} * {%p if CPI260\_negative["<b>Cm-</b>Communality -self-doubting and generally unstable"] %} * *disorganized and unreliable* * *{%p* endif %} * {%p if CPI260\_negative["<b>Wb</b>-Well-Being -worrying, beset by problems and unsure about how to deal with them"] %} * *anxious and pessimistic* * *{%p* endif %} * {%p if CPI260\_negative["<b>To</b>-Tolerance -intolerant, doubtful about others, and may also have internal conflicts and broad dissatisfactions"] %} * *hostile, uninhibited, prone to feeling victimized* * *{%p* endif %} * {%p if CPI260\_negative["<b>Ac</b>-Achievement via Conformance -one who gives up easily, tends to be unsure of their own ability, self-defeating, and tends to value personal pleasure and short-term gains"] %} * *careless, unmotivated, rebellious* * *{%p* endif %} * {%p if CPI260\_negative["<b>Ai</b>-Achievement via Independence -having doubts about their own ability, as uncomfortable with ill-defined or ambiguous situations, and as having narrow interests"] %} * *uncomfortable with situations that are unstructured and require independent problem-solving* * *{%p* endif %} * {%p if CPI260\_negative["<b>Cf</b>-Conceptual Fluency -lacking in skills for dealing with the demands of life and work, having feelings of victimization, self-defeating, and dealing poorly with stress and trauma"] %} * *socially awkward, easily confused, unresourceful* * {%p endif %} * {%p if CPI260\_negative["<b>Is</b>-Insightfulness -avoiding intellectual complexity, holding conventional views, as ill at ease in social situations, feeling put-upon by the vicissitudes of life, and as having difficulty using whatever talents they might possess"] %} * *simplistically self-centered to the degree that it creates difficulties in understanding the viewpoints and motivation of others, leading to confusion and nervousness* * *{%p* endif %} * {%p if CPI260\_negative["<b>Fx</b>-Flexibility -conservative, moralistic, fastidious"] %} * *rigid, overly cautious, averse to change* * {%p endif %}   {% if CPI260\_crititems.true\_values() | length == 0 %}{{ first\_name }} did not endorse any relevant critical items. {% endif %}{% if CPI260\_crititems.true\_values() | length != 0 %}**{{ first\_name }} endorsed relevant critical items.** Each of the critical items is presented below, with {{ first\_name }}'s explanation for {{ his }} endorsement appearing under the item in the quoted text. The percentage following the indicator of whether the item was endorsed as true (T) or false (F) is the percent of applicants of the same sex, applying for a similar job type, who answered in the same way.  {% for item in CPI260\_crititems.true\_values() %}   * *{{ item }}*   “”  {% endfor %}  ***Critical items are considered the proprietary information of the test authors and should not be distributed and/or disclosed to the applicant or an applicant's designee.*** {% endif %} | |
| **Comments/Concerns** | The negative indicators suggested by testing raise concern about {{ first\_name }}’s DIMENSIONS. When {{ first\_name }} was asked about the negative indicators suggested by testing, {{ he }} responded:  I |

|  |  |
| --- | --- |
| **Minnesota Multiphasic Personality Inventory - 3** | |
| {% if MMPI\_L < 65 %}{{ first\_name }} appears to have responded to the MMPI's test items honestly and straightforwardly, indicating a willingness to admit minor faults and shortcomings. There is no evidence of underreporting and the results are considered to be valid. {% endif %}{% if MMPI\_L > 64 %}Test results on the MMPI-3 indicate a clinically significant elevation on the Uncommon Virtues scale. Individuals who score similarly may be presenting themselves in an overly favorable light by denying minor faults and shortcomings most individuals acknowledge. {% if policecandidate\_yesno and MMPI\_L > 80 %}Only {% if MMPI\_L > 80 and MMPI\_L < 84 %}3.2%{% endif %}{% if MMPI\_L >= 84 and MMPI\_L < 88 %}1.7%{% endif %}{% if MMPI\_L >= 88 %}0.2%{% endif %} of police candidates achieve this score or higher. {% endif %}Despite the elevation, this score does not invalidate the findings of this test, as in some cases, an individual may actually possess a higher number of moral virtues. However, this scale does support careful scrutiny of the applicant's history. If background investigation raises any concerns about {{ first\_name }}'s integrity and psychosocial functioning, or if there are any significant discrepancies found between {{ his }} self-report and confirmed background, {{ his }} suitability would likely decline. {% endif %}  {% if policecandidate\_yesno == False and MMPI\_HORC.true\_values()|length == 0 and MMPI\_SCD\_Int.true\_values()|length == 0 and MMPI\_EXT\_INT.true\_values()|length == 0 and MMPI\_PSY5.true\_values()|length == 0 %}**When compared to community norms**, {{ first\_name }} scored similarly to individuals who are emotionally stable, free from disabling psychopathology, and who do not appear to have problems coping with stress and pressure at this time. {% endif %}{% if policecandidate\_yesno and MMPI\_PCIR.true\_values()|length == 0 and MMPI\_HORC.true\_values()|length == 0 and MMPI\_SCD\_Int.true\_values()|length == 0 and MMPI\_EXT\_INT.true\_values()|length == 0 and MMPI\_PSY5.true\_values()|length == 0 %}**When compared to community norms**, {{ first\_name }} scored similarly to individuals who are emotionally stable, free from disabling psychopathology, and who do not appear to have problems coping with stress and pressure at this time. Additionally, **when compared to police candidate norms**, {{ first\_name }}'s scores fell within normal limits and do not indicate the presence of personality characteristics or behavioral tendencies that may interfere with {{ his }} ability to fulfill the essential duties and requirements of {{ indefinite\_article(jobtitle) | lower }}. {% endif %}{% if policecandidate\_yesno and MMPI\_PCIR.true\_values()|length != 0 and MMPI\_HORC.true\_values()|length == 0 and MMPI\_SCD\_Int.true\_values()|length == 0 and MMPI\_EXT\_INT.true\_values()|length == 0 and MMPI\_PSY5.true\_values()|length == 0 %}{{ first\_name }}'s scores on the MMPI do not indicate active psychopathology/mental disorder, as none of {{ his }} scores fell within the clinical range, however, {{ first\_name }}'s scores are unusual for a law enforcement candidate and suggest the presence of one or more job-relevant personality characteristics or behavioral tendencies that may interfere with {{ his }} ability to fulfill the essential duties and requirements of {{ indefinite\_article(jobtitle) | lower }}. {% endif %}  {% if MMPI\_HORC.true\_values()|length != 0 or MMPI\_SCD\_Int.true\_values()|length != 0 or MMPI\_EXT\_INT.true\_values()|length != 0 or MMPI\_PSY5.true\_values()|length != 0 %}When compared to **community norms**, {{ first\_name }}'s scores suggest:   * {%p if MMPI\_HORC['<b>EID < 39</b> - Well Adjusted'] %} * **an above-average level of emotional adjustment** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>BXD < 39</b> - High Behavioral Constraint'] %} * **a significant level of behavioral self-control, and a tendency to not engage in externalizing, acting-out behavior** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>RCd < 39</b> - High Morale-Life Satisfaction'] %} * **an above-average level of morale and life satisfaction** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>RC1 < 39</b> - Positive Physical Wellbeing'] %} * **no preoccupation with physical complaints** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>RC2 < 39</b> - Positive Psychological Wellbeing'] %} * **a high level of psychological well-being, a wide range of emotionally positive experiences, and feeling confident and energetic** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>RC4 < 39</b> - Below Average Past Antisocial Behavior'] %} * **little to no history of antisocial behavior** * **{%p endif %}** * **{%p if** MMPI\_SCD\_Int['<b>MLS < 39</b> - Positive Physical Wellbeing'] %} * **a general sense of physical well-being** * **{%p endif %}** * **{%p if** MMPI\_SCD\_Int['<b>NFC < 39</b> - Decisive and Effective'] %} * **a tendency toward** **decisiveness and efficaciousness**   + *Individuals who score similarly are likely to be self-reliant and power oriented.