Case Description: Ms. H – Firefighter Candidate Interpretive Report

Ms. H is a 29-year-old, single female candidate who applied for a position as a firefighter/EMT (emergency medical technician) with a rural fire protection district. At the time of her evaluation, she was working as a transport EMT for a local ambulance company. Her background showed her to be well respected for her technical skills and patient care but also widely perceived as quiet, shy, passive, and introverted. She reported in the evaluation that her domestic partner of 3 years broke up with her 2 months ago. During the interview, Ms. H was tearful when discussing the break up, which occurred when her partner disclosed being in a sexual relationship with someone else. She said her situation was challenging because she and her former partner had signed an apartment lease together. She could not afford to move out, so they continue to cohabitate as roommates.
MMPI®-3
Firefighter Candidate Interpretive Report
David M. Corey, PhD, & Yossef S. Ben-Porath, PhD

ID Number: Ms. H
Age: 29
Gender: Female
Marital Status: Not reported
Years of Education: Not reported
Date Assessed: 05/09/2022

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[ 1.4 / RE1 / QG1 ]
MMPI-3 Validity Scales

Raw Score:  
T Score:  
Response %:  
Cannot Say (Raw):  

Comparison Group Data: Firefighter Candidate (Men and Women), N = 220

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.
MMPI-3 Higher-Order (H-O) and Restructured Clinical (RC) Scales

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw Score</th>
<th>T Score</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>EID</td>
<td>11</td>
<td>51</td>
<td>98</td>
</tr>
<tr>
<td>THD</td>
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<td>37</td>
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<tr>
<td>BXD</td>
<td>1</td>
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<tr>
<td>RCd</td>
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Comparison Group Data: Firefighter Candidate (Men and Women), N = 220

Mean Score: 37 41 41 38 40 42 41 43 39 42 43
Standard Dev: 5 5 6 4 5 6 6 6 5 7
Percent scoring at or below test taker: 99 58 33 95 95 99.5 34 81 90 54 9

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.
MMPI-3 Somatic/Cognitive Dysfunction and Internalizing Scales

Comparison Group Data:  Firefighter Candidate (Men and Women), N = 220

<table>
<thead>
<tr>
<th>Scale</th>
<th>Mean Score</th>
<th>Standard Dev</th>
<th>Percent scoring at or below test taker</th>
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<tbody>
<tr>
<td>MLS</td>
<td>36</td>
<td>42</td>
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<td>NUC</td>
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<td>EAT</td>
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<td>HLP</td>
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<td>SFD</td>
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<td>ARX</td>
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<td>ANP</td>
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<tr>
<td>BRF</td>
<td>44</td>
<td>44</td>
<td>98</td>
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</table>

Raw Score: 1 0 0 1 0 0 0 1 1 1 1 6 0 2 1
T Score: 40 38 44 46 44 40 40 44 45 44 65 37 49 56
Response %: 86 100 100 100 100 86 100 100 100 100 100 100 100 100

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.
MMPI-3 Externalizing and Interpersonal Scales

Externalizing

Interpersonal

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw Score</th>
<th>T Score</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>FML</td>
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<tr>
<td>JCP</td>
<td>0</td>
<td>39</td>
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<td>SUB</td>
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<td>IMP</td>
<td>0</td>
<td>37</td>
<td>100</td>
</tr>
<tr>
<td>ACT</td>
<td>0</td>
<td>35</td>
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<td>AGG</td>
<td>0</td>
<td>39</td>
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<td>CYN</td>
<td>4</td>
<td>43</td>
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<tr>
<td>SFI</td>
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<td>40</td>
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</tr>
<tr>
<td>DOM</td>
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<td>DSF</td>
<td>6</td>
<td>60</td>
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<td>SHY</td>
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Comparison Group Data: Firefighter Candidate (Men and Women), N = 220

Mean Score (-------): 41 43 43 42 45 42 39 52 48 42 44 42
Standard Dev (±1 SD): 6 6 5 6 8 5 8 10 7 5 7 7
Percent scoring at or below test taker: 51 65 89 53 24 80 32 18 4 77 99.1 100

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

- FML: Family Problems
- JCP: Juvenile Conduct Problems
- SUB: Substance Abuse
- IMP: Impulsivity
- ACT: Activation
- AGG: Aggression
- CYN: Cynicism
- SFI: Self-Importance
- DOM: Dominance
- DSF: Disaffiliativeness
- SAV: Social Avoidance
- SHY: Shyness
MMPI-3 PSY-5 Scales

