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A Comparison of Police and Criminal Personality Characteristics as Measured by the MMPI

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A Comparison of Police and Criminal Personality

Characteristics as Measured by the MMPI

(TITLE)

BY

Dale Ray Fuqua

THESIS

SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE DEGREE OF

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IN THE GRADUATE SCHOOL, EASTERN ILLINOIS UNIVERSITY
CHARLESTON, ILLINOIS

1975
YEAR

I HEREBY RECOMMEND THIS THESIS BE ACCEPTED AS FULFILLING
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INTRODUCTION

The police officer has always been the source of some controversy, but of late the public has become skeptical of the policeman's role as an authoritarian figure (Niederhoffer, 1967). The "typical cop" has been evaluated in a multitude of studies dealing with almost every facet of life. Niederhoffer (1967) suggests that the police officer transforms into an authoritarian personality by virtue of the professional role.

The personality characteristics of the police officer have also been a source of great concern for many scholars. The psychological needs of the police officer were the target of study by Simon, Wilde, and Cristal (1973). Using the Edwards Personal Preference Schedule they found that police officers scored higher than normal males on need for exhibition, change, heterosexuality, and aggression. The police officers scored lower on the need for affiliation, abasement, nurturance, and endurance.

Another study (Fenster and Locke, 1973) questioned the existence of neuroticism among police officers. The findings of this study would indicate that on the basis of performance on the Eysenck Personality

Inventory (form A), neuroticism is not a characteristic of the police officer.

Parker and Roth (1973) administered several personality measures to a sample group of police officers. They suggest from their findings, that police officers generally withdraw from "healthy" social contact. This withdrawal, according to Parker and Roth, is a learned function and is directly related to the profession.

Although the studies are consistently differing in their findings, the persistence of such studies, especially in the last fifteen years, indicates a great social concern with the police profession.

Another class of individuals of great social interest is the "criminal personality". Although the term "police officer" is a working definition in itself there remains some difficulty in defining the term "criminal". Scott (1969) makes the point that in general the classification of an individual as a criminal is initially done by the court system. Being that conviction and incarceration are easily observed classifications of persons, the present study will use these concepts to define the term "criminal".

The research dealing with the "criminal personality" is practically unlimited. This interest in the "criminal personality" ranges from biological (Linder, Goldman, Dinitz, and Allen 1970) to psychosocial (Tupin, Mehr,

and Smith, (1973). Smith and Austrin (1974) related socialization to criminal behaviors. Woodbury (1973) investigated the psychological concept of attitude as it related to criminal orientations.

The particular point of interest here is similarities between the personality of the police officer and the personality of the criminal. This interest was originally generated from empirical observation by the author. As a veteran police officer and as a student of psychology, the author has been in the unique position of observing the environments and the behaviors of both groups. Both the police officer and the criminal appear on the surface to be operating within similar environments, and in many situations display similar behaviors.

For example, the violence, the strong group identification, limited social exposure, and the rigid social expectations are all related to both criminal and police environments (Lefkowitz, 1975; Jasmine, 1974). Further both groups are operating from positions of social extremes, the police protecting society and the criminal resisting society.

At this point it is appropriate to outline and describe the term environment as it applies to these two groups. The police officer is limited in his

social contacts because of the nature of his work. Generally the police officer is prohibited from frequenting establishments of poor reputation, and it is the author's observation that the police officer has a strong tendency to choose his social activities with other police officers. This limited social atmosphere is encouraged by the fact that police officers are required to maintain the most healthy appearance, as they are constantly reminded that the public is aroused by any disruptive behavior on the part of a "keeper of the peace". The environment of a police officer is then restricted to persons of similiar interests which encourages constant exposure to police practice and conversation. The conversation generally consists of who owns the biggest gun with the most killing power, who made the last arrest, and other such references to violence and general police interests.

Whereas the police officer is restricted under the threat of professional consequences, the criminal is restricted to his own closed social group so as not to allow any leaks in "classified information". The criminal code, in fact, is actually must stricter than that of the police officer. Whereas the officer might leak information to the wrong person and consequently be suspended for a pericod of five days without pay, the criminal who leaks information most likely would face

punishment that is much more severe. The criminal, too, must be constantly on guard against frequenting the wrong establishment for two reasons. Not only would the criminal face severe punishment from within his own group, but the general public is highly hostile toward convicted felons. Because of these factors and others, the criminal is trapped in his own environment where he is expected to display anti-social behavior.

Berman (1971) adds some weight to the concept of similarities between these two groups. The subjects of Berman's study were 100 applicants to correctional officer's positions. A comparable group of inmates served as a second set of subjects. During the course of the study both groups were administered the Minnesota Multiphasic Personality Inventory (MMPI). Berman found in his study that the most obvious similarities between the applicants and the inmates occurred on scale 4 (Psychopathic Deviate) and scale 9 (Hypomanic). This would indicate that both groups show emotional shallowness, alienation from social customs, and relative inability to profit from social sanction (Berman, 1971). Dahlstrom, Welsh, and Dahlstrom (1971) characterize the 49 profile as persons with clear manifestations of psychopathic behavior, overactive, impulsive, irresponsible, untrustworthy, shallow and superficial in their relationships.

Whether or not Berman's study will be related to the findings of the present study is yet to be seen. However, Berman's findings do add weight to the empirical observations of the author. The psychological and social implications of Berman's study are astounding. Competent research in similar settings must follow.

METHODS

Subjects:

The subjects of this study were divided into two groups. The first group consisted of twenty police officers from Coles County, Illinois. The subjects volunteered to participate in the study with no prior knowledge of the topic or interests. The mean age of this group was 31.6 years and the average educational level was 12.25 years.