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>STR < 39</b> - Below Average Stress'] %} * **a below-average level of stress** * **{%p endif %}** * **{%p if** MMPI\_SCD\_Int['<b>WRY < 39</b> - Below Average Worry'] %} * **a below-average level of worry** * **{%p endif %}** * **{%p if** MMPI\_SCD\_Int['<b>ARX < 39</b> - Below Average Anxiety'] %} * **a below-average level of anxiety-related experiences** * **{%p endif %}** * **{%p if** MMPI\_EXT\_INT['<b>FML < 39</b> - Conflict Free Family Environment'] %} * **a conflict-free past and current family environment** * **{%p endif %}** * **{%p if** MMPI\_EXT\_INT['<b>IMP < 39</b> - Below Average Impulsivity'] %} * **a below-average level of impulsive behavior** * **{%p endif %}** * **{%p if** MMPI\_EXT\_INT['<b>CYN < 39</b> Disavows Cynical Beliefs'] %} * **a tendency to describe others as well-intentioned and trustworthy, and to disavow cynical beliefs** * **{%p endif %}** * **{%p if** MMPI\_EXT\_INT['<b>SAV < 39</b> - Enjoys Social Activities'] %} * **the enjoyment of** **social activities and events**   + *Individuals who score similarly are likely to be perceived as outgoing and gregarious.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SHY < 39</b> Little to No Shyness'] %} * **little or no social anxiety** * **{%p endif %}** * **{%p if** MMPI\_PSY5['<b>NEGE < 39</b> - Low Susceptibility to Negative Emotionality-Neuroticism'] %} * **a disinclination towards experiencing negative emotions** * **{%p endif %}** * **{%p if** MMPI\_PSY5['<b>INTR < 39</b> - Extroverted-High Positive Emotionality'] %} * **a disposition towards being socially engaged and experiencing a wide range of positive emotions** * **{%p endif %}** * **{%p if** MMPI\_HORC['<b>RC7 < 39</b> - Below Average Dysfunctional Negative Emotions'] %} * **a below average level of negative emotional experiences** * {%p endif %} * {%p if MMPI\_HORC['<b>RC9 < 39</b> - Low Energy'] %} * a below average low energy level * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>CMP > 61</b> - Compulsivity'] %} * a pattern of engaging in compulsive behavior   + *Individuals who score similarly may experience obsessions, are rigid and perfectionistic, and engage in compulsive behavior such as repetitive checking.* * {%p endif %} * {%p if MMPI\_HORC['<b>EID > 64</b> - Emotional-Internalizing Dysfunction'] %} * significant emotional distress   + *Individuals who score similarly experience a broad range of symptoms and difficulties associated with demoralization, low positive emotions, and negative emotional experiences (e.g., low morale; depression; anxiety; feeling overwhelmed, helpless, and pessimistic).* * {%p endif %} * {%p if MMPI\_HORC['<b>THD > 64</b> - Thought Dysfunction'] %} * significant thought dysfunction   + *Individuals who score similarly may experience a broad range of symptoms and difficulties associated with disordered thinking (e.g., paranoid and non-paranoid delusions, auditory and visual hallucinations, unrealistic thinking).* * {%p endif %} * {%p if MMPI\_HORC['<b>BXD > 64</b> - Behavioral-Externalizing Dysfunction'] %} * significant externalizing, acting-out behavior, which is likely to have resulted in difficulty   + *Individuals who score similarly experience abroad range of behaviors and difficulties associated with under-controlled behavior (e.g., substance abuse, history of criminal behavior, violent and abusive behavior, poor impulse control).* * {%p endif %} * {%p if MMPI\_HORC['<b>RCd > 64</b> - Demoralization'] %} * significant unhappiness and dissatisfication with current life circumstances   + *Individuals who score similarly endorse feelings of depression, feelings of hopelessness and pessimism about the future, difficulty coping with stress, low self-esteem, feeling incapable of dealing with current life circumstances, difficulty concentrating, a tendency toward worry and ruminative, and feeling sad-pessimistic-insecure.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC1 > 64</b> - Somatic Complaints'] %} * the presence of multiple somatic complaints that may include head pain and neurological and gastrointestinal symptoms   + *Individuals who score similarly may be preoccupied with physical health concerns, as they present with multiple somatic complaints and are likely to complain of fatigue. There may be a psychological component to their somatic complaints, as they likely perceive their physical problems to be life-interfering and may be prone to developing physical symptoms in response to stress.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC2 > 64</b> - Low Positive Emotions'] %} * a lack of positive emotional experiences and a significant loss of interest and ability to feel pleasure   + *Individuals who score similarly present with pessimism and lack of energy, and they are likely to present as socially introverted or disengaged.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SFI < 39</b> - Low Perception of Self'] %} * a low level of self-esteem * {%p endif %} * {%p if MMPI\_HORC['<b>RC4 > 64</b> - Antisocial Behavior'] %} * a significant history of antisocial behavior   + *Individuals who score similarly may have a history of juvenile delinquency or have been involved with the criminal justice system. They may have difficulty conforming to societal norms and expectations, experience conflictual interpersonal relationships, and struggle with individuals in positions of authority. They tend to be impulsive, act-out when bored, engage in substance abuse, and exhibit interpersonal aggression, and they likely have a history of familial discord.* * {%p endif %} * {%p if MMPI\_PSY5['<b>DISC < 39</b> - Overly Constrained'] %} * a pattern of overly controlled behavior * {%p endif %} * {%p if MMPI\_PSY5['<b>AGGR < 39</b> - Unassertive'] %} * a tendency to be unassertive * {%p endif %} * {%p if MMPI\_HORC['<b>RC6 > 64</b> - Ideas of Persecution'] %} * significant persecutory ideation, such as believing that others seek to harm {{ him }}   + *Individuals who score similarly likely have persecutory beliefs, are suspicious and distrustful, experience interpersonal difficulties as a result of suspiciousness, lack insight, and tend to blame others for their difficulties.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>DOM < 39</b> - Submissive'] %} * passivity and submissiveness, a tendency to avoid leadership roles, and a tendency to give into the wishes of others   + *Individuals who score similarly are likely passive and submissive in interpersonal relationships* * {%p endif %} * {%p if MMPI\_HORC['<b>RC7 > 64</b> - Dysfunctional Negative Emotions'] %} * various negative emotional experiences, including anger, anxiety, and fear   + *Individuals who score similarly are likely behaviorally inhibited due to negative emotions. They may experience intrusive ideation, problems with sleep (including nightmares), and excessive worry. They are likely anger-prone, stress-reactive, guilt-prone, and self-critical. They tend to engage in obsessive rumination and perceive others to be overly critical.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC8 > 64</b> - Aberrant Experiences'] %} * having unusual thoughts and perceptual processes   + *Individuals who score similarly may experience thought disorganization, engage in unrealistic thinking, dissociation, and/or believe they have unusual sensory-perceptual abilities.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC9 > 64</b> - Hypomanic Activation'] %} * above average excitability and impulsivity   + *Individuals who score similarly may be restless and easily bored. They may appear overactivated as manifested in poor impulse control, sensation-seeking, risk-taking, and other under controlled behavior, aggression, mood instability, euphoria, and excitability. They also may have a history of symptoms associated with manic or hypomanic episodes.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>MLS > 64</b> - Malaise'] %} * experiencing poor health and feeling weak or tired   + *Individuals who score similarly are preoccupied with poor health and likely complain of sleep disturbance, fatigue, low energy, and sexual dysfunction.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>NUC > 64</b> - Neurological Complaints'] %} * vague neurological complaints   + *Individuals who score similarly likely present with multiple somatic complaints. They may be preoccupied with physical health concerns, are prone to developing physical symptoms in response to stress, and are likely to present with dizziness, coordination difficulties, and sensory problems.