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PSYCHOLOGICAL EVALUATION REPORT

IDENTIFYING INFORMATION:

Name: Joseph Palen
Date of Birth: [REDACTED]
Date of Assessment: 1/05/2018
Date of Report: 1/13/2018

INTRODUCTION AND REASON FOR REFERRAL: Joseph Palen is a 37-year-old, Caucasian male who is self-referred for the current evaluation. He served 12 years of active duty in the U.S. Air Force as a flight instructor and fighter pilot. He then served in the Air National Guard. He has been in the military for 16.5 years and recently received disciplinary action as the result of allegations that he was disrespectful toward military personnel and that he engaged in behavior that reflected an unconventional break in the chain of command. This led to his being issued a letter of counseling and a letter of reprimand. He was subsequently required to undergo a psychological evaluation with a military psychologist, the results of which indicated that he had narcissistic personality traits. As a result, he is being considered for administrative separation from the military. Mr. Palen requested the current evaluation in order to obtain a second opinion with respect to his mental health diagnosis.

EVALUATION PROCEDURE:

- Clinical Interview with Mr. Palen
- Wechsler Abbreviated Scale of Intelligence (WASI))
- Rorschach Psychodiagnostic Inkblot Test
- Minnesota Multiphasic Personality Inventory-Second Edition (MMPI-2)
- Collateral Telephone Interview with Client’s sister
- Collateral Telephone Interview with Client’s colleague

The following information is based solely on information provided by Mr. Palen during a clinical interview, as well as collateral information provided by his sister and a colleague. No records were reviewed, as he requested a “blind evaluation.”

RELEVANT HISTORY:

Information Relevant to the Current Situation: Mr. Palen explained that in August 2017, he was preparing to embark on an instruction flight as an Air Force Reservist. When he walked out to the airplane, he noticed that the canopy was filthy and he reported to the crew chief that it was not up to standard. He informed the crew chief that he would fly the plane, but would report the incident (he issued a Code Three). He stated, “Word got out that I was disrespectful to the crew chief.” As a result, his commander issued him a letter of counseling. Mr. Palen stated that when his commander, Lieutenant Colonel Sean Rassas, issued the letter, he told Mr. Palen, “I know I didn’t get your side of the story but I don’t think I need it.” His commander told him that there were reports of other incidents in which Mr. Palen was allegedly disrespectful. However, Mr. Palen stated that no one had ever spoken with him about these incidents. He stated, “There were other things that were

said that were not true.” He explained that he actually met with maintenance leadership and worked things out with them. Maintenance leadership explained that they did not report that Mr. Palen was disrespectful. Instead, they stated that his crew was upset that he decided to fly the plane even though the canopy was not up to par, as this skewed their flight records. However, Mr. Palen decided that it was better to fly the plane and not disrupt the tight time schedule, fail to deliver the plane on time, and interfere with his flight student’s session.

Mr. Palen explained that he was upset about the situation and did not feel that he could speak with his commander about this due to Lieutenant Colonel Rassas’ disinterest in Mr. Palen’s side of the story. Therefore, he sought out an active duty officer and friend with whom to confide. He stated that this broke convention and he was therefore reprimanded. He reported that many of the things stated in his reprimand are false. However, he was never allowed to refute them, despite having evidence to the contrary. He explained that, because of the claims that he has a history of conflict or not being able to work well with other people, as well as issues with the chain of command, he was required to undergo a psychological evaluation by a military psychologist. He reported that the results of that evaluation were indicative of narcissistic personality traits. He stated that regulations require that he be considered for administrative separation from the military. However, regulations also allow him to obtain a second opinion (hence, the purpose of the current evaluation).

Developmental and Social History: Mr. Palen reported that, to his knowledge, his mother’s pregnancy with and delivery of him were normal and uncomplicated. He does not believe his mother used alcohol or any other illicit substances during her pregnancy. He believes he met all developmental milestones on time or early.

Mr. Palen was born in Syracuse, New York to married parents. He has one older half-brother and one older half-sister, both from his father, who are approximately 20 years older than him. His parents divorced when he was four years old, at which time he moved to upstate New York with his mother, where he spent the remainder of his childhood (through his freshman year of high school). His mother grew up in that area and there were several extended family members still living there (grandparents, aunts, uncles, cousins) who were actively involved in Mr. Palen’s life. He described his cousins as his “best friends” during childhood. He maintained contact with his father, whom he visited on weekends and holidays.