Raw Score: 3 0 1 2 9
T Score: 37 38 39 45 65
Response %: 100 100 100 100 100

Comparison Group Data: Firefighter Candidate (Men and Women), N = 220
Mean Score (1 SD): 46 42 42 40 44
Standard Dev (±1 SD): 6 5 6 5 6
Percent scoring at or below test taker: 4 65 41 85 100

The highest and lowest T scores possible on each scale are indicated by a "---"; MMPI-3 T scores are non-gendered.

AGGR Aggressiveness
PSYC Psychoticism
DISC Disconstraint
NEGE Negative Emotionality/Neuroticism
INTR Introversion/Low Positive Emotionality
**MMPI-3 T SCORES (BY DOMAIN)**

**PROTOCOL VALIDITY**

<table>
<thead>
<tr>
<th></th>
<th>CNS</th>
<th>CRIN</th>
<th>VRIN</th>
<th>TRIN</th>
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<td>2</td>
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<td>43</td>
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<td>Over-Reporting</td>
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<tr>
<td>Under-Reporting</td>
<td>61</td>
<td>71</td>
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**SUBSTANTIVE SCALES**

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<tr>
<th>Somatic/Cognitive Dysfunction</th>
<th>46</th>
<th>40*</th>
<th>38</th>
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<td>RC1 MLS NUC EAT COG</td>
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<td>40*</td>
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<tr>
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<td>RC6</td>
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<td>RC8</td>
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<td>PSYC</td>
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<td>Behavioral Dysfunction</td>
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<td>39</td>
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<tr>
<td>DISC</td>
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<td>Interpersonal Functioning</td>
<td>43</td>
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<td>60</td>
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<tr>
<td>SFI DOM AGGR DSF SAV SHY</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

*The test taker provided scorables responses to less than 90% of the items scored on this scale. See the relevant profile page for the specific percentage.

Scale scores shown in bold font are interpreted in the report.

**Note.** This information is provided to facilitate interpretation following the recommended structure for MMPI-3 interpretation in Chapter 5 of the *MMPI-3 Manual for Administration, Scoring, and Interpretation*, which provides details in the text and an outline in Table 5-1.
Scores on the MMPI-3 Validity Scales raise concerns about the possible impact of unscorable responses on the validity of this protocol. With that caution noted, scores on the Substantive Scales indicate clinically significant emotional and interpersonal dysfunction. Emotional-internalizing findings include lack of positive emotions and compulsivity. Interpersonal difficulties relate to social anxiety.

Comparison group findings point to additional possible concerns about interpersonal passivity and social avoidance.

Possible job-relevant problems are identified in the following domains: Emotional Control and Stress Tolerance, Routine Task Performance, Decision-Making and Judgment, Assertiveness, Social Competence and Teamwork, and Conscientiousness and Dependability.

**SYNOPSIS**

Scores on the MMPI-3 Validity Scales raise concerns about the possible impact of unscorable responses on the validity of this protocol. With that caution noted, scores on the Substantive Scales indicate clinically significant emotional and interpersonal dysfunction. Emotional-internalizing findings include lack of positive emotions and compulsivity. Interpersonal difficulties relate to social anxiety.

Comparison group findings point to additional possible concerns about interpersonal passivity and social avoidance.

Possible job-relevant problems are identified in the following domains: Emotional Control and Stress Tolerance, Routine Task Performance, Decision-Making and Judgment, Assertiveness, Social Competence and Teamwork, and Conscientiousness and Dependability.

**PROTOCOL VALIDITY**

**Content Non-Responsiveness**

**Unscorable Responses**

The test taker answered less than 90% of the items on the following scales. The resulting scores may therefore be artificially lowered. In particular, the absence of elevation on these scales is not interpretable. A list of all items for which the test taker provided unscorable responses appears under the heading “Item-Level Information.”
Inconsistent Responding
The test taker responded to the items in a consistent manner, indicating that she responded relevantly.

Over-Reporting
There are no indications of over-reporting in this protocol.