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>COG > 64</b> - Cognitive Complaints'] %} * a diffuse pattern of cognitive complaints   + *Individuals who score similarly report many and varied cognitive difficulties.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>HLP > 64</b> - Helplessness-Hopelessness'] %} * significant feelings of helplessness and/or hopelessness and pessimism   + *Individuals who score similarly may feel overwhelmed and as though life is overly difficult. They may lack motivation for change and believe they cannot be helped.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>SFD > 64</b> - Self-Doubt'] %} * feelings of self-doubt and futility   + *Individuals who score similarly may feel inferior and insecure, be prone to rumination, self-disparaging, and present with lack of confidence and feelings of uselessness.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>NFC > 64</b> - Inefficacy'] %} * a pattern of being passive, indecisive, and inefficacious   + *Individuals who score similarly may experience subjective incompetence, shame, and may lack perseverance and self-reliance.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>STR > 64</b> - Stress'] %} * an above-average level of stress   + *Individuals who score similarly may complain about stress and feel incapable of controlling their anxiety level.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>WRY > 64</b> - Worry'] %} * excessive worry, including worries about misfortune and finances, as well as preoccupation with disappointments   + *Individuals who score similarly tend toward excessive worry and rumination.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>ARX > 64</b> - Anxiety'] %} * multiple anxiety-related experiences, including generalized anxiety, reexperiencing, and/or panic   + *Individuals who score similarly may experience significant anxiety-related problems, intrusive thoughts, sleep difficulties (including nightmares), and possible posttraumatic distress.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>ANP > 64</b> - Anger Proneness'] %} * a proclivity towards anger   + *Individuals who score similarly may have problems with anger, irritability, have low frustration tolerance, hold grudges, have temper tantrums, and may be hostile and argumentative.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>BRF > 64</b> - Behavior-Restricting Fears'] %} * multiple fears that significantly restrict normal activity in and outside of the home   + *Individuals who score similarly may be described as generally fearful.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>FML > 64</b> - Family Problems'] %} * conflictual family relationships and lack of support from family members   + *Individuals who score similarly are likely to experience family conflicts and poor family functioning. They may have strong negative feelings about family members and may blame family members for their own difficulties.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>JCP > 64</b> - Juvenile Conduct Problems'] %} * a history of juvenile conduct problems   + *Individuals who score similarly likely have a history of juvenile delinquency, criminal involvement, and/or antisocial behavior. They may experience conflictual interpersonal relationships, engage in acting-out behavior, and have difficulty with individuals in positions of authority.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SUB > 64</b> - Substance Abuse'] %} * significant past and current substance abuse   + *Individuals who score similarly likely have a history of problematic use of alcohol or drugs, including misuse of prescription medication, and may have a history of legal problems related to substance abuse.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>IMP > 64</b> - Impulsivity'] %} * a history of problematic impulsive behavior.   + *Individuals who score similarly are likely to engage in carefree behavior, exercise poor impulse control, and may have a history of hyperactive behavior.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>ACT > 64</b> - Activation'] %} * experiencing episodes of heightened excitation and energy level   + *Individuals who score similarly may experience excessive activation and may have a history of symptoms associated with manic or hypomanic episodes.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>AGG > 64</b> - Aggression'] %} * engaging in episodes of physically aggressive, violent behavior and losing control   + *Individuals who score similarly may have a history of violent behavior toward others, are abusive, and experience anger related problems.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>CYN > 64</b> Cynicism'] %} * a tendency to be cynical, mistrustful of others, to believe that others look out only for their own interest   + *Individuals who score similarly may be hostile and feel alienated by others, are distrustful of others, are self-centered and lacking in empathy, and have negative interpersonal experiences.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SFI > 64</b> - Self-Importance'] %} * a grandiose sense of self   + *Individuals who score similarly may seek acclaim and have a sense of superiority.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>DOM > 64</b> - Dominance'] %} * a tendency to have strong opinions, to be assertive and direct, and to view oneself as a leader   + *Individuals who score similarly may believe they have leadership capabilities but are likely to be viewed by others as overly assertive and domineering.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>DSF > 64</b> - Disaffiliativeness'] %} * a tendency to dislike others, and being around others   + *Individuals who score similarly are likely antisocial, socially introverted, and emotionally disconnected.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SAV > 64</b> - Social Avoidance'] %} * an avoidance of social interactions and events   + *Individuals who score similarly are likely to be introverted, have difficulty forming close friendships, and are emotionally restricted.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SHY > 64</b> Shyness'] %} * shyness, easy embarrasment, and discomfort when around others   + *Individuals who score similarly are likely to be socially introverted and inhibited, anxious and nervous in social situations, and may be viewed by others as socially awkward.* * {%p endif %} * {%p if MMPI\_PSY5['<b>AGGR > 64</b> - Aggressiveness'] %} * a history of instrumentally aggressive behavior   + *Individuals who score similarly may have a history of violent behavior toward others, are abusive, and experience anger related problems.* * {%p endif %} * {%p if MMPI\_PSY5['<b>PSYC > 64</b> - Psychoticism'] %} * unusual beliefs and perceptions   + *Individuals who score similarly may experience unusual thought processes and perceptual phenomena, feel alienated from others, engage in unrealistic thinking, and present with impaired reality testing.* * {%p endif %} * {%p if MMPI\_PSY5['<b>DISC > 64</b> - Disconstraint'] %} * impulsivity and a pattern of engaging in acting-out behaviors, such as sensation-seeking or excitement-seeking behaviors   + *Individuals who score similarly may be behaviorally disconstrained, engage in acting-out behaviors and impulsivity, and engage in sensation seeking or excitement seeking behaviors.* * {%p endif %} * {%p if MMPI\_PSY5['<b>NEGE > 64</b> - Negative Emotionality-Neuroticism'] %} * experiencing an elevated level of negative emotionality   + *Individuals who score similarly may experience various negative emotions including, anxiety, insecurity, and worry. They may experience inhibited behavior due to negative emotions, intrusive ideation, and may be prone to guilt and/or self-critique.* * {%p endif %} * {%p if MMPI\_PSY5['<b>INTR > 64</b> - Introversion-Low Positive Emotionality'] %} * a lack of positive emotional experiences and a tendency to avoid social situations   + *Individuals who score similarly may lack positive emotional experiences; they may experience significant problems with anhedonia, lack interests, and have a tendency to be pessimistic and/or socially introverted.* * {%p endif %} * {%p if MMPI\_HORC['<b>RCd > 73</b> - Demoralization'] %} * **significant demoralization, feelings of being overwhelmed, and extreme sadness and dissatisfaction with current life circumstances**    + *Individuals who score similarly endorse feelings of depression, feelings of hopelessness and pessimism about the future, difficulty coping with stress, low self-esteem, feeling incapable of dealing with current life circumstances, difficulty concentrating, a tendency toward worry and ruminative, and feeling sad-pessimistic-insecure.