Asked to describe his childhood, Mr. Palen replied, “Generally . . . we didn’t have a lot of money and it was an economically deprived area. Very rural. But my mom was great. She always had clothes and toys for me.” He reported that he felt loved and supported by his family. He denied any instances of physical, sexual, or emotional abuse or neglect during his childhood. He denied any traumatic experiences of any sort during his childhood or adulthood.

Mr. Palen stated that he got along well with his peers during his youth. He stated that he tended to have a small group of three to five friends. He remains friends with one friend from childhood. As an adult, he continues to have a smaller group of friends consisting of friends from college, the military, and business school, as well as newer friends whom he has met in Denver. He described himself as somewhat introverted and explained that while he enjoys being with people, he also needs time alone.

Mr. Palen remains close to his siblings. He stated that his brother, who is also a pilot, was a mentor and role model for him in his youth. He described his sister as the “matriarch” of the family. His mother passed away in 1999, when Mr. Palen was a junior in college. She was a smoker who developed lung cancer. His father passed away when Mr. Palen was in high school. He explained that his father was an alcoholic who developed heart disease and eventually suffered a fatal heart attack.

Mr. Palen has never been married and does not have children. He has been dating a woman for approximately 18 months. He met her at Harvard and she is currently attending medical school in Rochester, New York. They are able to see each other approximately every other week. Mr. Palen described this as a good relationship. He stated that he has had other long term relationships and was engaged to a woman whom he dated for two years, from 2010 to 2012. They parted amicably. He dated another woman for one year when he lived in South Korea, from 2007 to 2008. He also had a college girlfriend whom he dated from 2001 to 2003. Mr. Palen described all of these relationships as good and denied any history of domestic violence or serious conflict.

Mr. Palen reported that he enjoys cooking, skiing, and flying airplanes. He stated that he would like to get married and have a family one day.

Medical History: Mr. Palen reported that he is in good physical health. He denied any history of significant head injuries, strokes, seizures, or exposure to toxic chemicals (other than hydraulic fluid and other airplane chemicals). He stated that his paternal grandmother developed dementia in her mid 80's. However, he was unaware of any family history of other neurological conditions or neuropsychological problems.

Mental Health History: Mr. Palen reported that he has never been diagnosed with a mental health condition and has never been psychiatrically hospitalized. As explained above, he recently underwent a psychological evaluation with a military psychologist, the results of which indicated that he had "borderline narcissistic personality disorder or traits." He stated that he has never taken psychotropic medication or received any mental health treatment of any kind. He was unaware of any family history of significant mental illness.

Asked about his current mood, Mr. Palen stated, "It's pretty good. I had a great holiday. I went to my sister's place with her and her kids. I went to Georgia for Thanksgiving. This thing has been on my mind but I can compartmentalize. I have the coping mechanisms to deal with it."

Mr. Palen denied any symptoms of depression, mania/hypomania, excessive anxiety, panic, posttraumatic stress, dissociation, eating disorder, or psychosis, either currently or historically. He denied any current feelings of hopelessness or suicidal ideation. He denied any desire, intent, or plan to harm himself or others. He stated that he has never engaged in any intentionally self-harmful behavior. He denied any history of aggressive or violent behavior.

Substance Use History: Mr. Palen reported that he drinks alcohol very moderately. He estimated that he drinks approximately three to five alcoholic beverages per week. He denied any periods of prolonged excessive alcohol use at any time in his life. He denied use of marijuana, nicotine, or any illicit substances at any time. He reported that his father was alcoholic.

Legal History: Mr. Palen has no legal history. He has never been arrested or incurred any legal charges at any time in his life.

Educational, Military, and Employment History: Mr. Palen attended high school in New York for his freshman year. He then transferred to a boarding school in Indiana called The Culver Academies, where he attended 10th through 12th grades. He graduated from there in 1997. He described himself as a good student and graduated near the top of his class. He denied any learning problems, attention deficits, or hyperactivity during his youth. He was never held back in school or placed in special education classes.

