



*Shedler-Westen* **Assessment Procedure**

## **SWAP-200 National Security Report**

*by Jonathan Shedler, PhD*

**Subject:** .....SA122  
Age: 41  
Sex: Male  
Race/Ethnicity: White  
Setting: Personnel/Employment Evaluation  
Date Assessed: 2/25/2015  
Assessor: John Smith, PhD

**WARNING: DIRE (Dispositional Indicators of Risk Exposure) score is elevated (T=67.1)**

This assessment has identified psychological characteristics associated with security risk. See specific findings below.

**Identifying Information**

The subject is a 41 year-old male of White race/ethnicity. He holds an advanced (graduate) degree. He is unmarried with a long-term partner.

The subject is being seen in a personnel/employment evaluation. The assessor has not seen the subject in clinical treatment.

**Assessor-Assigned Psychiatric Disorders**

The assessor has indicated that the following (non-personality) DSM-5 diagnoses apply. This diagnostic information should be taken into consideration when interpreting and applying the personality findings described in this report.

Substance use disorder

**Interpretive Considerations**

This report provides a comprehensive assessment of personality and includes information specifically relevant to security risk assessment. This information addresses the potential for destructive or high-risk behavior in personnel employed in, or being evaluated for, sensitive positions such as those requiring access to classified information. Findings bearing on security risk apply more broadly in assessment contexts where questions of strength of character, trustworthiness, honesty, reliability, discretion, and sound judgment are paramount.

*Personality* refers to enduring patterns of thinking, feeling, motivation, coping, defense, attachment, interpersonal functioning, experiencing self and others, and so on. Understanding these patterns provides a road map for effective decision making and enhances the ability to take effective countermeasures against risk.

SWAP diagnostic scale scores are T-scores (standardized scores) based on norms established in a clinical sample of patients with personality disorder diagnoses. T-scores have a mean of 50 and standard deviation of 10. Thus, a score of T=50 indicates that the subject is at the mean for the clinical reference sample and a score of T=60 indicates that the subject is one standard deviation above the mean (84th percentile). As a general interpretive guideline, SWAP-200 scores of T=55 (70th percentile) and higher can be considered clinically elevated.

*The section provides an assessment of overall personality health versus dysfunction*

## **I. Overall Personality Health (T=54.6)**

The *Psychological Health Index* provides a global measure of overall personality health versus dysfunction. Higher scores ( $T > 50$ ) indicate greater psychological resources and capacities (e.g., ego strengths); lower scores ( $T < 50$ ) indicate more impairment. The index is graphed in the DSM-5 Personality Disorder Score Profile (see Section III).

Overall personality health is directly relevant to risk assessment. Higher *Psychological Health Index* scores are associated with greater flexibility, adaptability, coping resources, capacity to manage stress, exercise self-control, and respond effectively to social and interpersonal cues. Lower scores are associated with poor coping, judgment, and interpersonal functioning. Individuals with low *Psychological Health Index* scores (e.g., below  $T=45$ ) may become mentally or emotionally unstable under stress in ways that adversely impact reliability, trustworthiness, judgment, or interpersonal effectiveness.

This subject has a Psychological Health Index score of  $T= 54.6$ . This indicates somewhat higher than average personality functioning (approximately half a standard deviation) relative to a clinical sample. The person possesses reasonably good ego strengths and interpersonal capacities.

## **II. Dispositional Indicators of Risk Exposure (DIRE)**

*The DIRE scale quantifies the risk of harmful or destructive behavior*

The *Dispositional Indicators of Risk Exposure* (DIRE) scale was developed in conjunction with agencies of the United States federal government to assess personnel employed in, or being evaluated for, sensitive positions such as those requiring access to classified information. The scale assesses a constellation of personality characteristics associated with increased security risk, with higher scores indicating greater risk. The DIRE scale is graphed in the DSM-5 Personality Disorder Score Profile (see Section III). The rationale and scale development methods are described in *Defense Personnel Security Research Center* (PERSEREC) Technical Report 11-05, "Identifying Personality Disorders that are Security Risks: Field Test Results."