The second group consisted of twenty inmates from the Coles County Jail. These subjects were incarcerated for a variety of offenses ranging from one traffic violation to several forcible felonies. This group of twenty was a time-sample of 26 inmates at the jail. The participating inmates had no prior knowledge of the study's topic or interests. The mean age of the inmate group was 29.4 years, and their average educational level was 11.6 years.

The mean age of the two groups was very comparable.

Education was not controlled mainly due to the already limited number of potential subjects in the inmate population. However, it is apparent that the education status of subjects from the two groups was comparable. All subjects from both groups were Caucasian males.

Apparatus:

The test used in this study was the Minnesota Multiphasic Personality Inventory (MMPI). The MMPI is a personality inventory designed to elicit self-descriptions on several different clinical measures (Dahlstrom, Welsh, and Dahlstrom, 1971).

Procedures:

The procedures used in this study were relatively simple. Both groups were administered the MMPI after volunteering to take a personality test for research purposes. Standard instructions were read to the group from the front of the MMPI test booklet (Hathaway and McKinley, 1943). No time limit was imposed.

The forty answer sheets were scored by hand. Individual profiles were prepared for each of the forty subjects. Mean scores for both groups were obtained for each of the fourteen scales used (T, L, F, K, Hs, D, Hy, Pd, Pf, Pa, Pt, Sc, Ma, and Si). Profiles were constructed on the basis of the mean scores with the K factor added.

All mean scores were transformed to T-scores using the tabled T value given in Hathaway and McKinley's Revised Manual (1951). To do this, it is necessary to round each mean score to the nearest whole number.

Next the profiles were coded numerically, providing an easily recognizable tool based on the prominent features of the profile. This also was done in accordance with the procedure outlined by Hathaway and McKinley (1951). This entire procedure was then repeated for only those subject's within the two groups who had a T score of less than seventy for the F scale. Finally a t-test of uncorrelated scores was calculated at the .05 level.

RESULTS

The following codes were discovered for the respective groups of this study:

Police - 4'89 <u>76</u> 25130	2.4:9.7:12.1
Inmates - 489'6721350	3.6:13.4:10.9

Generally the position of the scale in the code gives a general relationship of the scale to all other scales. The scales are arranged from left to right with the highest score on the left and the lowest score on the right. Research done on particular codes is generally done with respect to the scale order in the code.

The original coding system devised by Hathaway was used in preparing the codes. An accent mark (') is inserted so as to divide the scores of seventy or above from the scale scores falling below seventy. All numbers to the left of the accent mark are of seventy or above, while all numbers to the right of the accent mark are of less than seventy. In the code for police officers, scale 7, and scale 6 are underlined. This occurs when the scales have the same T score, or when the T scores fall within one point of each other. This procedure allows the clinician an opportunity to dis-

regard the immediate order of the scales involved. To the far right of the codes one may observe three numbers separated by colons. These figures represent the scale score of the L, F, K, scales respectively. Although this relatively simple coding procedure allows for a more concise comparison of the profile, it is still essential that the clinician know the actual scale scores.

The possibility that these results occurred by chance alone was tested at the .05 level of significance using the t-test for uncorrelated means. The results show the component parts and the resultant t statistic

Insert Table 1 about here

for each of the ten clinical scales as well as for validity scales L, F, K. Significance was found for scales L and Ma at the .05 level. (See table 1)

Insert Figure 1 about here

Figure 1 represents the graphical profiles for the

TABLE 1

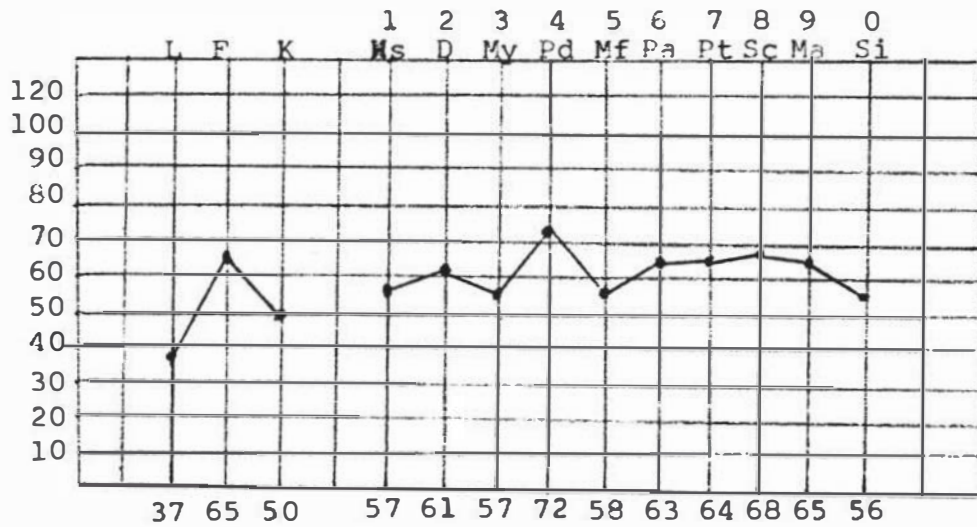
Results From t-test For Uncorrelated Means