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC8 > 74</b> - Aberrant Experiences'] %} * **remarkably unusual thoughts and perceptions**    + *Individuals who score similarly may experience thought disorganization, engage in unrealistic thinking, dissociation, and/or believe they have unusual sensory-perceptual abilities.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>MLS > 74</b> - Malaise'] %} * **substantial feelings of malaise, manifested in poor health and feeling weak, tired, and/or incapacitated**    + *Individuals who score similarly are preoccupied with poor health and likely complain of sleep disturbance, fatigue, low energy, and sexual dysfunction.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>EAT > 74</b> - Eating Concerns'] %} * **significantly problematic eating behaviors** * **{%p endif %}** * **{%p if** MMPI\_SCD\_Int['<b>COG > 75</b> - Cognitive Complaints'] %} * **a wide-ranging pattern of concerning cognitive difficulties including memory problems, difficulties with attention and concentration, and possible confusion**    + *Individuals who score similarly may complain about memory problems, have low frustration and stress tolerance, and may experience inattention and/or concentration.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>STR > 75</b> - Stress'] %} * **a high number of problems involving stress and feeling nervous**    + *Individuals who score similarly may complain about stress and feel incapable of controlling their anxiety level.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>CMP > 75</b> - Compulsivity'] %} * **a worrisome pattern of engaging in compulsive behavior, including repetitive checking and counting**    + *Individuals who score similarly may experience obsessions, are rigid and perfectionistic, and engage in compulsive behavior such as repetitive checking*. * {%p endif %} * {%p if MMPI\_HORC['<b>RC1 > 76</b> - Somatic Complaints'] %} * **a substantial pattern of somatic complaints involving several different bodily systems that likely include head pain and neurological and gastrointestinal symptoms.**    + *Individuals who score similarly may be preoccupied with physical health concerns, as they present with multiple somatic complaints and are likely to complain of fatigue. There may be a psychological component to their somatic complaints, as they likely perceive their physical problems to be life-interfering and may be prone to developing physical symptoms in response to stress.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>NFC > 76</b> - Inefficacy'] %} * **a pattern of significant indecisiveness and inefficaciousness, as well as a pattern of being incapable of making decisions and dealing effectively with crisis situations, and having difficulties when dealing with small, inconsequential matters.**    + *Individuals who score similarly may experience subjective incompetence, shame, and may lack perseverance and self-reliance.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SAV > 76</b> - Social Avoidance'] %} * **avoidance of social interactions and events**    + *Individuals who score similarly are likely to be introverted, have difficulty forming close friendships, and are emotionally restricted.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC4 > 77</b> - Antisocial Behavior'] %} * **serious past and current antisocial behavior**    + *Individuals who score similarly may have a history of juvenile delinquency or have been involved with the criminal justice system. They may have difficulty conforming to societal norms and expectations, experience conflictual interpersonal relationships, and struggle with individuals in positions of authority. They tend to be impulsive, act-out when bored, engage in substance abuse, and exhibit interpersonal aggression, and they likely have a history of familial discord.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>SFD > 77</b> - Self-Doubt'] %} * **a marked lack of confidence, feelings of worthlessness, and a belief of burdensomeness to others**    + *Individuals who score similarly may feel inferior and insecure, be prone to rumination, self-disparaging, and present with lack of confidence and feelings of uselessness.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>ANP > 77</b> - Anger Proneness'] %} * **a tendency to get upset easily, be impatient with others, to be easily angered, and sometimes even to be overcome by anger**    + *Individuals who score similarly may have problems with anger, irritability, have low frustration tolerance, hold grudges, have temper tantrums, and may be hostile and argumentative.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>DSF > 77</b> - Disaffiliativeness'] %} * **a strong tendency to dislike others, and a preference to be alone**    + *Individuals who score similarly are likely antisocial, socially introverted, and emotionally disconnected.* * {%p endif %} * {%p if MMPI\_HORC['<b>RC6 > 78</b> - Ideas of Persecution'] %} * **prominent persecutory ideation that may rise to the level of paranoid delusions**    + *Individuals who score similarly likely have persecutory beliefs, are suspicious and distrustful, experience interpersonal difficulties as a result of suspiciousness, lack insight, and tend to blame others for their difficulties.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>CYN > 78</b> Cynicism'] %} * **a significant pattern of cynicism and a hostile view of others, being distrustful of others, and believing others lie to get ahead and look out only for their own interests**    + *Individuals who score similarly may be hostile and feel alienated by others, are distrustful of others, are self-centered and lacking in empathy, and have negative interpersonal experiences.* * {%p endif %} * {%p if MMPI\_HORC['<b>EID > 79</b> - Emotional-Internalizing Dysfunction'] %} * **significant emotional distress, suggesting potential psychiatric crisis**    + *Individuals who score similarly experience a broad range of substantial symptoms and difficulties associated with demoralization, low positive emotions, and negative emotional experiences (e.g., low morale, depression, anxiety, feeling overwhelmed, helpless, pessimistic).* * {%p endif %} * {%p if MMPI\_HORC['<b>THD > 79</b> - Thought Dysfunction'] %} * **serious thought dysfunction**    + *Individuals who score similarly may experience a broad range of symptoms and difficulties associated with disordered thinking (e.g., paranoid and non-paranoid delusions, auditory and visual hallucinations, unrealistic thinking).* * {%p endif %} * {%p if MMPI\_HORC['<b>BXD > 79</b> - Behavioral-Externalizing Dysfunction'] %} * **a remarkable history of difficulty related to considerable externalizing, acting-out behavior that is very likely to result in continued marked dysfunction**    + *Individuals who score similarly experience abroad range of behaviors and difficulties associated with under controlled behavior (e.g., substance abuse, history of criminal behavior, violent and abusive behavior, poor impulse control).* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>SUI > 79</b> - Suicidal-Death Ideation'] %} * **current suicidal ideation and a history of suicidal ideation and attempts**    + *Individuals who score similarly may have recently attempted suicide. There are also likely preoccupied with suicide and death and are at risk for self-harm and/or a suicide attempt.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>HLP > 79</b> - Helplessness-Hopelessness'] %} * **feelings of having lost and of having the inability to change, overcome problems, or achieve life goals**    + *Individuals who score similarly likely feel overwhelmed and as though life is overly difficult. They may lack motivation for change and believe they cannot be helped.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>ARX > 79</b> - Anxiety'] %} * **multiple anxiety-related experiences, including generalized anxiety, reexperiencing, and/or panic**    + *Individuals who score similarly may experience significant anxiety-related problems, intrusive thoughts, sleep difficulties (including nightmares), and possible posttraumatic distress.