

# Psychologist, State Personnel Board (SPB)

**Instructions:** Please rate each task using the scales and instructions provided below.

When answering these questions, **ONLY** refer to postdoctoral experience and/or training.

**Years of experience**

- More than 5 years experience performing this task
- At least 3 years but less than 5 years experience performing this task
- At least 1 year but less than 3 years experience performing this task
- Under 1 year experience performing this task
- No Experience/Training

**Knowledge related to performing this action:**

- **Extensive knowledge**  
I possess an expert knowledge level to the extent that I have effectively performed this task in the most difficult and complex situations; and I can instruct others on specific aspects of this task.
- **Substantial knowledge**  
I possess an advanced knowledge level to the extent that I have effectively performed this task under the majority of circumstances or situations encountered.
- **Moderate knowledge**  
I possess a sufficient knowledge level that has allowed me to perform this task successfully.
- **Limited knowledge**  
I have some knowledge of how to perform this task, but I will require additional instruction to apply this knowledge effectively.
- **No knowledge**  
I have no knowledge of how to perform this task or what it may entail.

1.	Assess data from various professional sources to determine whether an individual meets minimum psychological requirements for the position.
2.	Access and review appropriate research related to issues relevant to psychological screening.
3.	Prepare summaries and evaluations of research findings for presentation to other psychologists.
4.	Interpret and understand the laws and regulations pertaining to the psychological screening of individuals.
5.	Evaluate an individual's mental/emotional health and treatment history to determine job relevance.
6.	Review data from psychological assessments, background investigation reports, psychological history questionnaires, and/or medical/treatment information to develop specific areas of inquiry for the clinical interview.
7.	Analyze and integrate data from psychological assessments, background investigation reports, psychological history questionnaires, medical/treatment information, and/or semi-structured interviews, to assist in making a recommendation and/or decision.
8.	Conduct semi-structured psychological assessment interviews of individuals to gather information regarding their psychological, emotional, and behavioral dimensions.
9.	Analyze and integrate relevant psychological test results and other information into a final report.
10.	Recommend an individual's disposition regarding their psychological suitability for the peace/correctional officer position sought.
11.	Review and summarize treatment/assessment records.
12.	Prepare and present training materials of a psychological nature.

**Instructions:** Please rate each knowledge or ability using the scale and instructions provided below.

	<p><b>When answering these questions <u>ONLY</u> refer to postdoctoral experience and/or training.</b></p> <p><b>Years of experience</b></p> <ul style="list-style-type: none"> <li>• I have utilized this knowledge or ability in a work setting for more than 5 years</li> <li>• I have utilized this knowledge or ability in a work setting for at least 3 years but less than 5 years</li> <li>• I have utilized this knowledge or ability in a work setting for at least 1 year but less than 3 years</li> <li>• I have utilized this knowledge or ability in a work setting for less than 1 year</li> <li>• I do not possess this knowledge or ability</li> </ul>
13.	Knowledge of objective personality assessment (both clinical and non-clinical dimensions) as applied to psychological screening.
14.	Knowledge of the Minnesota Multiphasic Personality Inventory – 2 (MMPI-2) and 16 Personality Factors (PF).
15.	Knowledge of the appropriate use and limitations of objective personality assessment and interview data as applied to psychological screening.
16.	Knowledge of principles of semi-structured clinical interviewing for psychological screening in order to obtain the relevant information from an individual regarding their psychological suitability.
17.	Knowledge of psychological assessment procedures for pre-employment screening of peace/correctional officers.
18.	Knowledge of current trends in the field of mental health.
19.	Knowledge of current trends in the field of peace/correctional officer screening.
20.	Knowledge of the job requirements for peace/correctional officers to assess job relevant psychological dimensions.
21.	Knowledge of psychopathology and psychological factors that can affect work performance.
22.	Knowledge of research design and statistics to evaluate applicability of research findings.
23.	Knowledge of psychological disorders and their various treatments, including limitations and outcomes.
24.	Knowledge of normative differences between specific groups (e.g., race, ethnicity, gender) as pertains to interpretation of test results.
25.	Knowledge of the application of screening methodology and procedures to specialized law enforcement populations.
26.	Knowledge of POST Peace Officer Selection Standards and all laws (e.g., G.C.1031(f), P.C. 13601(a)) and regulations regarding peace/correctional officer psychological screening.
27.	Knowledge of the paramilitary environment under which law enforcement personnel function to assess applicant suitability for peace/correctional officer positions.
28.	Ability to effectively interview peace/correctional officer applicants to obtain critical job relevant decision-making information.
29.	Ability to conduct a psychological interview using appropriate interpersonal and observational skills.
30.	Ability to distinguish between selection (selecting in) and screening (selecting out).
31.	Ability to analyze and integrate information from a clinical interview and background information to determine if a pattern of job-relevant problematic behavior exists.
32.	Ability to understand psychological test construction, validity and reliability issues, scale construction, and statistical procedures.

<b>33.</b>	Ability to clinically interpret congruent and incongruent verbal and non-verbal behavior during the semi-structured interview.
<b>34.</b>	Ability to support psychological screening recommendations and decisions with behavioral data as evidence.
<b>35.</b>	Ability to read and comprehend various technical documents such as test manuals, policies, procedures, standards, regulations, and technical reports.
<b>36.</b>	Ability to analyze and interpret psychological testing profiles.
<b>37.</b>	Ability to determine psychological suitability of peace/correctional officer applicants.
<b>38.</b>	Ability to communicate ideas and information clearly and effectively in an oral presentation.
<b>39.</b>	Ability to communicate ideas clearly and effectively in a written format.
<b>40.</b>	Ability to be flexible in adapting to changes in priorities, work assignments, and other interruptions which may impact pre-established courses of action for completing or progressing with projects and assignments.
<b>41.</b>	Ability to review written reports and provide appropriate feedback.
<b>42.</b>	Ability to access information about a wide variety of medications and their potential impact on job-relevant functioning.
<b>43.</b>	Ability to evaluate treatment records and prepare summaries for the purpose of preparing a job-relevant treatment record summary.
<b>44.</b>	Ability to work under the pressure of tight timelines when completing projects or assignments.