Scale	(N=20) (Inmates) \bar{x}	(N=20) (police) \bar{y}	Sx	Sy	V	t
L	3.60	2.35	1.846	1.694	38	2.230*
F	13.40	9.65	7.514	6.276	38	1.712
K	47.40	49.55	7.32	6.74	38	0.96
Hs	61.10	57.40	13.92	11.54	38	0.91
D	63.95	60.75	15.54	16.52	38	0.63
Hy	59.20	56.55	10.47	11.46	38	0.76
Pd	80.80	72.05	14.23	15.55	38	1.85
Mf	59.45	58.30	7.03	7.63	38	0.40
Pa	67.80	63.05	13.20	12.66	38	1.16
Pt	64.65	63.55	12.03	12.35	38	0.28
Sc	79.25	67.60	20.73	19.35	38	1.83
Ma	72.95	64.75	13.91	10.29	38	2.11*
Si	56.15	56.10	8.79	10.56	38	0.01
						* - Signifi- cant at .05 level

FIGURE 1

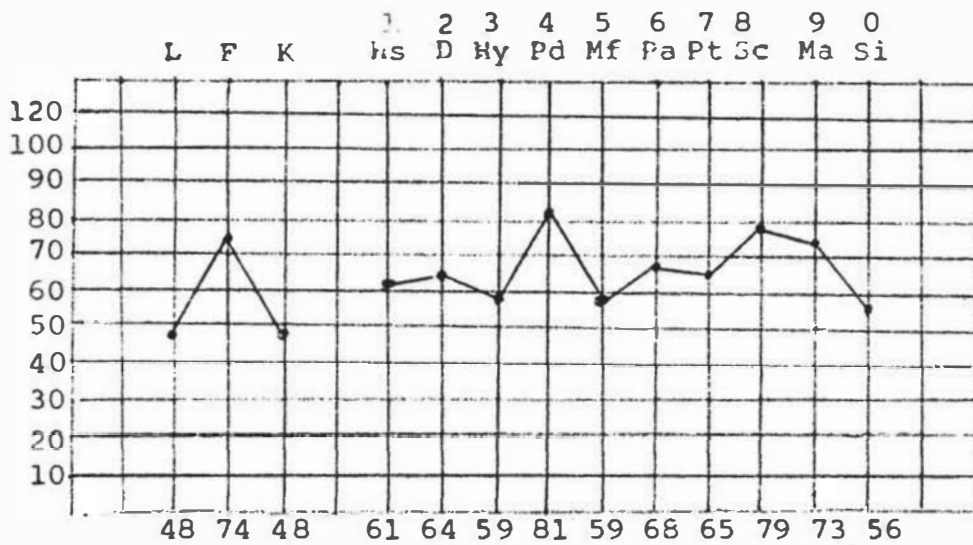
PROFILES PREPARED WITH MEAN SCALE SCORES

Police



(N=20)

Inmates



(N=20)

two groups, plotted on the basis of the actual mean scale scores. This figure allows a visual comparison of the general profile configurations of the two groups.