Mr. Palen attended college at U.S. Military Academy. He performed well there and graduated in 2001. He later attended Harvard Business School, where he earned his MBA in 2016.

Immediately following his graduation from West Point, Mr. Palen went into the Air Force. He served in active duty for 12 years and worked as an instructor pilot. He was deployed twice, once to Iraq (2010) and once to Libya (2011). While serving in Libya he lived in northern Italy. This deployment was dynamic and involved dropping bombs. Mr. Palen denied any traumatic combat experiences during his period of active duty. He had no disciplinary action during his period of active duty.

After 12 years of active duty, Mr. Palen joined the National Guard in Alabama. He worked for McKinsey and Company (a global management consulting company) for a ten-month period of time. He then transferred to the New Jersey National Guard, which was closer to Boston, where he was a full-time student. He also served in the Reserves in Phoenix for one year. Following his graduation from Harvard in 2016, he moved to Colorado and was hired by Delta airlines as a pilot. He was hired in December 2016 and began working for Delta in April 2017, where he continues to work. Mr. Palen reported that he "loves" working for Delta and described this as a very satisfying job. Since his period of active duty, Mr. Palen has always been in the Air National Guard with no break in service. He has currently served a total of 16.5 years in the military. His current rank is Major. Mr. Palen was promoted to Lieutenant Colonel in May 2017.

Mr. Palen reported that he has never been fired from a job. He stated that he received one letter of admonishment while serving in the National Guard in New Jersey. He described his military record as "pristine" and denied any other disciplinary action until August 2017.

Mr. Palen plans to continue working for Delta for an indefinite period of time. He stated that he would eventually like to buy and run his own business, or possibly start his own business, but continue to be a pilot, which he loves.

Additional Information: In a telephone interview with Mr. Palen's sister, she confirmed the life history information that Mr. Palen reported to me. She stated that she has a close, positive, and loving relationship with Mr. Palen. She described him as "stable" and "very focused" with a "real strong worth ethic and sound morals and values." She listed his leadership skills as one of his strengths. Mr. Palen's sister reported that her brother has positive relationships with other people. She mentioned that he spends every Thanksgiving in Atlanta with a close friend (and his friend's family) whom he has known for many years, which she stated speaks to his commitment to his friendships. Mr. Palen's sister stated that she has never observed or known of any mental health problems that her brother has exhibited. She denied that he has ever had any substance abuse problems, legal problems, or that he has ever exhibited violent or aggressive behavior. She reported that he has good coping skills and appears to deal well with stress. She stated, "He's a solid guy."

In a telephone interview with Mr. Palen's colleague and friend, he reported that he has known Mr. Palen for 15 years. They met while flying together in the Air Force. He stated that they talk by phone approximately every other week and see each other three to four times per year. His colleague confirmed Mr. Palen's history. Asked to describe Mr. Palen, he replied, "He's very intelligent, very driven, very capable, and has a diverse background with experience and education in many areas." He stated that he has never observed or known of any significant mental health problems that Mr. Palen has exhibited. He denied that Mr. Palen has ever had any substance abuse problems. He denied that Mr. Palen has ever exhibited aggressive or violent behavior. He described him as a "stellar officer." Asked to describe Mr. Palen's interpersonal relationships, he stated that Mr.

Palen gets along well with others. He denied that he exhibits grandiosity or that he has a pattern of conflictual interactions with other people. He stated that Mr. Palen has no difficulty conforming to rules or respecting authority. He stated, "If Joe has a conflict with someone, it's usually based on principle or moral values. It's not an issue of ego."

FINDINGS:

Observations: Mr. Palen is a 37-year-old, left-handed, Caucasian male who appears somewhat younger than his stated age. He arrived promptly to his appointment and was unaccompanied. Mr. Palen was well groomed and exhibited good hygiene. He was dressed casually but appropriately in blue jeans, a flannel shirt, and leather shoes. He has no noticeable tattoos or piercings. Mr. Palen did not wear glasses and denied problems with vision or hearing. His gait and general motor functioning appeared normal.