Under-Reporting
The test taker’s scores show no clear evidence of under-reporting. However, she presented herself as very well-adjusted. This reported level of psychological adjustment is relatively rare in the general population but rather common among firefighter/medic candidates. If there is collateral evidence that this individual is not well-adjusted, any absence of elevation on the Substantive Scales should be interpreted with caution. Elevated scores on the Substantive Scales may underestimate the problems assessed by those scales.

CLINICAL FINDINGS

Clinical-level symptoms, personality characteristics, and behavioral tendencies of the test taker are described in this section and organized according to an empirically guided framework. (Please see Chapter 5 of the MMPI-3 Manual for Administration, Scoring, and Interpretation for details.) Statements containing the word “reports” are based on the item content of MMPI-3 scales, whereas statements that include the word “likely” are based on empirical correlates of scale scores. Specific sources for each statement can be viewed with the annotation features of this report.

The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.

The test taker reports a lack of positive emotional experiences and a lack of interest. She likely presents with anhedonia. Her low reported level of activation may be linked to this affective pattern. She also reports engaging in compulsive behavior. She indeed likely engages in compulsive behavior such as repeated checking, experiences obsessions, and is rigid and perfectionistic.

The test taker reports being shy, easily embarrassed, and uncomfortable around others. She is likely to be socially introverted and inhibited, anxious and nervous in social situations, and viewed by others as socially awkward.

There are no indications of clinically significant somatic, cognitive, thought, or behavioral dysfunction in this protocol.

DIAGNOSTIC CONSIDERATIONS

This section provides recommendations for psychodiagnostic assessment based on the test taker’s MMPI-3 results. It is recommended that she be evaluated for the following, bearing in mind possible threats to protocol validity noted earlier in this report:

Emotional-Internalizing Disorders
- Anhedonia-related disorders
- Obsessive-compulsive disorder
Interpersonal Disorders
- Features of personality disorders involving detachment such as Avoidant
- Social anxiety disorder (social phobia)

COMPARISON GROUP FINDINGS

This section describes the MMPI-3 substantive scale findings in the context of the Firefighter Candidate Comparison Group. Specific sources for each statement can be accessed with the annotation features of this report. Job-related correlates of these results, if any, are provided in the subsequent Job-Relevant Correlates section.

The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.

Emotional/Internalizing Problems
The test taker's responses indicate a lack of positive emotional experiences that may be incompatible with public safety requirements for good emotional adjustment. This lack of positive emotional responsiveness is uncommon among firefighter/medic candidates. Only 0.5% of comparison group members give evidence of this or a greater level of low positive emotions. She reports a comparatively high level of compulsive behavior for a firefighter/medic candidate. Only 7.0% of comparison group members convey this or a greater level of compulsiveness.

Interpersonal Problems
The test taker's responses indicate a level of interpersonal passivity that may be incompatible with public safety requirements for assertiveness. This level of passive behavior is uncommon in firefighter/medic candidates. Only 4.0% of comparison group members give evidence of this or a greater level of passive, submissive behavior. She reports a comparatively high level of social avoidance for a firefighter/medic candidate. Only 1.0% of comparison group members convey this or a greater preference for avoiding social interaction. Her responses indicate a level of shyness that may be incompatible with public safety requirements for good interpersonal functioning. This level of social anxiety is uncommon among firefighter/medic candidates. Only 1.0% of comparison group members demonstrate this level of shyness and inhibition.

JOB-RELEVANT CORRELATES

Job-relevant personality characteristics and behavioral tendencies of the test taker are described in this section and organized according to ten problem domains commonly identified in the professional literature as relevant to public safety candidate suitability. (Please see MMPI-3 User's Guide for the Public Safety Candidate Interpretive Reports for details.) Statements that begin with “Compared with other firefighter/medic candidates” are based on correlations with other self-report measures obtained in firefighter/medic candidate samples that included individuals who were subsequently hired as well as those who were not.

The following interpretation needs to be considered in light of cautions noted about the possible impact of unscorable responses on the validity of this protocol.

Emotional Control and Stress Tolerance Problems
Compared with other firefighter/medic candidates, the test taker is more likely to worry about problems and be uncertain about how to deal with them and to behave in a self-defeating fashion.
Routine Task Performance Problems
Compared with other firefighter/medic candidates, the test taker is more likely to be lacking in confidence in her own abilities\(^24\).