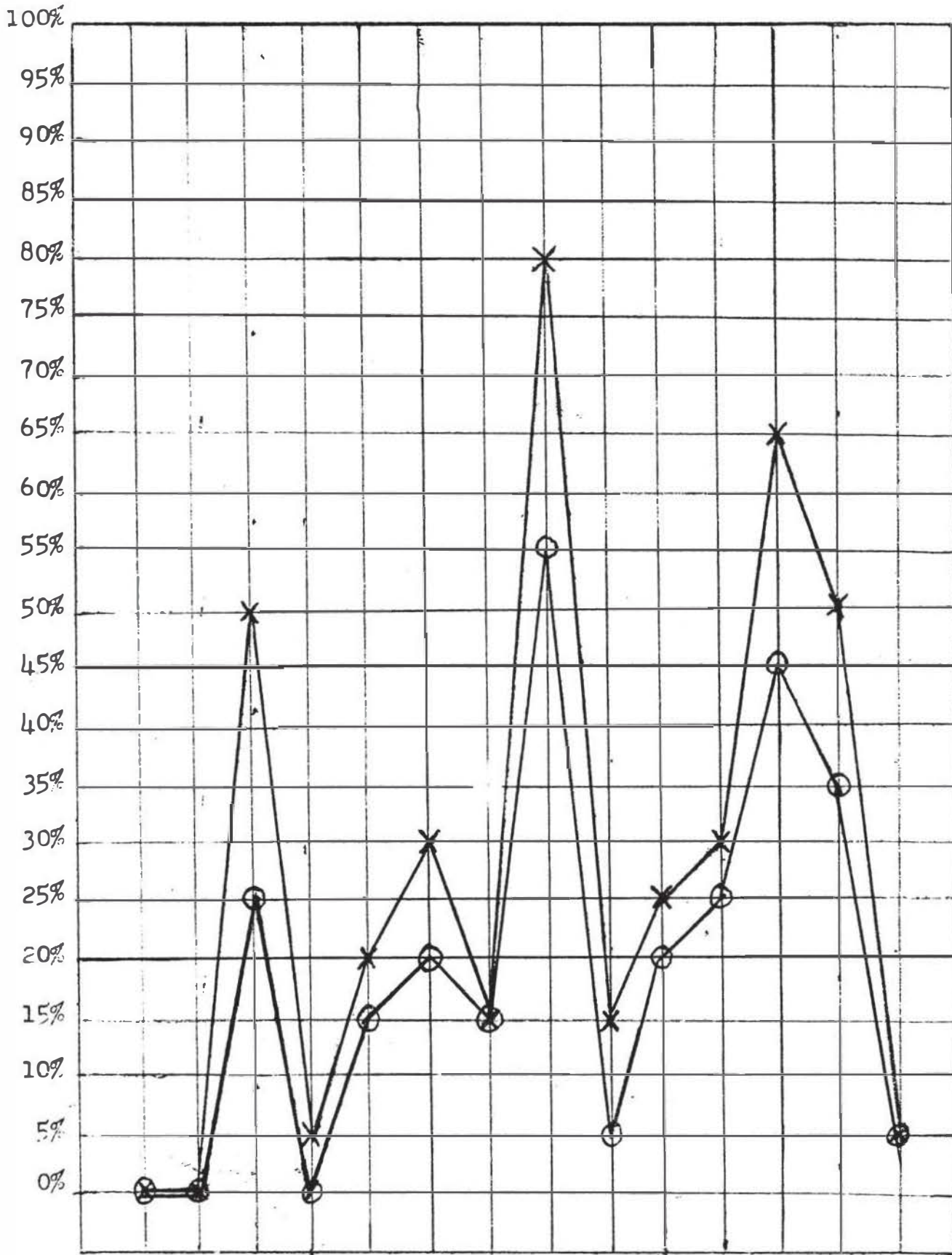
Insert Figure 2 about here

Another interesting comparison can be made on the basis of the number of "high" individual scale scores from each group. The assignment of a high point would be somewhat arbitrary, however, being that a T score of seventy is generally accepted as the upper end of the normal range, it is used. Figure 2 shows in the form of a graph the percentage of individuals whose T scores fall above seventy for the inmate group as opposed to the same figure for the police group. Basically this comparison provides for a more individual evaluation of the profiles than does the comparison of means.

It is apparent that both group profiles show a high F score. Hathaway and McKinley (1951) state "if the F score is high, the other scales are likely to be invalid either because the subject was careless or unable to comprehend the items". For the

FIGURE 2

PERCENTAGE OF T-SCORES ABOVE 70



SCALES: ? L F K Hs D Hy Pd Mf Pp Pt Sc Ma Si
 DENOTES POLICE SCORES: ○ — ○ POLICE: (N=20)
 DENOTES INMATE SCORES: X — X INMATES: (N=20)

inmate group the average T score on the F scale is 74, while the average score for the police group is 65. As stated earlier seventy is somewhat arbitrarily assigned as the upward limit of normality. The fact that the obtained score is slightly above the arbitrarily assigned high point for the inmate group and slightly below for the police group could possibly bring up the question of validity in the overall results of this study.

It seems unlikely that the entire findings of this study should be abandoned or nullified because of F scores that are near an arbitrarily assigned high-point. Dahlstrom, Welsh, and Dahlstrom (1960) give several varying factors which can add to high F scores. Also the relatively high F scores found here would not have the same affect that an extremely high F score, of say 85 or above, would have.

Whether or not the clinician's personal position would support or oppose a particular interpretation of the relatively high F scores obtained in this present research, does not eliminate the possibility that the general validity of these findings could be affected - to whatever degree - by the F scores of 64 and 74. For this reason a second analysis of the findings was

initiated. By providing both sets of data, it is hoped that the criticism of the study will be limited to statements of personal preference.

The procedure designed to compensate for the high F scores simply consisted of removing from both groups the individual profiles containing an F score greater than 12 (equal to T score 70). Within the police group five individual profiles were found with F scales exceeding T score seventy. Ten such profiles were found in the inmate group. After removing these "high" F score profiles, N for the police group equalled fifteen, and N for the inmate group equalled ten.

The following codes were established for the respective groups after the F score exceeding T score 70 were removed:

Police	+ '94875620	2.5:6.6:12.3
Inmates	+ 4'896257031	3.0:7.6:10.5

A brief examination of these codes indicates that only scale 4 (Pd) of the inmate group exceeds T score 70. In the code for the police group scales 9 and 4 were within one point of each other, and scales 2 and 0 were likewise within one point of each other. It is also suggested that these codes be compared to the group codes provided earlier for the full groups to

determine the effects of removing F scale scores exceeding T score 70.

Insert Table 2 about here

A t-test for significance provided the statistical information to check for the significance at the .05 level for mean scale scores of the groups after F scale scores exceeding T score 70 were removed. The data computed from this test is shown in table 2. Significance was not found on any scales. It is apparent to the observant reader that the t statistic shown on table one and two for scales L and F were computed on the basis of raw scores. On both tables all other computations were done on the basis of T scores. Raw scores were used for scales L and F in order to make more accurate determinations, due to the fact that tabled T scores for these two scales are arbitrarily assigned, and do not derive from mathematical formulations (Hathaway and McKinley, (1951).

The general configurations of the two group profiles may be visually inspected on the graphs shown on figure 3.

Insert Figure 3 about here

TABLE 2

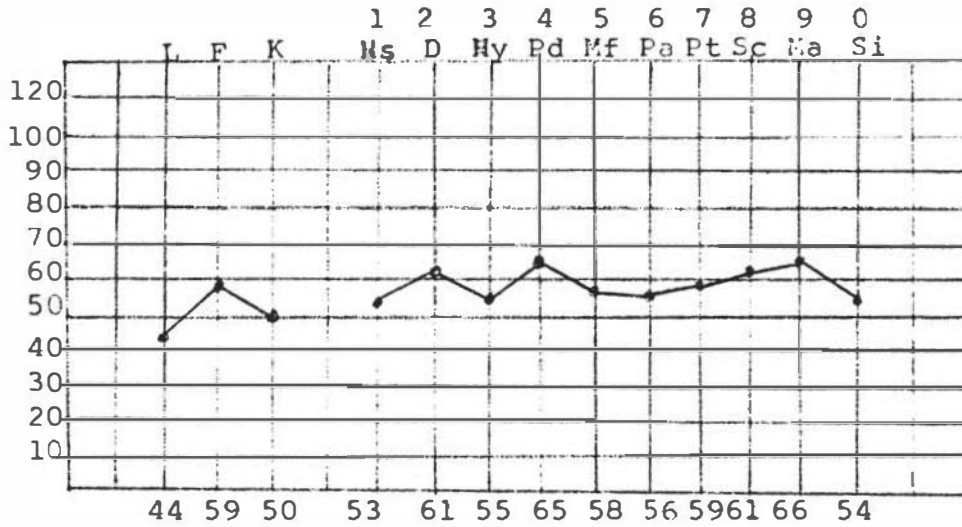
Results From t-test For Uncorrelated Means
(Where F 70)