*Background:* During the scale development phase, twenty adjudicators (experts in personnel security and counterintelligence) from four U.S. government intelligence agencies provided SWAP-200 descriptions of a hypothetical, prototypical high-risk individual "*capable of endangering the safety of others, compromising important systems, or otherwise undermining national security.*" Analyses showed high agreement across the adjudicators about core personality characteristics associated with security risk (coefficient  $\alpha=.92$ ). The SWAP descriptions provided by the adjudicators were aggregated to construct the DIRE diagnostic prototype, representing core psychological features associated with security risk.

The DIRE score indicates the degree of resemblance or "match" between the subject and the DIRE prototype. A strong match with the DIRE prototype indicates that *the individual would be considered a security risk by a consensus of expert adjudicators.* The DIRE scale quantifies degree of risk, allowing systematic and consistent assessment, and facilitating reporting and communication of findings.

The DIRE diagnostic prototype encompasses a blend of pathological personality characteristics associated with 1) mental or emotional instability, 2) psychopathy, 3) grandiose/malignant

narcissism, and 4) borderline personality. Each of these personality syndromes represents a security risk in its own right and potential grounds for denying or revoking security clearance. When the personality characteristics occur in combination, the level of security risk may increase exponentially.

*Scale interpretation:* Because SWAP-200 was normed in a sample of psychiatric patients with DSM-IV Axis II personality disorder diagnoses, even relatively small elevations in the DIRE score warrant concern and should prompt careful scrutiny (for example, a DIRE score of T=55 indicates that the individual is half a standard deviation above the sample mean, *relative to a psychiatric sample of patients with verified personality disorder diagnoses*). Such scrutiny should include examination of the full range of SWAP-200 diagnostic scales and a review of critical items contributing to a DIRE score elevation.

## DIRE Results

\*\*\*WARNING\*\*\*

**This subject has a DIRE score of T=67.1**

This score is clinically elevated (a standard deviation or more above the reference sample mean). The subject shows a strong match with the psychological profile of an individual who, in the judgment of experienced security experts, would endanger the safety of others, compromise important systems, or otherwise undermine security. Based on the subject's psychological characteristics, a consensus of expert adjudicators would likely deny or revoke security clearance.

*An elevated DIRE score indicates that the subject may pose an unacceptable security risk*

## DIRE - Critical Items

- 113. Appears to experience no remorse for harm or injury caused to others.
- 40. Tends to engage in unlawful or criminal behavior.
- 161. Tends to abuse illicit drugs.
- 65. Seeks to dominate an important other (e.g., spouse, lover, family member) through violence or intimidation.
- 112. Tends to be unconcerned with the consequences of his/her actions; appears to feel immune or invulnerable.
- 31. Tends to show reckless disregard for the rights, property, or safety of others.
- 134. Tends to act impulsively, without regard for consequences.
- 20. Tends to be deceitful; tends to lie or mislead.
- 115. Tends to break things or become physically assaultive when angry.
- 39. Appears to gain pleasure or satisfaction by being sadistic or aggressive toward others (whether consciously or unconsciously).
- 3. Takes advantage of others; is out for number one; has minimal investment in moral values.
- 103. Tends to react to criticism with feelings of rage or humiliation.
- 4. Has an exaggerated sense of self-importance.
- 43. Tends to seek power or influence over others (whether in beneficial or destructive ways).
- 194. Tries to manipulate others' emotions to get what s/he wants.
- 24. Tends to be unreliable and irresponsible (e.g., may fail to meet work obligations or honor financial commitments).
- 177. Repeatedly convinces others of his/her commitment to change but then reverts to previous maladaptive behavior; tends to convince others that "this time is really different."

