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### **Use of the Wisconsin Card Sorting Task in Predicting Fitness for Duty**

The validity of a psychological test to predict a successful Police hire, or whether or not an Officer is currently fit, is crucial. The attributes of a “good hire” or “fit cop” are well defined and researched by the California POST dimensions. These ten dimensions are: 1. Social Competence, 2. Adaptability/Flexibility, 3. Impulse Control-Attention to Safety, 4. Teamwork, 5. Conscientiousness/Dependability, 6. Integrity/Ethics, 7. Avoiding Substance Abuse and Other Risk Taking Behavior, 8. Emotional Regulation and Stress Tolerance, 9. Assertiveness/Persuasiveness, and 10. Decision-Making and Judgment.

Various measures such as personality tests (e.g. CPI), clinical measures (e.g. PAI, MMPI), IQ or cognitive ability tests (e.g. Gamma, Wonderlic) and a wide range of others tests have typically been used in pre-employment and fitness evaluations. Some of these measures have Police normative samples and are designed for employment screening. Others are based on clinical or community samples and are intended to detect intelligence, pathology, or inform treatment. When reviewing the POST dimensions, many of them, such as Adaptability/Flexibility, Impulse Control/Attention to Safety, Conscientiousness/Dependability, Avoiding Risk Taking Behavior, and Decision-Making and Judgment, are reflective of executive functions. Yet, very little research has been done on the neuropsychological measures that could help predict these abilities in Police Officers. And, very few studies have collected large Police normative samples for comparison. One neuropsychological measure that could capture many of these executive functions is the Wisconsin Card Sorting Task (WCST) which can mimic the “on the fly” and often changing circumstances involved in Police work. Frequently, Officers must take in new information, and, almost immediately, change mental set, control sudden impulses, integrate new information, and respond to new feedback. The WCST appears uniquely suited to measure these attributes.

The purpose of this poster presentation is to present this hypothesis and provide rationale for the collecting of data on Candidates and current Police Officers with the WCST in order to: 1. Allow for a more specific measure of the executive functioning demands involved in police work, 2. To demonstrate the predictive validity of the measure, and 3. To encourage and foster the development of a Police normative sample for use with the WCST during evaluations.