Scales	(Inmates) \bar{x} (N=10)	(Police) \bar{y} (N=15)	Sx	Sy	V	t
L	3.00	2.46	2.00	1.92	23.00	0.66
F	7.60	6.60	2.36	2.87	23.00	0.91
K	46.60	50.00	9.13	7.05	23.00	1.05
Hs	54.80	53.40	14.80	8.54	23.00	0.30
D	60.00	54.86	16.19	13.82	23.00	0.99
Hy	55.20	53.06	10.45	8.81	23.00	0.55
Pd	71.80	65.06	11.17	9.63	23.00	1.60
Mf	59.00	57.66	6.32	7.73	23.00	0.45
Pa	61.50	56.13	9.10	9.96	23.00	1.36
Pt	58.90	59.46	9.50	10.97	23.00	0.13
Sc	68.90	61.06	15.77	15.80	23.00	1.21
Me	65.70	65.73	10.67	10.50	23.00	0.00
Si	58.50	54.20	8.32	11.40	23.00	1.02

FIGURE 3

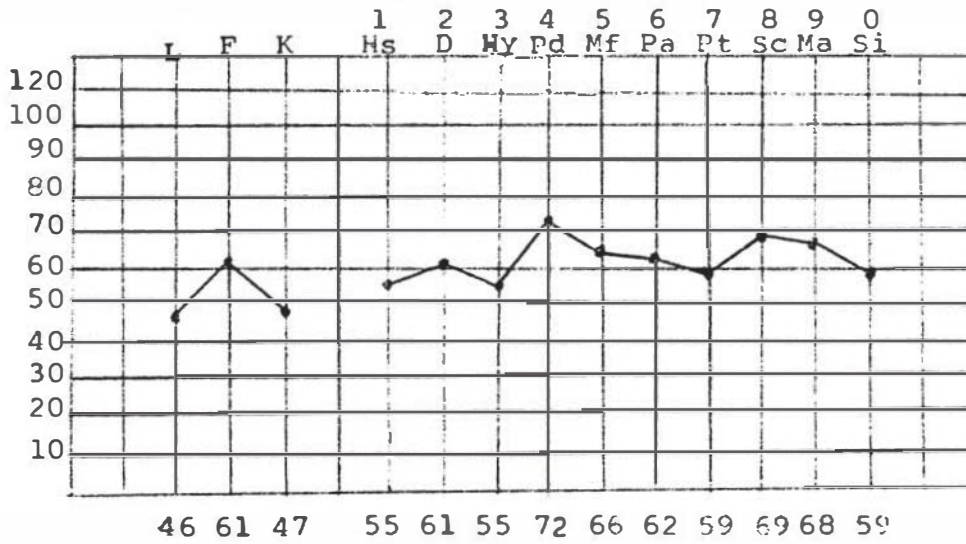
PROFILES PREPARED WITH MEAN SCALE SCORES

Police (F<12)



(N=15)

Inmates



(N=10)

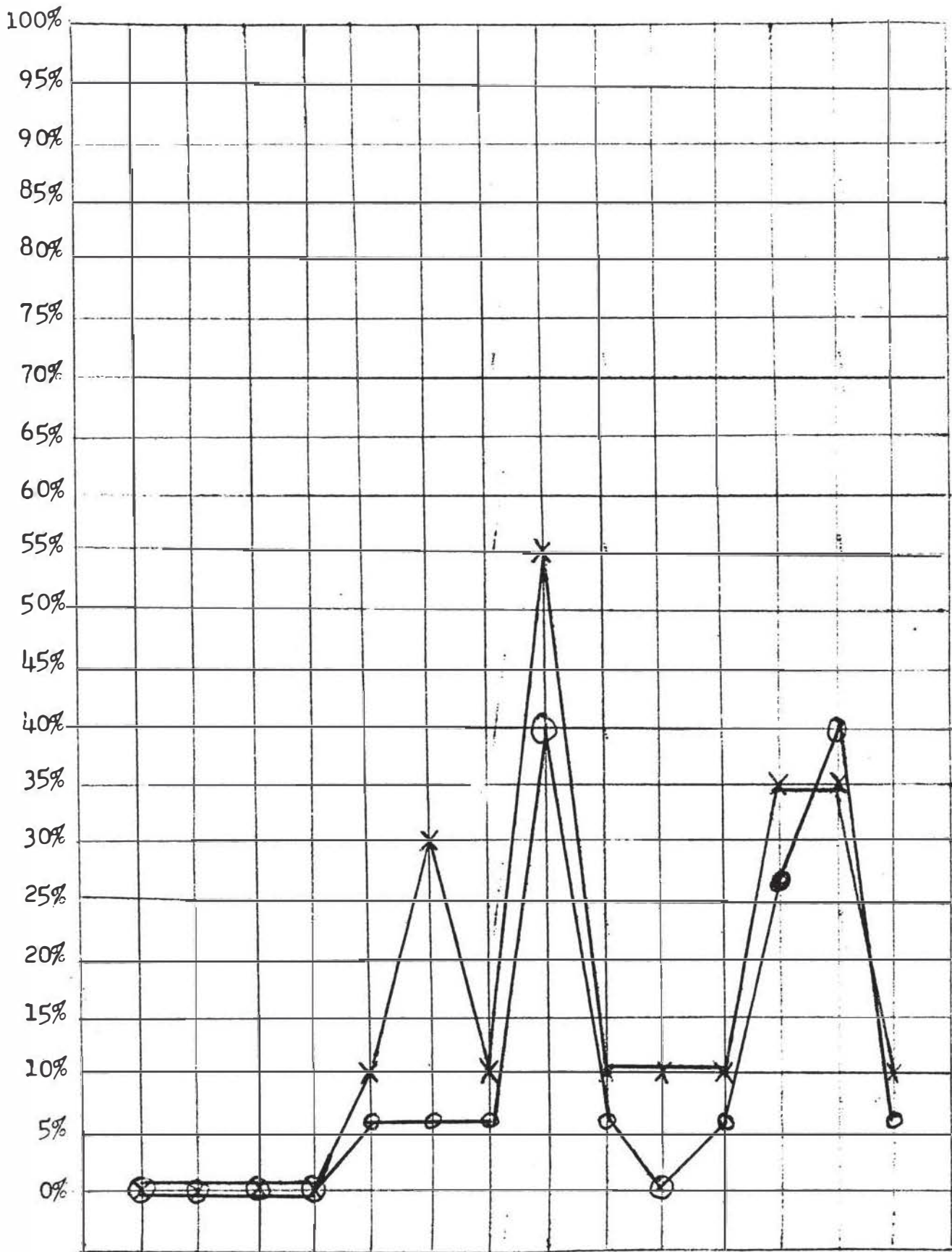
The observer should note that with the profile where $F > 70$ removed, there is a marked "weakening" of the profiles toward the normal range in respect to the full group profiles. Even with the extremes removed the general configuration of the profiles remain somewhat similar.