*These are the specific SWAP items contributing to the elevated DIRE score*

129. Tends to be conflicted about authority (e.g., may feel s/he must submit, rebel against, win over, defeat, etc.).

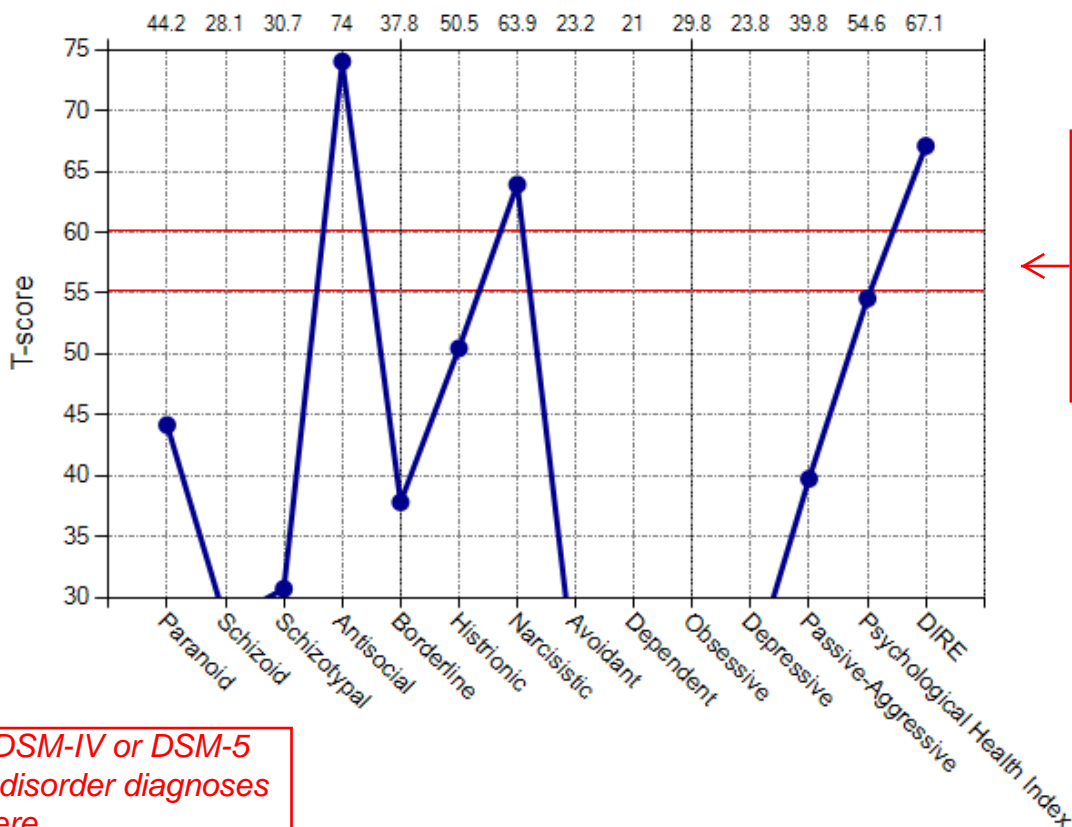
133. Tends to be arrogant, haughty, or dismissive.

185. Tends to express intense and inappropriate anger, out of proportion to the situation at hand.

### **III. DSM-5 Personality Disorders**

The DSM-5 Personality Disorder Score Profile shows the similarity or match between the subject and diagnostic “prototypes” reflecting expert clinical consensus about the core features of each DSM-5 personality disorder. Higher scores indicate greater severity. The higher the score, the more likely the patient would be given the personality disorder diagnosis by a consensus of expert psychologists and psychiatrists. As an interpretive guideline, T-scores > 60 generally warrant a categorical DSM-5 personality disorder diagnosis and T-scores > 55 warrant a diagnosis of traits or features of the disorder.

