

POLICE CORRUPTION AND PSYCHOLOGICAL TESTING

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Police Corruption and Psychological Testing:
A Strategy for Pre-Employment Screening
Natalie L. Claussen-Rogers and Bruce A. Arrigo



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PSYCHOLOGICAL TESTING**
A Strategy for Pre-Employment Screening

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*For my parents, Jerry and Kay,
thanks for allowing me to soar. I love you.*
— N.L.C-R.

*For my students, then and now.
Thanks for challenging me to be a better teacher,
researcher, mentor, and person.*
— B.A.A.

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FOREWORD

This book examines the extant literature on the psychological testing of police officers at the initial application phase. One goal of this text is to create an improved assessment methodology regarding the pre-employment screening process for law enforcement personnel in the United States and abroad. Relatedly, this volume seeks to identify practical and workable evaluation strategies that can predict and reduce levels of likely corruption within police departments and precincts. Accordingly, research on police corruption and psychological testing is reviewed as a way of accessing the overall pre-employment screening process, and as a way of understanding the general characteristics of wayward officers. In addition, the literature on antisocial characteristics and conscientiousness is presented, especially in relation to how these constructs operate with respect to overall job performance. Moreover, existing pre-employment screening tools are delineated in order to determine the kind of hiring decisions currently made in a number of departments around the globe. A critique of these assessment tools is provided, mindful of their relative contribution to the employment process for officers and mindful of how other, previously unused psychological instruments might result in more effective and sensible pre-employment screening practices.

To ground the literature on psychological testing and police corruption, detailed case study data on Robert P. Hanssen, a former FBI agent, is presented. His story is important as it represents a prototypical example of an officer who exhibited clear and enduring personality and behavioral characteristics of dishonest and illicit conduct. These characteristics, and Mr. Hanssen's life experiences, are thoroughly examined and placed into the specific scales of the Inwald Personality Inventory (IPI) and the NEO-Personality Inventory-Revised (NEO-PI-R). Test scores are proposed for each scale according to the case data.

As the analysis reveals, the combined use of the IPI and the NEO-PI-R is more comprehensive and more all-encompassing than any previously existing testing model that investigates personality traits related to job performance. Indeed, the case application supports the notion that lower levels of antiso-

cial characteristics and higher levels of conscientiousness lead to better performance in the area of law enforcement. Although merely suggestive and certainly provisional, the results from this inquiry are of considerable relevance to the future of pre-employment screening within the law enforcement arena. In particular, the proposed model of psychological testing and police corruption raises several useful implications as linked to applied forensic psychology, criminal justice administration and management, and public policy. These implications, along with corresponding recommendations, are examined in detail.

ABOUT THE AUTHORS

Natalie L. Claussen-Rogers, Psy.D., received her doctoral degree from the School of Social and Policy Studies at Alliant International University (formerly the California School of Professional Psychology), with concentrations in applied forensic psychology and psychological assessment. Her previously published work has appeared in the *International Journal of Offender Therapy and Comparative Criminology*. Dr. Claussen-Rogers lives in Fresno, California and works for Tulare County Health and Human Services: Special Case Investigation Unit.

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