Insert Figure 4 about here

Figure 4 provides a graph comparing and contrasting the percentage of scale scores exceeding T score 70 after high F scale profiles have been removed. In comparing figure 4 with figure 2 it is interesting to note the general similarities of the configurations of the two graphs with the exception of the F scale, which of course has been intentionally altered. Again, this procedure has eliminated the extreme profiles from both groups, and this would in turn bring about an expectation that the numbers of scale scores falling above T score 70 would be significantly reduced.

FIGURE 4

PERCENTAGE OF T-SCORES ABOVE 70 WHERE $F < 12$



CALES: ? I F K Hs D Hy Pd Mf Pa Pt Sc Ma Si
 DENOTES POLICE SCORES: ○ — ○ POLICE: (N=15)
 DENOTES INMATE SCORES: X — X INMATES: (N=10)

DISCUSSION

Limitations:

Any research employing the MMPI is prone to certain weaknesses; weaknesses that are inherent in the testing tool itself. Hathaway and McKinley (1951) were keenly aware of the weaknesses of interpretation using the MMPI, as discussed in their Revised Manual. They readily admit that the MMPI results alone are insufficient for evaluation without the subjective evaluation of the "clinician in terms of his concepts of the significance of the symptoms to the subject's self concept, to the prognosis, and relative to the particular cultural milieu of the subject". Hathaway and McKinley go ahead to point out the fact that profiles often show "considerable variability" from one test to the other. This variability would seem less influential for group means, but it must still be considered.

Norman (1972) addresses himself to the general weaknesses of single factor personality evaluation by saying that in light of the vast complexity of human behavior discovered in recent years ". . .it is unreasonable . . . to expect any single fixed format to be a sufficient means

for assessing human personality for all purposes." The awesome task of devising an all inclusive personality inventory seems obviously futile. However, of the two alternatives, not undertaking personality assessment and assessing personality within given limitations, it would seem most reasonable to proceed within limitations.

One obvious limitation that can be individually attributed to this study is a geographical limitation. All subjects involved in the study are taken from Coles County, Illinois. If the hypothesis is accepted, there are similarities between the two groups, can we generalize the findings to other similar areas? It would not be reasonable to try to apply these findings to Chicago. The two areas are obviously too different. However, it would be reasonable to apply these findings to similar areas, such as neighboring counties, or to other areas of similar population characteristics.

Another possible limitation of this study is imposed by the relatively high F scale scores obtained for both groups. Selected research suggests that the high F scale in many profiles might indicate an overall validity problem for the profile (Gough, 1956). However, there is a second possibility (Hathaway and McKinley, 1951). Defensiveness in responding to the questions would show a distortion very much like the one showing on a high F score. Of both

groups it can very readily be presented that defensiveness would be strong characteristic.

One of the most prominent aspects of the policeman's behavior is his socio-occupational isolation (Lefkowitz, 1975). Built into this isolation are several defensive constructs, such as professional expectations, designed to promote the isolation. A research project such as the present one would logically present an intrusion to the socio-occupational isolation, and in turn the potential for a high F scale score, based on a defensive distortion.

The inmate's personal situation would also seem to promote defensiveness in the research situation presented here. The fact that all subject's tested in the inmate group were incarcerated at the time of testing, has several defensive implications. First of all the self-concept of such individual's have most likely begun defensive reactions to compensate for the fact that they are in jail. Next they are requested to participate in a research project being conducted by a person whom is known to be a police officer. This may cause a defensive reaction in the inmate group. Finally, no explanation was given as to the underlying purpose of the research. Although confidentiality was promised to the inmates, there is no reason to believe that they totally accepted this. After all the researcher was one of the group of persons directly responsible for their incarceration or temporary loss of freedom. Surely the inmates were at

least minimally apprehensive in regard to the intent of the testing.