Decision-Making and Judgment Problems
Compared with other firefighter/medic candidates, the test taker is more likely to avoid making decisions, fail to take action, or do anything that may prompt scrutiny from others\(^23\). She is also more likely to be made anxious by change and uncertainty\(^25\); to be disengaged from her environment\(^26\); and to be rigid and inflexible\(^27\).

Assertiveness Problems
Compared with other firefighter/medic candidates, the test taker is more likely to be ill at ease in dealing with others\(^28\); to feel inadequate\(^23\); and to be unsure and act hesitantly\(^29\). She is also more likely to lack assertiveness\(^30\) and to dislike leadership roles\(^30\).

Social Competence and Teamwork Problems
Compared with other firefighter/medic candidates, the test taker is more likely to have difficulty creating and sustaining mutually satisfying relationships\(^28\); to have a limited social support network\(^31\); and to prefer to work out problems alone\(^32\).

Conscientiousness and Dependability Problems
Compared with other firefighter/medic candidates, the test taker is more likely to give up easily and not persevere in the face of challenges\(^33\).

The candidate's test scores are not associated with problems in the following domains:
- Feedback Acceptance
- Integrity
- Substance Use
- Impulse Control

ITEM-LEVEL INFORMATION

Unscorable Responses
Following is a list of items to which the test taker did not provide scorable responses. Unanswered or double answered (both True and False) items are unscorable. The scale(s) on which the items appear are in parentheses following the item content.

48. Item number and content omitted. (CRIN, TRIN, EID, RCD, SFD)
262. Item number and content omitted. (MLS)

Critical Responses
Seven MMPI-3 scales—Suicidal/Death Ideation (SUI), Helplessness/Hopelessness (HLP), Anxiety-Related Experiences (ARX), Ideas of Persecution (RC6), Aberrant Experiences (RC8), Substance Abuse (SUB), and Aggression (AGG)—have been designated by the test authors as having critical item content that may require immediate attention and follow-up. Items answered by the individual in the keyed direction (True or False) on a critical scale are listed below if her T score on that scale is 65 or higher. However, any item answered in the keyed direction on SUI is listed.

The test taker has not produced an elevated T score (≥ 65) on any of these scales or answered any SUI items in the keyed direction.
User-Designated Item-Level Information

The following item-level information is based on the report user's selection of additional scales, and/or of lower cutoffs for the critical scales from the previous section. Items answered by the test taker in the keyed direction (True or False) on a selected scale are listed below if her T score on that scale is at the user-designated cutoff score or higher. The percentage of the MMPI-3 normative sample (NS) and of the Firefighter Candidate Comparison Group (CG) that answered each item in the keyed direction are provided in parentheses following the item content.

Low Positive Emotions (RC2, T Score = 65)
- Item number and content omitted. (False; NS 17.9%, CG 1.4%)
- Item number and content omitted. (False; NS 27.2%, CG 10.0%)
- Item number and content omitted. (False; NS 41.2%, CG 37.7%)
- Item number and content omitted. (False; NS 14.6%, CG 4.1%)
- Item number and content omitted. (False; NS 29.9%, CG 20.9%)
- Item number and content omitted. (False; NS 27.0%, CG 7.3%)

Compulsivity (CMP, T Score = 65)
- Item number and content omitted. (True; NS 62.3%, CG 60.5%)
- Item number and content omitted. (True; NS 27.2%, CG 5.0%)
- Item number and content omitted. (True; NS 50.7%, CG 45.0%)
- Item number and content omitted. (True; NS 42.7%, CG 29.5%)
- Item number and content omitted. (True; NS 40.9%, CG 35.0%)
- Item number and content omitted. (True; NS 27.1%, CG 15.0%)

Social Avoidance (SAV, T Score = 60)
- Item number and content omitted. (False; NS 27.2%, CG 10.0%)
- Item number and content omitted. (False; NS 53.1%, CG 39.1%)
- Item number and content omitted. (False; NS 24.1%, CG 5.9%)
- Item number and content omitted. (False; NS 14.8%, CG 4.1%)
- Item number and content omitted. (False; NS 45.7%, CG 30.5%)
- Item number and content omitted. (True; NS 41.5%, CG 19.1%)