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>FML > 79</b> - Family Problems'] %} * **remarkably** **conflictual family relationships and negative family attitudes; likely experiences include frequent quarrels, dislike of family members, feeling unappreciated by family members, and feeling that family members cannot be counted on in a time of need**    + *Individuals who score similarly are likely to experience family conflicts and poor family functioning. They may have strong negative feelings about family members and may blame family members for their own difficulties.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>JCP > 79</b> - Juvenile Conduct Problems'] %} * **a significant history of juvenile conduct problems such as problematic behavior at school, stealing, and being arrested**    + *Individuals who score similarly likely have a history of juvenile delinquency, criminal involvement, and/or antisocial behavior. They may experience conflictual interpersonal relationships, engage in acting-out behavior, and have difficulty with individuals in positions of authority.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>SUB > 79</b> - Substance Abuse'] %} * **a significant history of substance abuse, current substance abuse, frequent use of alcohol and drugs, using alcohol to "relax and open up," and inappropriate use of prescription medication**    + *Individuals who score similarly likely have a history of problematic use of alcohol or drugs, including misuse of prescription medication, and may have a history of legal problems related to substance abuse.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>ACT > 79</b> - Activation'] %} * **experiencing episodes of heightened excitation and energy level, uncontrollable mood swings, and lack of sleep**    + *Individuals who score similarly may experience excessive activation and may have a history of symptoms associated with manic or hypomanic episodes.* * {%p endif %} * {%p if MMPI\_PSY5['<b>PSYC > 79</b> - Psychoticism'] %} * **a broad range of highly unusual beliefs and perceptions**    + *Individuals who score similarly may experience unusual thought processes and perceptual phenomena, feel alienated from others, engage in unrealistic thinking, and present with impaired reality testing.* * {%p endif %} * {%p if MMPI\_PSY5['<b>AGGR > 79</b> - Aggressiveness'] %} * **a substantial history of instrumentally aggressive behavior, and strongly held beliefs**    + *Individuals who score similarly may have a history of violent and/or abusive behavior toward others and are more likely to experience anger related problems.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>EAT > 84</b> - Eating Concerns'] %} * **substantially problematic eating behaviors, including binging and purging**    + *Individuals who score similarly likely experience some combination of concerns about weight and body shape, restricted eating, and loss of control overeating.* * {%p endif %} * {%p if MMPI\_EXT\_INT['<b>AGG > 85</b> - Aggression'] %} * **a worrisome history of physically aggressive, violent behavior toward others, including explosive behavior and physical altercations, and an enjoyment of intimidating others**    + *Individuals who score similarly may have a history of violent and/or abusive behavior toward others and experience anger related problems.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>NUC > 87</b> - Neurological Complaints'] %} * **many vague neurological complaints (e.g., dizziness, loss of balance, numbness, weakness, paralysis, and loss of control over movement)**    + *Individuals who score similarly likely present with multiple somatic complaints. They may be preoccupied with physical health concerns, are prone to developing physical symptoms in response to stress, and are likely to present with dizziness, coordination difficulties, and sensory problems.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<font color=red><b>SUI > 57</b></font> - Suicidal-Death Ideation'] %} * **a history of suicidal ideation and/or past suicide attempts**    + *Individuals who score similarly may have recently attempted suicide. There are also likely preoccupied with suicide and death and are at risk for self-harm and/or a suicide attempt.* * {%p endif %} * {%p if MMPI\_SCD\_Int['<b>BRF > 99</b> - Behavior-Restricting Fears'] %} * **multiple fears that significantly restrict normal activity in and outside of the home, including fears of leaving home, open spaces, small spaces, the dark, dirt, sharp objects, and handling money**    + *Individuals who score similarly may have fears of leaving home, open spaces, small spaces, the dark, dirt, sharp objects, and handling money.* * {%p endif %}   {% endif %}  {% if policecandidate\_yesno and MMPI\_PCIR.true\_values()|length != 0 %}When {{ first\_name }}'s responses were **compared with responses identified by empirical research as relevant to law enforcement suitability**, correlations between {{ his }} scores and the following areas of job performance were found:     * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RCd > 52</b> - Demoralization'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC7 > 52</b> - Dysfunctional Negative Emotions'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>MLS > 58</b> - Malaise'] or MMPI\_PCIR['<b>STR > 52</b> - Stress'] or MMPI\_PCIR['<b>WRY > 53</b> - Worry'] or MMPI\_PCIR['<b>ANP > 52</b> - Anger Proneness'] or MMPI\_PCIR['<b>BRF > 62</b> - Behavior Restricting Fears'] or MMPI\_PCIR['<b>FML > 54</b> - Family Problems'] or MMPI\_PCIR['<b>CYN > 59</b> - Cynicism'] or MMPI\_PCIR['<b>DSF > 57</b> - Disaffiliativeness'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>SHY > 54</b> - Shyness'] or MMPI\_PCIR['<b>AGGR > 62</b> - Aggressiveness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>NEGE > 52</b> - Negative Emotionality-Neuroticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Emotional Control and Stress Tolerance Problems - Individuals who score similarly may have deficits in the ability to maintain emotional and behavioral control under pressure and other adverse circumstances. Unfavorable job behaviors related to this domain include:   + overreaction to provocation or challenge   + moodiness and irritability   + inaction or excessive hesitancy in the face of emergency or other high-stress conditions   + poor stress tolerance or resilience   + failure to properly employ tactics and knowledge under stressful conditions * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>COG > 52</b> - Cognitive Complaints'] or MMPI\_PCIR['<b>HLP > 57</b> - Helplessness-Hopelessness'] or MMPI\_PCIR['<b>NFC > 54</b> - Inefficacy'] or MMPI\_PCIR['<b>FML > 54</b> - Family Problems'] or MMPI\_PCIR['<b>ACT > 64</b> - Activation'] or MMPI\_PCIR['<b>DSF > 57</b> - Disaffiliativeness'] or MMPI\_PCIR['<b>SHY > 54</b> - Shyness'] or MMPI\_PCIR['<b>NEGE > 52</b> - Negative Emotionality-Neuroticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Routine Task Performance Problems – Individuals who score similarly may struggle to apply job-relevant knowledge, skills, and abilities in the context of routine demands. Unfavorable job behaviors related to this domain include:   + performing with little or no confidence   + avoiding challenges   + difficulty performing routine tasks and job functions (i.e. report writing, navigation, etc.) * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>THD > 54</b> - Thought Dysfunction'] or MMPI\_PCIR['<b>RC7 > 52</b> - Dysfunctional Negative Emotions'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>HLP > 57</b> - Helplessness-Hopelessness'] or MMPI\_PCIR['<b>NFC > 54</b> - Inefficacy'] or MMPI\_PCIR['<b>ARX > 53</b> - Anxiety Related Experiences'] or MMPI\_PCIR['<b>ACT > 64</b> - Activation'] or MMPI\_PCIR['<b>SHY > 54</b> - Shyness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Decision-making/Judgment Problems – Individuals who score similarly may struggle in their ability to plan, prioritize, take decisive action, and make decisions under normal conditions. Unfavorable job behaviors related to this domain include:   + failing to make decisions or take action   + not "thinking on one's feet"   + failing to make midcourse corrections when needed   + not seeing the "big picture" * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>AGG > 54</b> - Aggression'] or MMPI\_PCIR['<b>CYN > 59</b> - Cynicism'] or MMPI\_PCIR['<b>SFI > 71</b> - Self - Importance'] or MMPI\_PCIR['<b>DOM > 68</b> - Dominance'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] or MMPI\_PCIR['<b>NEGE > 52</b> - Negative Emotionality-Neuroticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Feedback Acceptance Problems – Individuals who score similarly may have difficulty considering one's own role in, or contribution to, problems and, in the face of constructive criticism, struggle to integrate feedback into a plan for self-improvement. Unfavorable job behaviors related to this domain include:   + excessive defensiveness   + blaming others   + dismissing or minimizing the credibility of negative feedback * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC7 > 52</b> - Dysfunctional Negative Emotions'] or MMPI\_PCIR['<b>HLP > 57</b> - Helplessness-Hopelessness'] or MMPI\_PCIR['<b>NFC > 54</b> - Inefficacy'] or MMPI\_PCIR['<b>DSF > 57</b> - Disaffiliativeness'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>SHY > 54</b> - Shyness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Assertiveness Problems – Individuals who score similarly may have limitations in their ability to interact confidently with others, act assertively, and, when necessary, exert dominance and control over others. Unfavorable job behaviors related to this domain include:   + failure to engage with others   + isolating oneself or avoiding interpersonal contact   + being overly submissive or timid   + lacking "command presence"   + communicating unclearly * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC7 > 52</b> - Dysfunctional Negative Emotions'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>HLP > 57</b> - Helplessness-Hopelessness'] or MMPI\_PCIR['<b>WRY > 53</b> - Worry'] or MMPI\_PCIR['<b>FML > 54</b> - Family Problems'] or MMPI\_PCIR['<b>ACT > 64</b> - Activation'] or MMPI\_PCIR['<b>AGG > 54</b> - Aggression'] or MMPI\_PCIR['<b>CYN > 59</b> - Cynicism'] or MMPI\_PCIR['<b>SFI > 71</b> - Self - Importance'] or MMPI\_PCIR['<b>DOM > 68</b> - Dominance'] or MMPI\_PCIR['<b>DSF > 57</b> - Disaffiliativeness'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>AGGR > 62</b> - Aggressiveness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Social Competence and Teamwork Problems – Individuals who score similarly may have problems in their ability to communicate with tact and sensitivity, work effectively with others, accept authority and direction, and function as an effective member of a team. Unfavorable job behaviors related to this domain include:   + generating interpersonal conflict and complaints   + showing bias   + behaving rudely   + resisting authority   + denigrating others   + failing to cooperate   + alienating citizens and/or coworkers * {%p endif %} * {%p if MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RCd > 52</b> - Demoralization'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC6 > 56</b> - Ideas of Persecution'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>JCP > 60</b> - Juvenile Conduct Problems'] or MMPI\_PCIR['<b>SUB > 53</b> - Substance Abuse'] or MMPI\_PCIR['<b>CYN > 59</b> - Cynicism'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] %} * Integrity Problems – Individuals who score similarly may fail to maintain high standards of morality and ethics in one's personal and professional conduct; including, noncompliance with organizational and societal rules, and exploiting the privileges and access of one's position for personal and/or other illegitimate interests. Unfavorable job behaviors related to this domain include:   + corruption   + exploitation   + dishonesty   + deception   + misrepresentation   + boundary violations   + illegal behavior * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>THD > 54</b> - Thought Dysfunction'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RCd > 52</b> - Demoralization'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>MLS > 58</b> - Malaise'] or MMPI\_PCIR['<b>NFC > 54</b> - Inefficacy'] or MMPI\_PCIR['<b>WRY > 53</b> - Worry'] or MMPI\_PCIR['<b>ARX > 53</b> - Anxiety Related Experiences'] or MMPI\_PCIR['<b>JCP > 60</b> - Juvenile Conduct Problems'] or MMPI\_PCIR['<b>ACT > 64</b> - Activation'] or MMPI\_PCIR['<b>AGG > 54</b> - Aggression'] or MMPI\_PCIR['<b>DSF > 57</b> - Disaffiliativeness'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>SHY > 54</b> - Shyness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>NEGE > 52</b> - Negative Emotionality-Neuroticism'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * Conscientiousness and Dependability Problems – Individuals who score similarly may have difficulty with diligently and reliably fulfilling employment and other obligations. Unfavorable job behaviors related to this domain include:   + taking impermissible shortcuts   + disorganization   + safety violations   + property damage due to neglect or inattention   + missing deadlines   + missing court and mandatory appearances   + failing to complete assignments   + lack of initiative and/or perseverance * {%p endif %} * {%p if MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC7 > 52</b> - Dysfunctional Negative Emotions'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>SUB > 53</b> - Substance Abuse'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] %} * Substance Use Problems – Individuals who score similarly may have current and past problematic use of alcohol and/or drugs. Compared with other police candidates or trainees, {{ first\_name }}'s score suggest that {{ he }} may be more likely to have a history of problems with both alcohol and drug use, as well as general law violations. Unfavorable job behaviors related to this domain include:   + fights and/or arguments   + employment problems   + arrests or other legal problems   + tardiness or absenteeism * {%p endif %} * {%p if MMPI\_PCIR['<b>EID > 52</b> - Emotional-Internalizing Dysfunction'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>ANP > 52</b> - Anger Proneness'] or MMPI\_PCIR['<b>JCP > 60</b> - Juvenile Conduct Problems'] or MMPI\_PCIR['<b>IMP > 57</b> - Impulsivity'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] or MMPI\_PCIR['<b>NEGE > 52</b> - Negative Emotionality-Neuroticism'] %} * Impulse Control Problems – Individuals who score similarly may engage in impulsive and/or unnecessarily risky behavior that threatens the safety or interests of oneself or others, or react to situations without the proper degree of emotional and behavioral restraint and control. Unfavorable job behaviors related to this domain include:   + driving beyond the limits of one's abilities   + failing to take proper precautions during high-risk activities   + recklessness * {%p endif %}   When {{ first\_name }}'s responses are **compared to the responses of other police candidates**, {{ his }} scores suggest that {{ he }} may be more likely to:   * {%p if MMPI\_PCIR['<b>DOM > 68</b> - Dominance'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * be demanding * {%p endif %} * {%p if MMPI\_PCIR['<b>RC4 > 54</b> - Antisocial Behavior'] %} * become easily discouraged and have difficulty coping with stress * {%p endif %} * {%p if MMPI\_PCIR['<b>DOM > 68</b> - Dominance'] %} * be opinionated and outspoken and to fail to consider others' needs and feelings * {%p endif %} * {%p if MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>AGGR > 62</b> - Aggressiveness'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * become impatient with others over minor infractions * {%p endif %} * {%p if MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * have difficulty trusting others * {%p endif %} * {%p if MMPI\_PCIR['<b>THD > 54</b> - Thought Dysfunction'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * have thoughts, perceptions, and/or experiences that are rarely reported * {%p endif %} * {%p if MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * hold overly suspicious views about the motives and actions of others * {%p endif %} * {%p if MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] %} * become easily discouraged and have difficulty coping with stress * {%p endif %} * {%p if MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] %} * worry about problems and be uncertain about how to deal with them * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] %} * be unprepared to take decisive action in times of stress or emergency * {%p endif %} * {%p if MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * be made anxious by change and uncertainty * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] %} * avoid situations that others generally