Obviously a defensive reaction could well be an explanation for the high F score obtained, at least in part. Another matter to be considered here is the actual F scale score. The mean for the police group (65) is within the normal range, falling at one and one half normal standard deviations above the normal mean (50). In respect to the inmate group's F scale score of 74 - 2.40 normal standard deviations above mean 50 - is slightly above the upper range of normality. Being that this score is only slightly above normal to begin with, it seems that the defensive factor for the inmate group would reduce the negative implications of this scale score as it pertains to validity. This would most likely not be the case if the F scale were considerably higher. However, in the event that the observer disagrees with this line of thinking, he is free to make comparisons on the basis of the F scale scores that fall below the T score 70 mark, as they have been made available (See figures 3, 4, and table 2).

Another factor to be considered is the similarity of individuals making up the two groups. This question

needs little attention in regard to the police group. The individuals within the group are all of similar professional interests, and of like incomes. The inmate group does not share these attributions. The inmates come from different professions, and from different economic situations. The inmates were incarcerated for a variety of offenses. Although the inmate group is made up of individuals who were all incarcerated, other variables are involved. However, this study employed the inmate group because it was an available sample.

The hypothesis that "the groups are similar in personality characteristics" does not lend itself to statistical evaluation. The working hypothesis "the groups are not dissimilar" is equally difficult to prove. Here, again, it is important that the clinician make a subjective judgement as to accepting or rejecting the hypothesis. Being that the research supports evaluation on the basis of high points and general profile configurations, recall that the profile codes obtained are:

Police + 4'897625130

Inmates + 489'6721350

On the basis of these profile codes, several similarities can be seen. For the first three scales 4 (Pd), 8 (Sc),

and 9 (Ma) the order is identical in both profiles. For scales 4 and 8 no statistical significance was found (See table 1). Significance was found for scale 9 at the .05 level. Scale 4 for both profile codes exceeded T score 70. Scales 8 and 9 for the police group fell shortly below the T score 70 point, while scales 8 and 9 fell above the T score 70 point for the inmate group. The fourth and fifth high points for the police group were scales 7 (Pt) and 6 (Pa) respectively, and the line under scales 7 and 6 in this code indicate that the scores of these two scales were within one point of each other, and hence their order is rather ambiguous. For the inmate group scale 6 was fourth in high point order and scale 7 was fifth. Thus the high point order of the first five scales for both codes is very similar.

Recall that Berman (1971) found similarities between applicants for prison guard positions and prison inmates "occur most vividly" on scales 4 and 9. This is extremely interesting when compared to the findings of the present study. High point scales of 4 and 8 are characterized by the terms unpredictable, impulsive, and non-conforming (Dahlstrom, Welsh, and Dahlstrom, 1960). High point scales of 4 and 9 are characterized by the terms impulsive, irresponsible, and untrustworthy, showing a more definite tendency toward psychopathic behavior (Dahlstrom, Welsh, and Dahlstrom, 1960). The similarities

between these two profiles are obvious. The largest differences lie with the fact that the undesirable element of the 49 profiles are more readily observed as psychopathic due to the energizing effect of the hypomania (Scale 9). The obtained codes for both the police and inmate groups are 48, but the third high point is scale 9, giving these profiles the energizing effects of the hypomania.

Berman (1971) goes on to say that the 49 profile indicates "emotional shallowness, alienation from social customs, and relative inability to profit from social sanction". These attributes would also apply to the codes obtained for the police and inmate groups. Gilberstadt and Duker (1965) characterize the 49 profile typed as sociopathic. Behavior of this profile is characterized as an individual with a low frustration tolerance and a tendency to act out their anti-social feelings. Hathaway and Monachesi (1961) found that the 4 and 9 profile types were somewhat withdrawing, unmotivated, resistant to accept norms, and could be expected in general to display problem behavior. The 48 and 49 profile can be summarized as very similar, with the 49 profile being more inclined toward totally unacceptable behaviors. The logical conclusion to be drawn is that these are some major similarities between the police and inmate groups, as well as between this research

and Berman's.

In looking at Figure 1, it is apparent that although there are some marked similarities in the profiles in the general configurations, there is also a general elevation of the inmate's mean T scores above the mean T scores of the police group. The exact elevation can be seen in the following for the high point scales:

Scales	-	Pd (4)	Sc (8)	Ma (9)	Pt (7)	Pa (6)
Police	-	72	67	65	64	63
Inmates	-	81	79	73	65	68

In evaluating this elevation in respect to the hypothesis that "there are similarities between the police and inmate group," at first glance one might be deceived. However, taking into consideration that the elevation is fairly consistent throughout the scales, and the results are less deceiving, when the constraints of social expectations are considered. Although both groups are isolated from "normal" social contacts to some extent, the police group must be aware of social expectations to function effectively (Kelly, 1975). The inmate on the other hand would logically be less inclined to keep a keen awareness of social expectations. Being less aware of social sanction, the inmate would be more likely to respond to

the individual MMPI items in a way less consistent with the social norm.

Another plausible explanation for the inmates' elevation would certainly be their immediate personal situation. Whereas the police officers were tested during non-stressful periods in their life, the inmates were tested during incarceration. Carter (1973) tested the effects of incarceration on women, and found that there were some significant differences between incarcerated and non-carcerated women. Carter found incarcerated women have poorer morale, more authority conflict, family problems, and manifest hostility. It would seem unavoidable that incarceration would have some effect on males also. This effect could quite possibly be indicated by the elevation of the inmates scores on the various scales.

Figure 2 provides the source of a comparison of the number of scores falling above T score 70 for both groups. Although they are slightly differing in number, there seems to be a similar trend throughout the scales of both groups for the number of high individual scale scores per scale. Again we see a slight elevation of the inmate group, but the general distribution is very similar for both groups.