### DSM-5 Personality Disorder Score Profile with DIRE scale



*This graph shows DSM-5 personality disorders that would be diagnosed by a consensus of expert clinicians*

*Applicable DSM-IV or DSM-5 personality disorder diagnoses are listed here*

**This person would likely be given the following personality disorder diagnoses by a consensus of knowledgeable clinicians:**

- Antisocial Personality Disorder (T=74)**
- Narcissistic Personality Disorder (T=63.9)**

*These are the specific SWAP items that describe the subject, that led to the indicated DSM personality disorder diagnoses*

#### **Noteworthy Items**

The following SWAP-200 items are descriptive of this person (they were scored 5 or higher by the assessor) and contribute to the DSM-5 personality disorder score elevations/diagnoses indicated above. Noteworthy items are listed in order of their importance or centrality to the diagnostic construct, as it is understood by a consensus of expert clinicians.

#### **Antisocial Personality Disorder - Noteworthy Items**

- 3. Takes advantage of others; is out for number one; has minimal investment in moral values.
- 113. Appears to experience no remorse for harm or injury caused to others.
- 40. Tends to engage in unlawful or criminal behavior.
- 20. Tends to be deceitful; tends to lie or mislead.

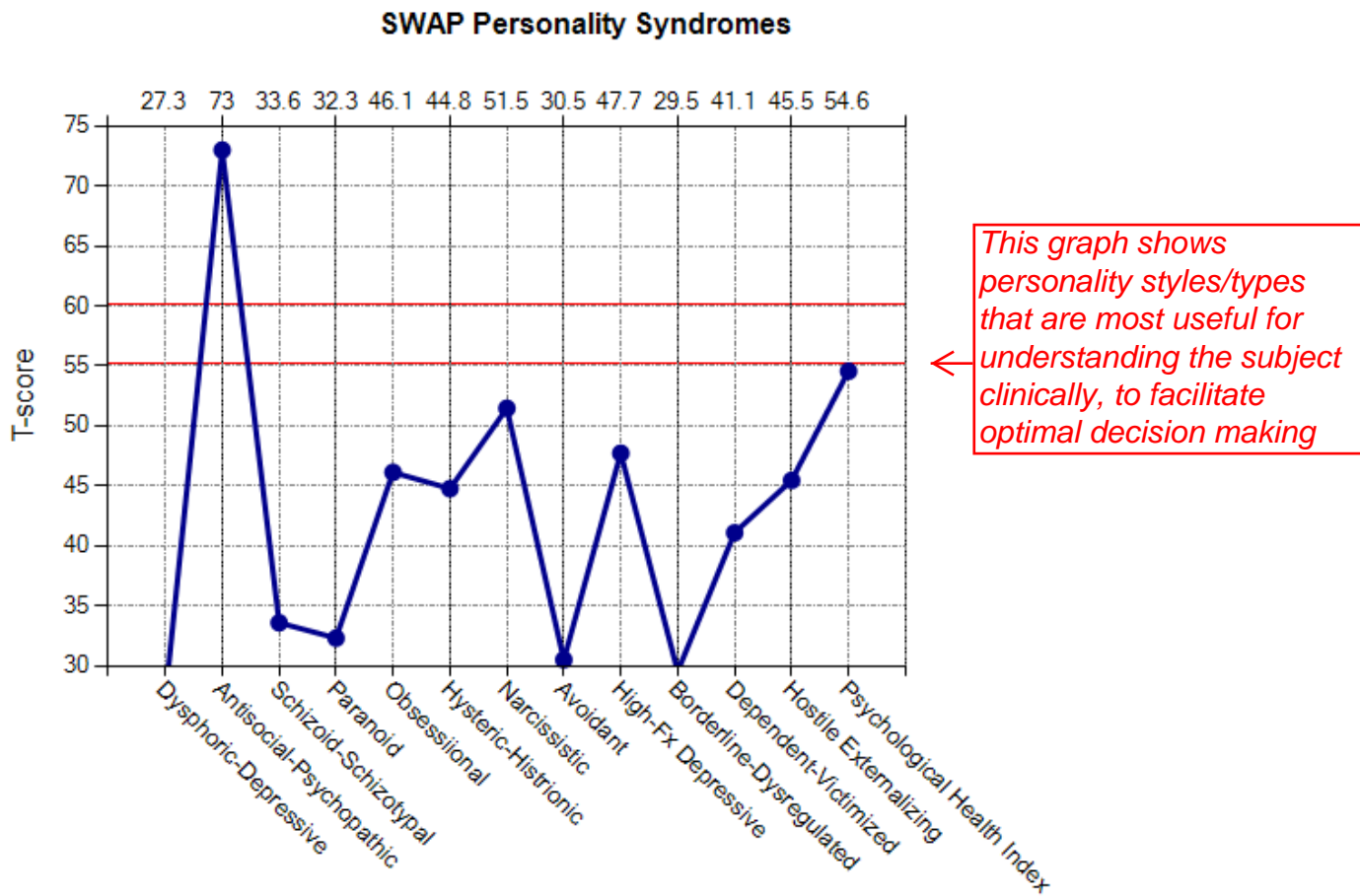
- 31. Tends to show reckless disregard for the rights, property, or safety of others.
- 112. Tends to be unconcerned with the consequences of his/her actions; appears to feel immune or invulnerable.
- 194. Tries to manipulate others' emotions to get what s/he wants.
- 39. Appears to gain pleasure or satisfaction by being sadistic or aggressive toward others (whether consciously or unconsciously).
- 134. Tends to act impulsively, without regard for consequences.
- 161. Tends to abuse illicit drugs.
- 8. Tends to get into power struggles.
- 43. Tends to seek power or influence over others (whether in beneficial or destructive ways).
- 115. Tends to break things or become physically assaultive when angry.
- 188. Work life tends to be chaotic or unstable (e.g., working arrangements seem always temporary, transitional, or ill-defined).
- 65. Seeks to dominate an important other (e.g., spouse, lover, family member) through violence or intimidation.
- 132. Tends to have numerous sexual involvements; is promiscuous.
- 71. Tends to seek thrills, novelty, adventure, etc.
- 177. Repeatedly convinces others of his/her commitment to change but then reverts to previous maladaptive behavior; tends to convince others that "this time is really different."

