

# Psychological Assessment for Law Enforcement & Firefighters

Comprehensive psychological assessment for commissioned law enforcement candidates, detention workers, dispatchers, firefighters, and emergency medical professionals.

## I. Law enforcement officers, Firefighters, Detention workers, and Communications

Here are a few of the reasons Dr. Jordan is the one to call when hiring law enforcement officers or firefighters:

-

I complete hundreds of psychological assessments each and every year. I know the profession and I know what matters.

-

I do not "farm out" the work to junior associates.

-

Dr. Jordan is dual trained in both clinical psychology and industrial psychology.

-

I typically have results done in three working days.

-

I use industry-accepted and standardized tests and assessment methods to identify candidates who have both the skills and personal characteristics to fit the job. My methods are both reliable and valid, and ADA compliant.

-

I take the necessary time to conduct a complete and thorough clinical interview with each candidate.

-

I have the training and experience to conduct fitness-for-duty evaluations.

-

I am generally available for phone consultations to discuss candidate results.

-

I believe the psychological assessment is most useful within the context of a complete background investigation, truth verification process and departmental interviews. For complicated cases, I am happy to work with your background investigator(s).

-

Within the fire service, the focus for a psychological exam is somewhat different. Law enforcement officers and fire fighters do not perform the same critical tasks.

-

In addition to screening out psychologically unfit candidates, I can help a fire department build a strong, cohesive team.

II. The typical psychological assessment for work in the public safety field consists of the following components:

-

Measure of adjustment - Screens for psychopathology and adjustment problems.

-

Personality Inventory - A multidimensional measure of everyday personality traits. The California Psychological Inventory (CPI) is well-suited for law enforcement applicants due to both the extensive validation data for police, and the fact it directly assesses traits critical for success. The CPI is also useful for firefighters and paramedical personnel because it taps important domains such as teamwork orientation, compassion for others, and ability to follow procedure.

-

Intellectual ability measure - most departments use at least one measure, some departments prefer two.

-

Writing sample - A direct measure of writing ability and an excellent adjunct measure for communication skills and intellectual ability.

-

Personnel Data Questionnaire - An extensive biographical questionnaire to cover work history, life events, education, legal history, self-insight, emotional health, and preparation for work in law enforcement.

-

In-depth clinical interview to address life experiences, education, work history, social skills and self-presentation.

-

Written report with several formats available. I actually take the time to write my own reports.