

## Registration Form

You may register on-line at  
[www.psycheval.com/workshop.shtml](http://www.psycheval.com/workshop.shtml)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Department: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

No. of Registrants: \_\_\_\_\_

### Payment information:

Tuition is waived; we have used your services in the past 12 months

Check enclosed

Credit Card: Visa–MasterCard

Card number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ / \_\_\_\_\_

Date: Friday, June 23, 2006  
Time: 8:30 a.m.— 4:30 p.m.

604 Parkside Professional Center  
825 South Eighth Street  
Minneapolis, Minnesota 55404

Workshop tuition: \$125; \$95 for two or more persons from the same organization;

\*Tuition is waived for departments who have used our services in past 12 months;

\*All tuition costs will be credited towards any services purchased in the next 12 months.

Please fax to 612-333-6740 or mail to:

Gary L. Fischler & Associates, P.A.  
604 Parkside Professional Building  
825 South Eighth Street  
Minneapolis, Minnesota 55404

For questions or to register by phone or e-mail:  
Local: 612-333-3825 Toll Free: 877-370-7309  
[info@psycheval.com](mailto:info@psycheval.com)

**Gary L. Fischler & Associates, PA**  
CONSULTING & FORENSIC PSYCHOLOGISTS  
604 Parkside Professional Center  
825 South Eighth Street  
Minneapolis, MN 55404

## Maximizing the Effectiveness of Psychological Pre-Employment and Fitness-for-Duty Evaluations



A workshop for public safety administrators presented by:  
**Gary L. Fischler, Ph.D.**  
Licensed Psychologist

You may qualify for **FREE TRAINING\***

Approved for 7.0 Continuing Education Credits by the Minnesota POST Board

**Friday, June 23, 2006**  
**8:30 a.m. - 4:30 p.m.**

604 Parkside Professional Building  
825 South Eighth Street  
Minneapolis, MN 55404

Local: 612-333-3824 Toll Free: 877-370-7309

## Workshop Description

This workshop provides a detailed description of the psychological tools most frequently used by public safety departments to ensure safe and effective job performance from their employees.

**Pre-employment psychological examinations** are routinely used by police, fire, and other public safety departments to screen new-hire job applicants for psychological characteristics that might limit their safety or effectiveness.

**Fitness-for-duty examinations (FFDEs)** are used to assess incumbent employees who are having problems that may reasonably be related to underlying mental health conditions and are likely to effect job performance.

This workshop will present a methodology of assessment that is guided by validation research studies and 20 years of clinical experience. Specific tests and test results will be described, and case examples presented. Means of identifying potential FFDE issues will be considered. Relevant legal cases that have bearing on when, how, and under what circumstances employees should be examined will be discussed.

This workshop will teach administrators how to get the most out of the psychological evaluation process in order to make the best hiring decisions and ensure that incumbent employees perform safely and effectively.

## Learning Objectives

### Morning Session

#### Pre-Employment Evaluations

##### Participants will learn :

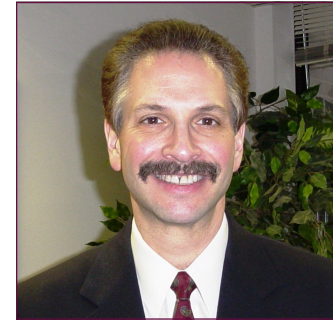
- the history and purposes of pre-employment screening
- POST and IACP exam guidelines
- how to determine the psychological characteristics most important to measure
- the special importance of measuring integrity
- unique methods of test interpretation for public safety applicants
- results of recent construct and predictive validity studies
- how to interpret test findings in light of the research
- what information should be in written reports
- the importance of issues related to adverse impact
- how bottom-line recommendations for hiring are derived
- how to apply these principles to specific case examples
- how to communicate with your psychologist to maximize your hiring outcomes

### Afternoon Session

#### Fitness-for-Duty Examinations (FFDEs)

##### Participants will learn :

- the differences between FFDE and pre-employment exams
- the most frequent “red flags” for referring an employee for an FFDE
- when to refer for an FFDE vs. counseling
- about the specific methods and tests used
- IACP exam guidelines
- possible outcomes of an FFDE
- the most common recommendations to help employees return to fitness
- how to get employees back to work as soon as possible without compromising safety
- outcomes of legal cases that help guide the referral and examination process
- issues related to the ADA and FMLA
- how to apply these principles to specific case examples



### About the Presenter:

**Gary L. Fischler, Ph.D., Licensed Psychologist**  
Diplomate, American Board of Law Enforcement Experts

Diplomate, American Board of Psychological Specialties (Forensic Clinical Psychology)

Diplomate, American Board of Professional Disability Consultants

Dr. Fischler earned his doctorate in Clinical Psychology from the University of Minnesota in 1984. He is an adjunct assistant professor of psychology at the University of Minnesota and an adjunct faculty at Argosy University, the Minnesota School of Professional Psychology. He and his staff have provided thousands of pre-employment and fitness-for-duty examinations for more than 90 public safety agencies at federal, state and local levels. He helped develop the current IACP guidelines for fitness-for-duty exams and recently completed a Department of Justice research project designed to identify the predictors of officer integrity problems. He has presented nationally on these topics numerous times and has authored or coauthored 12 professional papers and a book relating to the interface between mental health, legal issues, and workplace concerns. He is a court-appointed psychological examiner and current chairman of the Minnesota Psychological Association Ethics Committee.