### **Narcisistic Personality Disorder - Noteworthy Items**

- 103. Tends to react to criticism with feelings of rage or humiliation.
- 43. Tends to seek power or influence over others (whether in beneficial or destructive ways).
- 48. Seeks to be the center of attention.
- 194. Tries to manipulate others' emotions to get what s/he wants.
- 182. Tends to be controlling.
- 84. Tends to be competitive with others (whether consciously or unconsciously).
- 8. Tends to get into power struggles.
- 3. Takes advantage of others; is out for number one; has minimal investment in moral values.
- 112. Tends to be unconcerned with the consequences of his/her actions; appears to feel immune or invulnerable.

#### IV. SWAP Personality Syndromes

The SWAP Personality Syndrome profile shows the similarity or match between the subject and an alternative set of empirically-identified personality syndromes. The SWAP personality syndromes are more clinically informative than DSM diagnostic categories and more faithfully capture the personality patterns and syndromes seen in practice. Scores indicate the degree of resemblance or “match” between the subject and diagnostic prototypes representing each SWAP personality syndrome in its “ideal” or pure form. Diagnosis is dimensional, with higher scores indicating more severity. Where a categorical diagnosis is desired, T-scores > 60 generally indicate that a diagnosis applies and T-scores > 55 indicate clinically significant “features” of the personality syndrome.



This subject shows clinically elevated scores for the SWAP Personality syndrome(s) listed below. Not all personality syndromes have implications for security risk. Implications for security risk, if known, are noted in the Comments section. Each applicable syndrome is describe in detail. The description of the syndrome is followed by a description of common emotional reactions by clinicians (countertransference responses) to subjects with the personality syndrome. This information is relevant in a personnel assessment context, because clinicians’ emotional reactions to the syndromes will parallel those of coworkers in an employment setting and give some indication of the interpersonal implications of the personality syndrome within an organizational context. Although this report emphasizes risk assessment



rather than treatment, clinical treatment recommendations are included to facilitate treatment in cases where a subject may be referred for clinical treatment.

