



# Revised NEO Personality Inventory Normative Data for Catalan police officer selection: A preliminary study

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## INTRODUCTION

The NEO PI-R (Costa & McCrae, 1992) is an FFM-derived, 240-item personality inventory widely used in personnel selection. It measures the FFM personality domains which are Neuroticism, Extraversion, Openness, Agreeableness and Conscientiousness (Dietrick & Chinball, 2013).

A number of studies have provided support for NEO PI-R validity for police officer selection in general. Black (2000) found that the overall training performance of police recruits in New Zealand was most strongly associated with Conscientiousness. Additional significant associations were noted for Extraversion and Neuroticism. Other studies showed that the successful applicants for police officers were notable for low Neuroticism, high levels of Extraversion, average range of Openness and Agreeableness and High scores of Conscientiousness. (Dietrick & Chinball, 2013).

## PURPOSE

The purpose of this study is to provide normative data using a sample of 140 Catalan police officer applicants in comparison with the results provided by Dietrick & Chinball (2013).

## METHOD & SAMPLE

A sample of 140 Catalan police officer applicants who completed NEO PI-R during their formation at police academy. Data were categorized according the NEO PI-R Professional Manual (Costa & McCrae, 1992)

Mean Age: 28,4 years old (SD = 4,93)  
Gender: 76,4% males and 23,6% females

## RESULTS

	CATALAN SAMPLE*	AMERICAN SAMPLE
<b>NEUROTICISM</b>	VERY LOW (79,5%)	VERY LOW (87%)
<b>EXTRAVERSION</b>	HIGH (42%)	HIGH (44%)
	AVG (36%)	AVG (48%)
<b>OPENNESS</b>	LOW (40%)	LOW (32%)
	AVG (33%)	AVG (47%)
<b>AGREEBLENESS</b>	AVG (25%)	AVG (52%)
	HIGH (46%)	HIGH (22%)
<b>CONSCIENTIOUNESS</b>	AVG (8%)	AVG (37%)
	HIGH (36%)	HIGH (33%)
	VERY HIGH (54%)	VERY HIGH (26%)

\*Data from candidates who have passed the course.

## CONCLUSIONS

- Results showed that Catalan officer applicant NEO PI-R profile is notable for Very Low levels of Neuroticism and Very High levels Conscientiousness (with high levels of Extraversion, and Agreeableness and low levels of Openness).
- In comparison with the Americans sample, Catalan officer applicants obtain upper scores in Conscientiousness and Agreeableness dimension. In the other scales both samples obtain similar results.
- The main characteristics of the profile successful Catalan officer applicant are a very emotionally stable, particularly nonimpulsive and steady under stress; people oriented, pleasant, outgoing; responsible, disciplined, and forehanded.

## REFERENCES

- Black, J. (2000). Personality testing and police selection: Utility of the "Big Five." *New Zealand Journal of Psychology*, 29, 2-9.
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- Dietrick, P., & Chibnall, J. T. (2013, February 11). Revised NEO Personality Inventory Normative Data for Police Officer Selection. *Psychological Services*. Advance online publication. doi: 10.1037/a0031800