



Multidimensional Personality Questionnaire™

# Assess normal-range dimensions of personality



This digitally scored assessment tool can be used both as a standalone primary measure or alongside the MMPI® to explore and clarify basic dimensions of personality. The Multidimensional Personality Questionnaire™ (MPQ™) builds on a long history of research and can be used in preemployment screenings for public safety positions.

## QUICK OVERVIEW

Age: 18 years and older

Qualification levels:

B – Score Report

C – Police Preemployment Interpretive Report (PPIR)

Completion time: 25–45 minutes

Report options: Score, Police

Preemployment Interpretive Report (PPIR)

**Table 1.** Demographic Characteristics of the MPQ Normative Sample Relative to the Project 2020 U.S. Census Data

Age	MPQ normative sample		Projected 2020 U.S. census
	<i>n</i>	%	%
18–29	223	22.3	20.8
30–59	553	55.3	49.4
60–79	215	21.5	24.7
80+	9	0.9	5.1

**Table 1.** (continued)

Race/ethnicity	MPQ normative sample		Projected 2020 U.S. census
	<i>n</i>	%	%
American Indian	6	0.6	1.2
Asian American	36	3.6	6.0
Black/African American	126	12.7	12.2
Hispanic	177	17.8	16.8
White (non-Hispanic)	640	64.5	62.5
Mixed ethnicity	7	0.7	1.6
Did not disclose <sup>a</sup>	8		
Education level <sup>b</sup>	MPQ normative sample		Projected 2020 U.S. census
	<i>n</i>	%	%
No high school or GED	5	0.5	11.1
High school or GED	252	25.3	29.0
Some university or 2-year degree	409	41.1	28.6
Bachelor’s degree or higher	329	33.0	31.4
Did not disclose <sup>a</sup>	5		

<sup>a</sup> Not included in the proportional calculation.

<sup>b</sup> U.S. census data is based on individuals > 25 years old (excluding individuals below 25 years old, the proportions would be 0.5%, 23.8%, 40.5%, and 35.2%, for these categories).

## Key features of the MPQ

**Nationally representative norms.** The MPQ normative sample includes 1,000 individuals age 18 and older from diverse communities throughout the United States and is designed to match 2020 U.S. census projections for gender, age, race/ethnicity, and education.

**Updated scales.** The MPQ includes 256 items used to score 3 Validity, 3 Higher-Order, and 11 Primary Trait scales. These scales have a long history of research use and have been updated for applied assessments.

**Administration time.** The MPQ takes only 25–35 minutes to administer by computer and 35–45 minutes to administer by paper and pencil.

**Comprehensive manual.** The *Manual for Administration, Scoring, and Interpretation* provides a detailed description of the history and development of the MPQ; information on the new normative sample; case illustrations; and standard procedures for administering, scoring, and interpretation.

## MPQ scales

### Validity scales

VRIN: Variable Response Inconsistency	Random responding
TRIN: True Response Inconsistency	Fixed True or False responding
UV: Unlikely Virtues	Underreporting/positive impression management

### Higher-Order scales

PEM: Positive Emotionality	Broad tendency toward positive emotions and active engagement
NEM: Negative Emotionality	Broad tendency toward negative emotions and adversarial interpersonal relations
CON: Constraint	Broad tendency toward being planful, cautious, and conventional

### Primary Trait scales

WB: Wellbeing	Cheerful, enthusiastic, optimistic
SP: Social Potency	Enjoys taking charge in social situations
AC: Achievement	Values and exhibits persistence and hard work
SC: Social Closeness	Values being with people and close interpersonal relationships
SR: Stress Reaction	Frequently experiences anxiety and similar emotions
AL: Alienation	Feels a victim of the malevolent wishes and actions of others
AG: Aggression	Enjoys and engages in physical and/or verbal aggression
CL: Control	Deliberate, careful, planful, self-controlled
HA: Harmavoidance	Prefers safer experiences, even if unpleasant, to more dangerous ones
TR: Traditionalism	Believes in traditional values regarding morality and propriety
AB: Absorption	Easily caught up in sensory and imaginative experiences

## Reporting

### Score Report

This report provides scores for all 17 scales of the test and includes a summary page to facilitate standard interpretation along with optional comparison groups and customizable item-level information.

#### The Score Report includes:

- 3 Validity scales
- 3 Higher-Order (H-O) scales
- 11 Primary Trait scales
- 3 comparison groups (optional)
- Item-level information (customizable)
- Item responses (customizable)

### Police Preemployment Interpretive Report (PPIR)

Developed with MPQ normative and comparison group data and providing either a preoffer or postoffer option, this report is designed to inform evaluation of a prospective police officer's job-relevant psychological traits and competencies. The report provides empirically grounded and conceptually informed interpretations to assist assessors when making police officer suitability decisions. The *User's Guide for the Police Preemployment Interpretive Report* provides background on the development of the report, standard procedures for interpretation, and case illustrations.

**The Police Preemployment Interpretive Report (PIR):**

- Focuses on identifying both positive and negative attributes, as indicated by the test taker’s scores.
- Includes fully transparent citations linking all statements with their evidence-based interpretive sources.
- Offers two separate comparison groups with unique features: preoffer police applicants (298 individuals who completed the MPQ as part of a preoffer suitability assessment) or postoffer police candidates (938 individuals who completed the MPQ as part of a postoffer preemployment psychological evaluation).
- Identifies correlates associated with 10 job-relevant domains.

- |  |                                       |
|--|---------------------------------------|
| ◀ Emotional Control and Stress Tolerance | ◀ Routine Task Performance            |
| ◀ Decision-Making and Judgment           | ◀ Feedback Acceptance                 |
| ◀ Assertiveness                          | ◀ Social Competence and Teamwork      |
| ◀ Integrity                              | ◀ Conscientiousness and Dependability |
| ◀ Substance Use                          | ◀ Impulse Control                     |

Interpretive statements in this report rely on the appropriate comparison group for base rate information and on other police samples for validity evidence that is cited in the report.

**Administration & scoring options**

Choose from a variety of administration and scoring options.

**Administration:** Q-global® or paper and pencil



**Scoring:** Q-global scoring & reporting or mail-in scoring service



**Training opportunities**

There are more resources to help you get started!



Overview webinars



On-demand training modules

For training, sample reports, comparison group details, and other resources visit **[PearsonAssessments.com/MPQ](https://www.pearsonassessments.com/MPQ)**.