Mr. Palen was fully oriented person, place, date, day of week, and time. He was alert and his attention and concentration appeared adequate. He exhibited good eye contact. His voice was of normal rate, rhythm, and volume and there was no evidence of dysarthria or other speech abnormality. He was somewhat loquacious. Mr. Palen's affect was cheerful and his behavior was appropriate. His thought process was logical and goal oriented and there was no evidence of psychosis or disorganized thinking. He put forth excellent effort on testing. He was open, engaging, polite, friendly, and gracious. Overall, Mr. Palen was a very pleasant gentleman who was completely cooperative with the evaluation.

Test Administration: All tests were administered according to standard procedures. Results indicate that these test results represent a valid sample of Mr. Palen's current level of cognitive and psychological functioning.

Cognitive Functioning: The WASI was administered to obtain a gross estimate of Mr. Palen's current level of intellectual functioning. The following IQ scores are based on a mean of 100 and a standard deviation of 15. Mr. Palen's estimated Full Scale IQ is 125 (95th percentile, Superior range). There is a 95% chance that his Full Scale IQ falls between 120 and 129. His estimated Verbal IQ is 117 (87th percentile, High Average range). There is a 95% chance that his Verbal IQ falls between 111 and 122. His estimated Performance IQ is 128 (97th percentile, Superior range). There is a 95% chance that this value falls between 121 and 133. According to these estimates, there are no significant differences between his Verbal and Performance IQs, indicating that Mr. Palen's ability to solve novel problems presented in the visual-spatial modality and his ability to display and use previously learned information and concepts within the auditory-verbal modality are fairly evenly developed. All of his subtest scores fall in the high average to very superior range and there are no indications of cognitive impairment.

Personality and Adjustment: The MMPI-2 and Rorschach were given to assess this area.

MMPI-2:

Validity Concerns: Mr. Palen's validity scale profile suggests that he attempted to place himself in an overly positive light by minimizing faults and denying psychological problems. This is not an uncommon finding in individuals who are undergoing evaluations such as this, in which legal, occupational, or custody issues are impacted by the outcome of the evaluation. Mr. Palen's approach to the test is likely not due to excessive defensiveness or lack of introspection about his own behavior. Rather, unlike most individuals in clinical settings who undergo evaluations such as this, he does not have any significant mental health symptoms.

Clinical Findings: Mr. Palen's MMPI-2 clinical profile is within normal limits, suggesting that he does not have any prominent symptoms or problems. He reported some tendency toward impulsiveness and a proneness to exhibit anger under conditions of conflict. Interpersonally, Mr. Palen appears to be outgoing and sociable. He enjoys being around others. No diagnosis is provided for his normal-range clinical profile configuration.

Rorschach:

Validity Concerns: Mr. Palen produced a valid Rorschach record that provides reliable information about his personality functioning.

Thought Processes: Mr. Palen appears capable of attending to his experience in an open and flexible manner that constitutes a personality asset. He is unlikely to either overly simplify situations that are truly complex or overcomplicate situations that are quite simple. In addition, he appears highly motivated to grasp complex concepts and to attempt ambitious undertakings, especially those that involve solving problems and making decisions. He exhibits strong achievement orientation.

Mr. Palen appears to be about as capable as most people of recognizing conventional modes of response. At times, he may think or act conventionally while retaining a preference to do things his own way. Additionally, Mr. Palen demonstrates a good ability to form accurate impressions of himself, interpret others' actions and intentions without distortion, adequately anticipate the consequences of his actions, and recognize the boundaries of appropriate behavior in various situations. These indications of good reality testing and sound judgment identify a substantial personality strength. He appears capable of thinking in a flexible manner that facilitates his being able to contemplate alternative perspectives of his experiences, consider changing his point of view, and keeping his mind open to new information and previously unfamiliar ideas, no matter how long or firmly he has held his opinions and beliefs.

Mr. Palen displays an adaptive capacity to think logically and coherently. There are no indications of psychosis or grossly disorganized thinking.

Stress and Coping: There are some indications that Mr. Palen is in a state of mild overload resulting from his attempts to cope with situational demands and stressors that are being placed on him at the current time. In particular, he appears to be experiencing some intrusive thoughts involving worries about being unable to control some things in his life. Because his level of stress is only mild, this is unlikely to result in any serious adjustment problems. He is likely to function best in structured situations in which he knows what is expected of him. Mr. Palen appears to have a cautious approach to interpersonal situations, which might make him prone to experience stress in social situations or in close involvements with others.