### **Antisocial-Psychopathic Personality (T=73)**

*Comments:* This syndrome represents a severe security risk. Individuals with Antisocial-Psychopathic personality lack an internalized value system. They may commit transgressions for personal gain, or for the sheer thrill of getting away with something. A clinically elevated score on this scale is grounds for an adverse determination with respect to security clearance. Unlike other personality syndromes, security risk is *not* mitigated by the presence of healthy psychological resources and capacities (i.e., a high score on the *Psychological Health Index*). Antisocial-psychopathic individuals with high *Psychological Health Index* scores are especially dangerous because they can successfully mask their pathology and are likely to be unusually adept at manipulating and exploiting others, disguising their transgressions, or successfully pointing the blame at others.

*Detailed Description:* Subjects who match this prototype tend to be deceitful, to lie and mislead people. They take advantage of others, have minimal investment in moral values, and appear to experience no remorse for harm or injury they cause others. They tend to manipulate others' emotions to get what they want; to be unconcerned with the consequences of their actions, appearing to feel immune or invulnerable; and to show reckless disregard for the rights, property, or safety of others. They have little empathy and seem unable to understand or respond to others' needs and feelings unless they coincide with their own. Individuals who match this prototype tend to act impulsively, without regard for consequences; to be unreliable and irresponsible (e.g., failing to meet work obligations or honor financial commitments); to engage in unlawful or criminal behavior; and to abuse alcohol. They tend to be angry or hostile; to get into power struggles; and to gain pleasure or satisfaction from sadism and aggression toward others. They tend to blame others for their own failures or shortcomings and believe their problems are caused by external factors. They have little psychological insight into their own motives and behavior. They may repeatedly convince others of their commitment to change but then revert to previous maladaptive behavior, often convincing others that "this time is really different

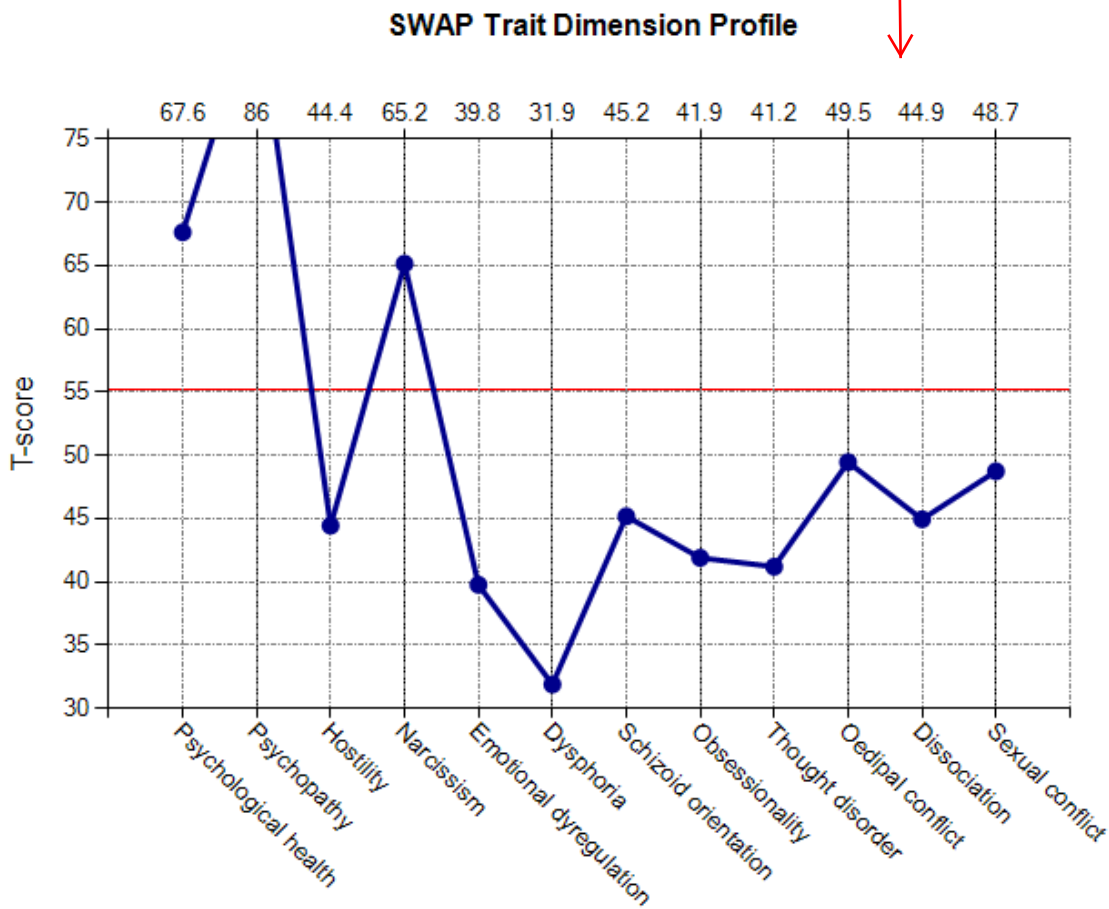
*Treatment Considerations:* Antisocial-psychopathic patients are motivated primarily by a desire for power and dominance, and by pleasure in getting "one-over" on others, including the clinician. Whereas people with other personality styles may seek power or advantage as a means to an end, antisocial-psychopathic individuals seek power for its own sake, or for the sheer pleasure of manipulation or domination. They may give the impression of working in therapy or of being motivated to change if they perceive some immediate personal advantage to doing so (e.g., inducing the clinician to intercede on their behalf, or to avoid legal, employment, or other trouble) but have little true interest in self-examination. They are likely to perceive the therapist's sympathetic attention or compassion as weakness. Therapeutic leverage, to the extent there is any, comes from a position of power and dominance that few therapists are willing to assume (and that would be counterproductive with other patients). Prognosis for psychological change is poor.

