

AIFP Testing Plus TRAIT© Interview System Predicts Poor Performers During Victoria Police Academy Training Phase 2 - Summary

Overview

This study integrated the AIFP profile findings for 40 new recruits with the AIFP TRAIT© Interview System being conducted on a subsample of applicants who were interviewed by trained, serving police members. Predictions were made and provided to Victoria Police. At the end of training each new recruit was rated based on numerous aspects of Academy performance. The ability to predict 'Poor' and 'Below Average' performers was statistically very significant. The ability to predict those who would be in the top 10 and bottom 10% of the class was also statistically significant.

Background

This is the second report in an ongoing research project into the selection of applicants to the Victoria Police Force. The study utilises an approach which integrates the results of a battery of carefully selected psychological tests with a structured interview.

After collecting test data, predictions were made about who in the class would be 'Above Average' performers during the Academy and who would be 'Below Average' performers. The remaining recruits were expected to be 'Average'.

At the end of their training we collected a variety of data about their performance at the Academy and comparisons were made between our predictions and actual performance outcome.

Methodology

In May, 1992, 40 recruits were admitted to the Police Academy. On their first morning at the Academy they completed six psychological tests. They comprise the core battery of tests typically used by AIFP. These new recruits had been selected from about 3000 applicants who completed a rigorous and highly competitive screening system. Psychological screening was completed using the MMPI-2. It would naturally be expected that all of these recruits would be at least 'Average' performers.

The AIFP test results of these recruits were scored and analysed.

After analysis of these results, 17 recruits were identified as potential 'Poor' performers and were therefore selected for further assessment using the AIFP TRAIT © Interview System.

Dr. Byrne trained a group of serving police members in conducting our interview system. The 17 potential problem performers were interviewed by a panel of police members under the supervision of Dr Byrne.

Of the 17 interviewed, 10 were identified as being most likely to be 'Below Average' or 'Poor' Performers. A detailed written report was provided on each of these ten.

Objectives of prediction were identified in two categories:

- Primary Findings were concerned with how successful we could be in identifying potential 'Poor' performers.
- Secondary Findings were concerned with how well we were able to make predictions, working within very stringent requirements.

Results of Phase 2

At the end of the training period data was collected on these recruits from the Academy. This data was compared with our predictions and showed that these were significantly better than chance as follows:

Primary Findings:

- Four of five recruits who resigned (or were asked to leave) before completing the course were identified as potential poor performers. The likelihood of predicting this on chance alone is about 34 in one billion.

Secondary Findings:

- Four of 14 recruits who received a ranking of 'Below Average' based on Academy data were predicted potential 'Poor' performers. The likelihood of predicting 4 out of 14 by chance alone is approximately 2 in one thousand million.
- Two of the five recruits rated by the Faculty as being in the Top 10% were correctly identified. The likelihood of predicting this by chance alone is about 7 in 10,000.
- Two of the five recruits rated by the Faculty as being in the Bottom 10% were identified. The likelihood of predicting this by chance alone is about 7 in 10,000.

Implications of Phase 2

This second study provides considerable evidence that the use of the AIFP Profiling System could dramatically increase the accuracy in the selection of police recruits. In this group 5 out of 40—about 11% - did not complete the training. Four of these had been identified by AIFP. The potential for financial savings is clearly enormous.

The study also demonstrated that serving police members, correctly selected and trained, can apply the AIFP TRAIT© Interview System.

Follow up research is planned to determine the correlation between our predictions and actual 'on the street' performance.

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