Emotions and Management of Emotions: Mr. Palen appears less willing than most people to process his emotions. He might be somewhat avoidant of situations that involve strong emotional expression, perhaps because this makes him uncomfortable. He might harbor some feelings of anger or resentment.

Perception of Self and Others: There is some evidence suggesting that Mr. Palen is not paying sufficient attention to himself and might even be purposely avoiding self-focusing. This could derive from a low estimate of his personal worth. He might be comparing himself unfavorably to others people whom he regards as more worthwhile than he is.

Mr. Palen shows an adaptive capacity for and interest in being introspective. He has a solid level of self-awareness that contributes to his being cognizant of how best to meet his own needs, sensitive to the ways in which his behavior affects other people, and open to reconsidering his self-image and impressions of himself. This is a personality asset that typically facilitates positive interpersonal interactions.

As mentioned above, Mr. Palen might have some social anxiety or discomfort that creates some mild stress for him in interpersonal situations. He appears to be interested in others and expects that other people will interact in a spirit of cooperation. As such, he anticipates collaborative relationships with others. Individuals such as this typically behave in ways that communicate a positive interpersonal orientation and an openness to mutually shared endeavors. Even if they are socially anxious or withdrawn for some reason, they are likely to be popular and well-liked members of the social groups to which they belong.

SUMMARY AND CONCLUSIONS: Results of the current evaluation are not indicative of any psychopathology. There is no evidence of a major mood disorder, psychotic condition, significant anxiety, personality disorder, or any other type of mental illness.

Mr. Palen is a gentleman with numerous strengths. He is bright, well educated, ambitious, and accomplished. He has worked hard to succeed in life, earning degrees from both U.S. Military Academy and Harvard Business School. He served 12 years in active duty for the U.S. Air Force and has served 4.5 years in the Air National Guard, working as a flight instructor and fighter pilot. According to his self report, his military record was, until recent action, flawless and he has never received any significant disciplinary action until now. Mr. Palen has never been fired from a job, has several close friendships that are long-term, is close to his family of origin, and is currently involved in a relationship with a woman whom he has dated for approximately 1.5 years. Collateral sources who know him well spoke very highly of him and confirmed the information he provided to me. Mr. Palen has no legal history whatsoever. Nor has he ever had any substance abuse problems.

In my interactions with Mr. Palen, he was open, friendly, gracious, respectful, and humble. He was not at all defensive and openly shared information about mistakes he has made and other difficulties he has encountered (such as a heartbreak following the end of a romantic relationship). He spoke respectfully about other people and mentioned positive traits he sees in the people in his life whom he admires. Even when discussing the allegations made against him, Mr. Palen was not demeaning or harsh. While he expressed frustration with the situation, there was no evidence of anger or hostility. Over the course of my evaluation with him, I observed no signs of grandiosity, entitlement, or arrogance. Mr. Palen appeared proud of his accomplishments, but not to a degree that reflects a sense of superiority. He did not exaggerate his own importance. He was not demanding and there was no evidence of deception or manipulation. Neither did he appear to lack empathy for others, take advantage of others to reach his own goals, or need excessive admiration or attention. These behaviors, attitudes, and traits are certainly not consistent with a narcissistic personality disorder.

Test data indicate that Mr. Palen has a strong achievement orientation, which is evident in his many accomplishments. He has good reality testing and sound judgment. His thinking is flexible and he is introspective and self aware. As would be expected, Mr. Palen exhibits some normal human frailties and minor faults. Test data indicate that he might be somewhat impulsive. This could make him prone to engage in actions without fully thinking them through. However, test data also indicate that he is adequately able to consider the consequences of his actions and recognizes the boundaries of appropriate behavior. He reported that his military record is "pristine" and, until August 2017, he only received one letter of admonishment in his 16.5-year history of military service. It would be highly unusual, perhaps even impossible, for someone to achieve the success Mr. Palen has achieved in a strict hierarchical organization such as the military if he/she was unable to conform

to authority and respect rules and regulations.