Although the first five high points are most meaningful in evaluation, the remaining five scales deserve

mention. The five low point scales all fell within the normal range for both group profiles. The five scales were distributed within the codes as follows:

Scale Position	- 6th	7th	8th	9th	10th
Police	- 2(D)	5(Mf)	1(Hs)	3(Hy)	0(S1)
Inmates	- 2(D)	1(Hs)	3(Hy)	5(Mf)	0(S1)

Notice that similarities exist in even these scale scores, although not as distinctively as with the five high point scales. Sixth position is occupied by scale 2 for both groups, and likewise tenth position is occupied by scale 0 for both groups. In the inmate code scale 3 and 5 are within one point of each other and therefore, the position is relatively unimportant.

In respect to the profile codes in general, the similarities are evident. Given that the interpretation of cf results is accurate, the hypothesis is accepted.

It is, as discussed earlier, questionable as to the actual affect of the relatively high F scale scores for the police and inmate groups. The rationale of not emphasizing the F scale scores in this study has been presented, but for the sake of those who would not agree, the police and inmate profiles will be evaluated with the

F scale scores exceeding T score 70 eliminated.

Police + '94875620

Inmates + 4'896257031

These codes derive from the profiles shown on figure 3. The only scale score exceeding T score 70 is scale 4 in the inmate code. The following is a breakdown of the scale position for the two groups:

Scale Position -	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10
Police	- 9	4	8	7	5	6	2	0	-	-
Inmates	- 4	8	9	6	2	5	7	0	3	1

These figures obviously do not display the similarities of the first group codes. For the police group, scale 9 and 4 are within one point of each other, and consequently their positions with respect to one another are not as decisive in the code as the positions of the other scales. Scales 2 and 0 of the police code have the same relationship. The inmate code has not changed in respect to the first four high point scales.

The high point 9 profile is characterized by hyperactivity and some display bizarre and unusual behaviors, as well as tendencies toward depression (Gilberstadt and

Duker, 1956). Dahlstrom, Welsh, and Dahlstrom (1960) suggest that the 49 profile should be consulted in understanding the 48 profile also. Add to this the fact that in the 94 profile obtained for the police group with individual profiles where $F > 70$ are removed, the 9 scale and the 4 scale are within one point. This would greatly reduce the visual effects of removing high F scores for the police group code,

Figure 4 provides for a comparison of the percentage of high scale scores for each group on each scale after high F scale profiles are removed. Note first the similarity, and second the decline of the elevation of the inmate group above the police group. The following scale comparison further illustrates the decline of the inmate elevation after the high F scale profiles have been removed:

Scale	- Pd	Sc	Ma	Pt	Pa
Police	- 65	61	66	59	56
Inmates	- 72	61	66	59	62

It is apparent that the actual scale scores for the two groups are closer after the high F scale profiles are removed. However, the scale positions within the later codes are less similar. Also the tendency of the

profiles toward the normal range after removing high F scale profiles can be observed by contrasting the graphs on Figure 1 and Figure 3.

As stated earlier, it is not surprising that in removing the extreme scale score, the profiles tend to approach a closer representation of normality. The fact that the major characteristics of the original profiles remain somewhat intact in spite of eliminating the extremes, could be construed so as to support the original findings.

In conclusion, the present clinical interpretation of the initial findings would tend to encourage the acceptance of the hypothesis that "the groups are similar in personality characteristics". This clinical interpretation is very reliant upon the clinician's competence and experience, and for this reason critical interpretation of the findings are encouraged. Both police and inmate groups of the study obtained a relatively high F scale score. This fact possibly creates a need to control for validity. After eliminating the individual profiles with an F scale score exceeding T score 70 and constructing profiles on this basis, several general similarities remain intact. This could serve to reinforce the original findings and the acceptance of the hypothesis. However, on the basis of the profiles without F scale score exceeding 70, acceptance of the hypothesis seems less likely. In regard to the Berman study, it seems

apparent that similar personality attributes can be expressed in extremely different social activities. Berman (1971) makes the point that assaultive or acting out behaviors cannot be determined on the basis of MMPI results. In his study Berman was concerned with the similarities of the guard applicants and the prison inmates on scales 4 and 9. He felt that activities encouraging the acting out of hostility and aggression were called for in regard to the inmate population.

The findings of the present study suggest that the individuals from both groups have similar personality characteristics. Yet one group is suffering the ultimate social rejection and the other is quite functional. The clinical implication of this study in respect to the inmate group, could easily point to training the aggressive, hostile individual to "act out" his hostility and aggression in socially acceptable ways. In this we might divert potential criminal offenders.

There is a question as to the source of the policeman's personality. The question as to whether the policeman brings his personality to the profession or whether he is conditioned by the socio-occupational isolation of his profession remains unanswered (Lefkowitz, 1975). The social implications of this study would

strongly support the removal of the isolation from the police officer's environment. The isolation and secrecy attributed to the profession would seem to support the hostile, aggressive and anti-social personality characteristics found in the police group. Perhaps requiring the police officer to function more in line with the general flow of society would serve to attract more sociable individuals to the profession, or at least remove the possibility that the police profession conditions the police officer into the personality type found in this study.

Until changes in the system can be made, all segments of society should be made aware of the unhealthy predicament found in this study. Definitely the courts, and the social agencies should be aware of the personality structures of the police officer. The police profession itself should re-evaluate recruiting procedures as well as day to day routine procedures governing police operations. But regardless of the specific course of action to be taken, it is apparent that at least locally the law enforcement system needs immediate attention.

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