↑  
*This section provides a detailed description of the subject's core personality dynamics and describes common reactions to people who have these personality dynamics (where applicable). Clinical treatment recommendations are provided for cases where clinical treatment may be a consideration.*

*This graph shows scores for twelve trait dimensions that highlight specific areas of psychological functioning*

### V. SWAP Trait Dimensions

The SWAP Trait Dimension Profile shows scores for 12 personality factors or trait dimensions derived via factor analysis of the SWAP-200 item set. Scores assess the subject on each trait dimension relative to norms established in the clinical reference sample.



This subject shows elevated scores for the SWAP Personality trait dimensions listed below.

#### **Psychological health (T=67.6)**

*Trait dimension scores are explained and interpreted in this section*

This Psychological Health measures the positive presence of psychological resources and capacities. It encompasses the capacity to love, to form meaningful connections with others, to use one's talents and abilities effectively and creatively, to pursue long-term goals, to empathize with others' needs and feelings, and to hear and make constructive use of emotionally challenging information.

The subject is well above average with respect to healthy psychological resources and capacities.

#### **Psychopathy (T=86)**

The psychopathy scale assesses characteristics and behaviors associated with antisocial personality disorder and psychopathy. High scores are associated with increased likelihood of unlawful behavior, disregard for the rights of others, lack of remorse, deceitfulness, irresponsibility, exploitation of others, impulsivity, thrill seeking behavior, and a tendency to abuse substances.

This subject's Psychopathy score is extremely high

**Narcissism (T=65.2)**

The Narcissism scale assesses self-importance, grandiosity, arrogance, entitlement, fantasies of unlimited success, and a tendency to treat others primarily as an audience.

This subject's Narcissism score is high



## **VI. Clinically Noteworthy Items**

The following SWAP-200 items were identified as most descriptive of this subject by the assessor and were assigned scores of 5 or higher. Items are organized according to domains of psychological functioning. The same SWAP item may be listed in more than one domain where applicable.

### **Healthy resources and capacities**

- 196. Is able to find meaning and satisfaction in the pursuit of long-term goals and ambitions.
- 63. Is able to assert him/herself effectively and appropriately when necessary.
- 95. Appears comfortable and at ease in social situations.
- 179. Tends to be energetic and outgoing.
- 92. Is articulate; can express self well in words.
- 19. Enjoys challenges; takes pleasure in accomplishing things.
- 121. Is creative; is able to see things or approach problems in novel ways.