Test data also indicate that Mr. Palen is experiencing some situational stress that is taxing his coping mechanisms to some degree. Specifically, he appears to be worried about events and circumstances over which he has little control. This is not at all surprising given his current situation, in which he is facing allegations that threaten his military retirement and potentially affect the future of his career. In fact, it would be abnormal for him *not* to be exhibiting signs of stress. His stress level does not appear to be causing any significant adjustment difficulties for him and he seems to be coping relatively well.

Mr. Palen appears to be somewhat avoidant of emotion, perhaps because strong emotion makes him uncomfortable. In addition, he might experience some mild anxiety in social situations. Consistent with his description of himself as a bit introverted, he enjoys time to himself and likely requires more quiet, solitary time than people who fall on the extroverted end of the social spectrum. This is not to say he is asocial. In fact, he enjoys spending time with people, has long-term friendships, is very close to his siblings and other family members, and has had several significant romantic relationships including his current relationship with his girlfriend of 1.5 years. He presents as sociable, outgoing, and friendly.

Finally, test data indicate that Mr. Palen might hold some negative self perceptions and has a tendency to be overly self critical. It is probable that he holds himself to very high standards and perhaps berates himself when he does not meet up to his own personal expectations. He appears to have a more than adequate degree of self confidence considering his ambitions and achievements. It could be that recent events have led him to feel unfairly persecuted, which is manifesting as situational self-criticism. Alternatively, Mr. Palen might be compensating for a negative self perception by overachieving in life. Regardless, these findings are the opposite of one would expect to see in someone with narcissistic personality disorder. There are no indications of narcissistic personality traits in any of the psychological test data or in my personal interactions with and observations of Mr. Palen. Nor is there evidence of any other type of personality pathology.

In sum, Mr. Palen is a gentleman with numerous strengths whose history of achievement and accomplishment is quite impressive. He is high functioning in the academic, occupational, military, and social realms. Results of the current evaluation are not indicative of any significant mental health problems or diagnoses. There is no evidence that he exhibits a personality disorder of any type. In my clinical opinion, Mr. Palen does not exhibit any psychological symptoms, conditions, or diagnoses that would warrant restrictions in his civilian or military duties, aviation or otherwise.



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ADDENDUM TO PSYCHOLOGICAL EVALUATION REPORT

IDENTIFYING INFORMATION:

Name: Joseph Palen
Date of Birth: [REDACTED]
Date of Assessment: 4/25/2018
Date of Addendum: 5/20/2018

Upon Mr. Palen's request, I administered the Millon Clinical Multiaxial Inventory-Fourth Edition (MCMI-IV) after completion of his initial psychological evaluation report on 1/13/2018. Mr. Palen made this request so that current findings could be compared to results of an MCMI-IV that was administered by Dr. Samuel Tobler in November 2017. I also reviewed all of the test data obtained by Dr. Tobler, numerous documents that Mr. Palen provided to me, including the CDE Report/Administrative Separation Summary completed by Dr. Tobler, the letters of counseling and reprimand Mr. Palen received from his Squadron Commander, the promotion recommendations to both Major and Lieutenant Colonel signed by Mr. Palen's Wing Commanders, all of Mr. Palen's Officer Performance Reports and Training Reports dating back to 2001, a letter written by Dr. Jason R. Patten (1/07/2018), a letter written by Jason M. West, DO (1/08/2018), and five character reference letters written by people who have known Mr. Palen for upwards of 13 years each.

Results of Mr. Palen's MCMI-IV indicate that he was somewhat defensive in his approach to the test. This is not an uncommon finding in assessments such as this, in which legal, occupational, or custody issues are impacted by the outcome of the evaluation. In my clinical opinion, Mr. Palen's approach to the test is not due to excessive defensiveness or lack of introspection about his own behavior. Rather, unlike most individuals in clinical settings who undergo evaluations such as this, Mr. Palen does not have any significant mental health symptoms. My interactions with Mr. Palen have shown him to be thoughtful, introspective, and aware of the impact of his behavior on others. The defensive response style that Mr. Palen exhibited on the MCMI-IV is most likely due to the potential effect that the test results could have on Mr. Palen's career, which is normal in these types of assessments. His profile is valid.