view as benign and non-intimidating * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * be ill at ease in dealing with others * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] %} * be unsure and act hesitantly * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] %} * have difficulty creating and sustaining mutually satisfying relationships * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * have a limited social support network * {%p endif %}   When {{ first\_name }}'s responses are **compared to the responses of** **other police officers and trainees**, {{ his }} scores suggest that {{ he }} may be more likely to exhibit difficulties:   * {%p if MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * carrying out tasks under non-stressful conditions * {%p endif %} * {%p if MMPI\_PCIR['<b>AGG > 54</b> - Aggression'] %} * accepting and responding to constructive performance feedback * with complaints from the public stemming from rude and/or overbearing behavior * cooperating with peers and/or supervisors * {%p endif %} * {%p if MMPI\_PCIR['<b>DOM > 68</b> - Dominance'] or MMPI\_PCIR['<b>AGGR > 62</b> - Aggressiveness'] %} * cooperating with peers and/or supervisors * {%p endif %} * {%p if MMPI\_PCIR['<b>RC6 > 56</b> - Ideas of Persecution'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * with complaints from the public and investigations about conduct unbecoming a police officer * {%p endif %} * {%p if MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * performing under stressful conditions, including appropriately applying instructions and adhering to policy * {%p endif %} * {%p if MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] %} * prioritizing and performing multiple and essential functions of the job, in quick succession, while maintaining good situational awareness * {%p endif %} * {%p if MMPI\_PCIR['<b>THD > 54</b> - Thought Dysfunction'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] %} * reliably attending court, as well as with general punctuality and attendance * {%p endif %} * {%p if MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] %} * with effective decision-making * {%p endif %} * {%p if MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] %} * with initiative and drive, such as obtaining information and evidence needed to solve crimes and explain incidents * {%p endif %} * {%p if MMPI\_PCIR['<b>THD > 54</b> - Thought Dysfunction'] or MMPI\_PCIR['<b>RC8 > 54</b> - Aberrant Experiences'] or MMPI\_PCIR['<b>PSYC > 58</b> - Psychoticism'] or MMPI\_PCIR['<b>AGGR > 62</b> - Aggressiveness'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * with overall care, attention to detail, and dependability/reliability * {%p endif %} * {%p if MMPI\_PCIR['<b>INTR > 59</b> - Introversion-Low Positive Emotionality'] %} * accepting and responding to constructive performance feedback * {%p endif %} * {%p if MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] or MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] %} * engaging or confronting subjects in circumstances in which an officer would normally approach or intervene * {%p endif %} * {%p if MMPI\_PCIR['<b>RC9 > 56</b> - Hypomanic Activation'] or MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] or MMPI\_PCIR['<b>BXD > 53</b> - Behavioral-Externalizing Dysfunction'] or MMPI\_PCIR['<b>DISC > 54</b> - Disconstraint'] %} * demonstrating a command presence and controlling situations requiring order or resolution * {%p endif %} * {%p if MMPI\_PCIR['<b>SAV > 59</b> - Social Avoidance'] %} * reading people, listening to others, and adapting both language and approach to the requirements of the situation * {%p endif %} * {%p if MMPI\_PCIR['<b>RC2 > 56</b> - Low Positive Emotions'] %} * in dedication to improvement of knowledge and skills * {%p endif %}   {% endif %}  {%p if policecandidate\_yesno == False %}  {% if MMPI\_crititem.true\_values() | length == 0 and MMPI\_crititem\_add == "" %}**{{ first\_name }} did not endorse any relevant critical items on the MMPI. {% endif %}**{% if MMPI\_crititem.true\_values() | length != 0 or MMPI\_crititem\_add != "" %}**{{ first\_name }} endorsed relevant critical items on the MMPI.** Each of the critical items is presented below, with {{ first\_name }}'s explanation for {{ his }} endorsement appearing under the item in quotations. The "NS" percentage following the indicator of whether the item was endorsed as true (T) or false (F), is the precent of the normative sample who answered in the same way.  {% for item in MMPI\_crititem.true\_values() %}   * *{{ item }}*   {% endfor %}   * {{ MMPI\_crititem\_add | manual\_line\_breaks }}   ***Critical items are considered the proprietary information of the test authors and should not be distributed and/or disclosed to the applicant or an applicant's designee.*** {% endif %}  {%p endif %}  {%p if policecandidate\_yesno %}  {% if MMPI\_crititems\_PCIR.true\_values() | length == 0 and MMPI\_PCIR\_crititems\_add == "" %}**{{ first\_name }} did not endorse any relevant critical items on the MMPI. {% endif %}**{% if MMPI\_crititems\_PCIR.true\_values() | length != 0 or MMPI\_PCIR\_crititems\_add != "" %}**{{ first\_name }} endorsed relevant critical items on the MMPI.** Each of the critical items is presented below, with {{ first\_name }}'s explanation for {{ his }} endorsement appearing under the item in quotations. The "NS" percentage following the indicator of whether the item was endorsed as true (T) or false (F), is the percent of the normative sample who answered in the same way. The "CG" percentage is the percent of law enforcement applicants who answered in the same way.  {% for item in MMPI\_crititems\_PCIR.true\_values() %}   * *{{ item }}*   {% endfor %}   * {%p if MMPI\_PCIR\_crititems\_add != "" %} * {{ MMPI\_PCIR\_crititems\_add | manual\_line\_breaks }} * {%p endif %}   ***Critical items are considered the proprietary information of the test authors and should not be distributed and/or disclosed to the applicant or an applicant's designee.*** {% endif %}  {%p endif %} | |
| **Comments/Concerns** | The negative indicators suggested by testing raise concern about {{ first\_name }}’s DIMENSIONS. When {{ first\_name }} was asked about the negative indicators suggested by testing, {{ he }} responded:  I |

|  |
| --- |
| **Summary and Overall Rating** |
| In determining {{ first\_name }}'s suitability for the position of a {{ indefinite\_article(jobtitle) | lower }}, we considered {{ his }} self-reported history, test results, presentation during the interview, and other interactions with our staff{% if collateral\_materials.true\_values()|length != 0 %}, as well as a collateral review of {{ his }} {{ collateral\_materials.true\_values() | lower }} {% endif %}. **After careful examination of all available information, {{ first\_name }} is found to be psychologically suitable.** No personality traits or behavioral patterns have been identified that are expected to substantially interfere with the performance of the essential duties and functions of {{ indefinite\_article(jobtitle) | lower }}. In some cases, an applicant may even be particularly well suited for the position. Although there may be areas of concern, they are not reflective of an overarching pattern incompatible with employment in public safety and are not independently serious or disqualifying.  Our concerns about {{ first\_name }}’s suitability stem from  These concerns relate to the dimensions of  Deficits in these areas may impact the performance of essential job functions, including:  We recommend that background investigation and other phases of the hiring process look further into any concerns detailed above, as additional evidence indicating that any of these concerns have a more significant impact than what is suggested by this report may reduce this candidate’s suitability.  {%p if sex == “Male” and alcohol\_auditc\_score > 3 or sex == “Male” and alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}  Given the concerns noted above about {{ first\_name }}’s alcohol use, we specifically recommend that background investigation look further into his historical pattern of consumption to rule out concerns regarding excessive or problematic use and/or a proclivity for risk-taking behavior. This investigation may include speaking with various friends and family to ascertain how frequently he drinks, how much he drinks, how often he drinks to the point of intoxication, and any evidence of poor decision-making, impulsivity, of risky behavior related to alcohol use. Indications of substantial and intentional minimization, omission, misrepresentation, or discrepancy in his self-report would reduce this applicant’s suitability.  {%p endif %}  {%p if sex == “Female” and alcohol\_auditc\_score > 2 or sex == “Female” and alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}  Given the concerns noted above about {{ first\_name }}’s alcohol use, we specifically recommend that background investigation look further into her historical pattern of consumption to rule out concerns regarding excessive or problematic use and/or a proclivity for risk-taking behavior. This investigation may include speaking with various friends and family to ascertain how frequently she drinks, how much she drinks, how often she drinks to the point of intoxication, and any evidence of poor decision-making, impulsivity, of risky behavior related to alcohol use. Indications of substantial and intentional minimization, omission, misrepresentation, or discrepancy in her self-report would reduce this applicant’s suitability.  {%p endif %}  {%p if prev\_PS\_app\_DQ\_yesno %}  We specifically recommend that the background investigation look further into previous hiring processes and the reasons the applicant was removed, not selected, and/or disqualified. The discovery of significant and intentional discrepancies, omissions, and/or misrepresentations in the current evaluation would reduce this candidate’s level of suitability.  {%p endif %}  {%p if MH\_txhx\_yesno or MH\_everpsychmed\_yesno or MH\_hallucinate\_yesno or MH\_suicidality\_yesno or MH\_homicidality\_yesno or MH\_selfharm\_yesno or MH\_m1\_yesno or MH\_everhosp\_yesno %}  Due to {{ first\_name }}’s reported history of mental health symptoms, we recommend that background investigation rule out any unreported evidence of suitability-relevant symptoms. This investigation may include reviewing past professional performance to assess for the presence of indirect indications of difficulty, such as problems with task completion, stress tolerance, decision-making/judgment, attendance, interpersonal skills, and ability to problem-solve. Evidence suggesting that there are concerns that are more severe, contemporary, or potentially impactful than this report suggests would likely reduce this applicant’s suitability.  {%p endif %}  In determining {{ first\_name }}'s suitability for the position of {{ indefinite\_article(jobtitle) | lower }}, we considered {{ his }} self-reported history, test results, presentation during the interview, and other interactions with our staff{% if collateral\_materials.true\_values()|length != 0 %}, as well as a collateral review of {{ his }} {{ collateral\_materials.true\_values() | lower }} {% endif %}. After careful examination of all available information, {{ first\_name }} is found to be **marginally psychologically suitable.** There are serious concerns about psychological traits and behavioral patterns that have the potential to interfere with {{ first\_name }}'s ability to carry out the essential duties and job functions of a {{ indefinite\_article(jobtitle) | lower }}.  Our concerns about {{ first\_name }}’s suitability stem from  These concerns relate to the dimensions of  We have serious concerns about the impact deficits in these areas could have on the performance of essential job functions, including:  It is strongly recommended that background investigation and other aspects of the hiring process look further into the concerns detailed in this report prior to making a hiring decision. Additional evidence indicating that these concerns have a more substantial impact than what is suggested by this report may further reduce this candidate’s suitability.  {%p if sex == “Male” and alcohol\_auditc\_score > 3 or sex == “Male” and alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}  Given the concerns noted above about {{ first\_name }}’s alcohol use, we specifically recommend that background investigation look further into his historical pattern of consumption to rule out concerns regarding excessive or problematic use and/or a proclivity for risk-taking behavior. This investigation may include speaking with various friends and family to ascertain how frequently he drinks, how much he drinks, how often he drinks to the point of intoxication, and any evidence of poor decision-making, impulsivity, of risky behavior related to alcohol use. Indications of substantial and intentional minimization, omission, misrepresentation, or discrepancy in his self-report would reduce this applicant’s suitability.  {%p endif %}  {%p if sex == “Female” and alcohol\_auditc\_score > 2 or sex == “Female” and alcohol\_blackout\_date != '' and dateofeval != '' and (date\_difference(starting=alcohol\_blackout\_date, ending=dateofeval).weeks|int) < 52 %}  Given the concerns noted above about {{ first\_name }}’s alcohol use, we specifically recommend that background investigation look further into her historical pattern of consumption to rule out concerns regarding excessive or problematic use and/or a proclivity for risk-taking behavior. This investigation may include speaking with various friends and family to ascertain how frequently she drinks, how much she drinks, how often she drinks to the point of intoxication, and any evidence of poor decision-making, impulsivity, of risky behavior related to alcohol use. Indications of substantial and intentional minimization, omission, misrepresentation, or discrepancy in her self-report would reduce this applicant’s suitability.  {%p endif %}  {%p if prev\_PS\_app\_DQ\_yesno %}  We specifically recommend that the background investigation look further into previous hiring processes and the reasons the applicant was removed, not selected, and/or disqualified. The discovery of significant and intentional discrepancies, omissions, and/or misrepresentations in the current evaluation would reduce this candidate’s level of suitability.  {%p endif %}  {%p if MH\_txhx\_yesno or MH\_everpsychmed\_yesno or MH\_hallucinate\_yesno or MH\_suicidality\_yesno or MH\_homicidality\_yesno or MH\_selfharm\_yesno or MH\_m1\_yesno or MH\_everhosp\_yesno %}  Due to {{ first\_name }}’s reported history of mental health symptoms, we recommend that background investigation rule out any unreported evidence of suitability-relevant symptoms. This investigation may include reviewing past professional performance to assess for the presence of indirect indications of difficulty, such as problems with task completion, stress tolerance, decision-making/judgment, attendance, interpersonal skills, and ability to problem-solve. Evidence suggesting that there are concerns that are more severe, contemporary, or potentially impactful than this report suggests would likely reduce this applicant’s suitability.  {%p endif %}  In determining {{ first\_name }}'s suitability for the position of {{ indefinite\_article(jobtitle) | lower }}, we considered {{ his }} self-reported history, test results, presentation during the interview, and other interactions with our staff{% if collateral\_materials.true\_values()|length != 0 %}, as well as a collateral review of {{ his }} {{ collateral\_materials.true\_values() | lower }} {% endif %}. After careful examination of all available information, {{ first\_name }} is found to be **psychologically unsuitable.** Critically concerning personality traits and behavior patterns have been identified that are expected to significantly interfere with the performance of the essential duties and job functions of a {{ indefinite\_article(jobtitle) | lower }}.  Our concerns about {{ first\_name }}’s suitability stem from  These concerns relate to the dimensions of  We expect deficits in these areas to impact the performance of essential job functions, including:  **At this time, we have not been provided with sufficient information to render an opinion regarding {{ first\_name }}'s psychological suitability for the position of {{ indefinite\_article(jobtitle) | lower }}.**  *The statements and opinions included in this report are based on the sources of information listed above and limited by the accuracy and quality of available data. This evaluation is considered complete with the submission of this report. Please do not hesitate to contact Dr. Jaime Brower with any questions.* |

A close up of a logo

Description generated with very high confidence