Shyness (SHY, T Score = 69)
- Item number and content omitted. (True; NS 18.8%, CG 5.5%)
- Item number and content omitted. (True; NS 27.8%, CG 4.5%)
- Item number and content omitted. (True; NS 29.1%, CG 9.5%)
- Item number and content omitted. (True; NS 38.0%, CG 13.6%)
- Item number and content omitted. (True; NS 38.6%, CG 7.3%)
- Item number and content omitted. (False; NS 32.3%, CG 6.4%)

Introversion/Low Positive Emotionality (INTR, T Score = 65)
- Item number and content omitted. (False; NS 17.9%, CG 1.4%)
- Item number and content omitted. (False; NS 52.0%, CG 51.8%)
- Item number and content omitted. (False; NS 27.2%, CG 10.0%)
- Item number and content omitted. (False; NS 53.1%, CG 39.1%)
- Item number and content omitted. (False; NS 24.1%, CG 5.9%)
- Item number and content omitted. (False; NS 45.7%, CG 30.5%)
- Item number and content omitted. (False; NS 14.6%, CG 4.1%)
- Item number and content omitted. (False; NS 29.9%, CG 20.9%)
- Item number and content omitted. (True; NS 41.5%, CG 19.1%)
Critical Follow-up Items

This section contains a list of items to which the test taker responded in a manner warranting follow-up. The items were identified by public safety candidate screening experts as having critical content. Clinicians are encouraged to follow up on these statements with the candidate by making related inquiries, rather than reciting the item(s) verbatim. Each item is followed by the candidate's response, the percentage of Firefighter Candidate Comparison Group members who gave this response, and the scale(s) on which the item appears.

Item number and content omitted. (True; 0.0%; BRF)
ENDNOTES

This section lists for each statement in the report the MMPI-3 score(s) that triggered it. In addition, each statement is identified as a Test Response, if based on item content, a Correlate, if based on empirical correlates, or an Inference, if based on the report authors' judgment. (This information can also be accessed on-screen by placing the cursor on a given statement.) For correlate-based statements, research references (Ref. No.) are provided, keyed to the consecutively numbered reference list following the endnotes.

1. Correlate: Response % < 90, Ref. 13
2. Test Response: K=71
3. Correlate: K=71, Ref. 7, 11, 18, 21, 27
4. Correlate: K=71, Ref. 6, 14, 21, 25, 27
5. Test Response: RC2=65; INTR=65
6. Correlate: RC2=65, Ref. 1, 5, 6, 24, 25; INTR=65, Ref. 1, 5, 6, 24, 25
7. Inference: RC2=65; ACT=35
8. Test Response: CMP=65
9. Correlate: CMP=65, Ref. 6
10. Test Response: SHY=69
11. Correlate: SHY=69, Ref. 2, 3, 4, 5, 6, 12
12. Correlate: SHY=69, Ref. 2, 4, 5, 6, 25
13. Correlate: SHY=69, Ref. 4, 6, 9, 15, 20
14. Correlate: SHY=69, Ref. 6, 25
15. Correlate: RC2=65, Ref. 6, 16, 17, 19, 22, 23, 25, 26, 28; INTR=65, Ref. 6, 25
16. Inference: CMP=65
17. Correlate: INTR=65, Ref. 8
18. Inference: SHY=69
19. Inference: RC2=65; INTR=65
20. Inference: DOM=40; AGGR=37
21. Test Response: SAV=60
22. Correlate: RC2=65, Ref. 10; INTR=65, Ref. 10
23. Correlate: DOM=40, Ref. 10; SHY=69, Ref. 10
24. Correlate: DOM=40, Ref. 10; SAV=60, Ref. 10; SHY=69, Ref. 10; INTR=65, Ref. 10
25. Correlate: SHY=69, Ref. 10; INTR=65, Ref. 10
26. Correlate: RC2=65, Ref. 10
27. Correlate: CMP=65, Ref. 10
28. Correlate: SAV=60, Ref. 10; SHY=69, Ref. 10; INTR=65, Ref. 10
29. Correlate: RC2=65, Ref. 10; SAV=60, Ref. 10; SHY=69, Ref. 10
30. Correlate: DOM=40, Ref. 10
31. Correlate: SAV=60, Ref. 10; INTR=65, Ref. 10
32. Correlate: SAV=60, Ref. 10
33. Correlate: SHY=69, Ref. 10
RESEARCH REFERENCE LIST

The following studies are sources for empirical correlates identified in the Endnotes section of this report.


End of Report
**ITEM RESPONSES**

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