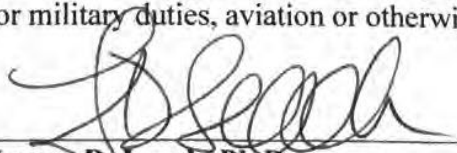
Mr. Palen's MCMI-IV results reveal slight elevations on Scales 4A (Histrionic; BR = 71), 5 (Narcissistic; BR = 69), 6A (Antisocial; BR = 66), 6B (Sadistic; BR = 62) and 8B (Masochistic; BR = 67). However, all scales fell well below the clinical threshold for diagnosis of any type of disorder. These test results suggest that Mr. Palen exhibits an easygoing and nonconformist social style, a propensity for adventure and risk-taking activities, and a possible tendency toward impulsive behavior. These findings are consistent with Mr. Palen's self reported history. MCMI-IV results suggest that he might be prone to seek praise and attention, be somewhat self-indulgent, and become easily bored. He might exhibit an intolerance for inactivity and take pleasure in challenging social conventions. Mr. Palen's outward projection of superiority might mask some underlying doubts he has about his self worth. No personality disorders are suggested by this MCMI-IV profile.

Of note, Mr. Palen's MCMI-IV Interpretive Report states the following: "MCMI-IV reports are normed on patients who were in the early phases of assessment or psychotherapy for emotional discomfort or social difficulties. Respondents who do not fit this normative population or who have inappropriately taken the MCMI-IV for nonclinical purposes may have inaccurate reports. The MCMI-IV report cannot be considered definitive. It should be evaluated in conjunction with additional clinical data." As such, my clinical opinions are based on the totality of psychological tests I administered, as well as numerous other sources of clinical information. All of the test data I collected in my evaluation of Mr. Palen, as well as my numerous interactions with him, indicate that Mr. Palen is a high-functioning gentleman with no psychopathology whatsoever. Furthermore, my record review, which included extensive performance and training reports that span his military history, as well as several character references by people with whom he has long-standing, close relationships, indicate that he is a caring, giving, thoughtful, and dedicated friend and colleague who often places others' needs ahead of his own.

The MCMI-IV findings, combined with my review of the test data provided by Dr. Tobler and the extensive documents provided by Mr. Palen corroborate the conclusions I made in my psychological evaluation report. While results of the MCMI-IV suggest that Mr. Palen might manifest certain personality traits and features, his clinical scores do not indicate that he has a personality disorder of any type. Traits and features, which many people exhibit to some degree, are not the same as a diagnosable personality disorder. As Dr. Patten aptly stated in his letter, "I feel the initial review by the chain of command's psychologist, Maj Tobler, documents instances of behavior that may be difficult to deal with from a command perspective, however, it is a gross over-reach to suggest that this is psychopathology."

It is important to keep in mind that, when conducting psychological evaluations such as this, it is vital to interpret each test result in conjunction with other tests that were administered, along with other clinical data such as observations of and interactions with the client, review of records, and collateral interviews. One looks for consistencies among data and makes conclusions based on data that "hang together" – i.e., findings that are consistent. It is never appropriate to make a diagnosis or conclusion about psychopathology (or "normalcy," for that matter) based on a single test result. Furthermore, it is the clinician's duty to make efforts to ensure that the information collected in the course of a psychological evaluation, including collateral interviews, is accurate. If it is not possible to confirm the accuracy of such information (as is often the case when information is provided second- or third-hand), this should be stated in the report. In the least, it certainly should not be presented as fact if it has not been verified. It is my understanding from Mr. Palen and from reviewing his military records that several inaccuracies exist within the details reported to Dr. Tobler during his collateral interviews.

Having conducted a thorough psychological evaluation of Mr. Palen, interacted with him numerous times, and reviewed Mr. Palen's extensive military records, several sets of test data including those provided by Dr. Tobler, and other professional reports and character references, I find no evidence that Mr. Palen manifests a personality disorder of any type. As I concluded in my previous report, in my clinical opinion, Mr. Palen does not exhibit any psychological symptoms, conditions, or diagnoses that would warrant restrictions in his civilian or military duties, aviation or otherwise.



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