### **Emotional Experience**

- 185. Tends to express intense and inappropriate anger, out of proportion to the situation at hand.
- 103. Tends to react to criticism with feelings of rage or humiliation.

### **Emotional Regulation**

- 161. Tends to abuse illicit drugs.

### **Impulse Regulation**

- 161. Tends to abuse illicit drugs.
- 112. Tends to be unconcerned with the consequences of his/her actions; appears to feel immune or invulnerable.
- 134. Tends to act impulsively, without regard for consequences.
- 115. Tends to break things or become physically assaultive when angry.
- 188. Work life tends to be chaotic or unstable (e.g., working arrangements seem always temporary, transitional, or ill-defined).

### **Interpersonal Functioning, Attachment, and Object Relations**

#### **Interpersonal behavior**

- 132. Tends to have numerous sexual involvements; is promiscuous.
- 3. Takes advantage of others; is out for number one; has minimal investment in moral values.
- 43. Tends to seek power or influence over others (whether in beneficial or destructive ways).
- 63. Is able to assert him/herself effectively and appropriately when necessary.
- 95. Appears comfortable and at ease in social situations.
- 115. Tends to break things or become physically assaultive when angry.
- 179. Tends to be energetic and outgoing.
- 20. Tends to be deceitful; tends to lie or mislead.
- 8. Tends to get into power struggles.
- 48. Seeks to be the center of attention.
- 177. Repeatedly convinces others of his/her commitment to change but then reverts to previous maladaptive behavior; tends to convince others that "this time is really different."
- 194. Tries to manipulate others' emotions to get what s/he wants.

65. Seeks to dominate an important other (e.g., spouse, lover, family member) through violence or intimidation.

84. Tends to be competitive with others (whether consciously or unconsciously).

182. Tends to be controlling.

### **Self experience, identity, and identity cohesion**

103. Tends to react to criticism with feelings of rage or humiliation.

### **Cognitive functioning**

92. Is articulate; can express self well in words.

121. Is creative; is able to see things or approach problems in novel ways.

### **Motives**

48. Seeks to be the center of attention.

71. Tends to seek thrills, novelty, adventure, etc.

177. Repeatedly convinces others of his/her commitment to change but then reverts to previous maladaptive behavior; tends to convince others that "this time is really different."

39. Appears to gain pleasure or satisfaction by being sadistic or aggressive toward others (whether consciously or unconsciously).

43. Tends to seek power or influence over others (whether in beneficial or destructive ways).

196. Is able to find meaning and satisfaction in the pursuit of long-term goals and ambitions.

84. Tends to be competitive with others (whether consciously or unconsciously).

132. Tends to have numerous sexual involvements; is promiscuous.

19. Enjoys challenges; takes pleasure in accomplishing things.

182. Tends to be controlling.

### **Moral Functioning**

31. Tends to show reckless disregard for the rights, property, or safety of others.

20. Tends to be deceitful; tends to lie or mislead.

40. Tends to engage in unlawful or criminal behavior.

112. Tends to be unconcerned with the consequences of his/her actions; appears to feel immune or invulnerable.

194. Tries to manipulate others' emotions to get what s/he wants.

39. Appears to gain pleasure or satisfaction by being sadistic or aggressive toward others (whether consciously or unconsciously).

113. Appears to experience no remorse for harm or injury caused to others.

65. Seeks to dominate an important other (e.g., spouse, lover, family member) through violence or intimidation.

3. Takes advantage of others; is out for number one; has minimal investment in moral values.

### **Sexuality**

132. Tends to have numerous sexual involvements; is promiscuous.

### **Symptoms and other problem areas**

161. Tends to abuse illicit drugs.

188. Work life tends to be chaotic or unstable (e.g., working arrangements seem always temporary, transitional, or ill-defined).