

Confidential Referral Psychological Screening

Noreen Tehrani Associates



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Name:	155	Date:	12.11.20	Age:	█	Ref:	PA
Role:	Retired	Group:	NTA	PT	ST	A/D	TXT
Manager:	--	Type:	REFERRAL	71	46	X	

This report has been prepared based on the survey that you completed recently. The Personal History section is taken directly from the information that you provided and includes the comments you made. The Psychometric Testing section is the results taken from the questionnaires you completed plus some explanations of what these results mean.

The report is confidential and is not shared with management without your written consent. A copy will be held on your confidential file by Noreen Tehrani Associates and by Occupational Health (where applicable).

Personal History

Childhood ACE items	Adult Mental Health	Social Wellbeing	Addictive Behaviours
5#	5#	3	3#

Personal History Comments

Childhood Issues:- Sets out relevant background issues including family history of depression

Adult Issues:- Talked to GP and police psychologist about my personality disorder when my undercover police (UP) deployment finished.

Introductory discussions currently with a psychologist.

Sessions with a psychologist when my UC police deployment finished.

Yes on several occasions: (a) when separated from my first wife during UC deployment; (b) during the early years following my UC deployment; (c) frequently over the past five years during the Public Enquiry procedure.

Five years deep cover as a police officer with responsibility for finance and recruiting for revolutionary political organisations.

Recent Events:- Recent multiple bereavements

My current marriage to my second wife is under considerable strain due to the difficulties I am currently experiencing.

Over the last four/five years of so, my health has deteriorated. Diagnosis of

Chronic heart failure

List of
further
physical
medical
conditions

Addictive Behaviours:- Heavy drinker during UC deployment years with occasional drug taking as 'part of the scene'. Drinking seems to have increased recently in line with the depression I am have and am currently experiencing. **Current Stressors:-** Reliving the UC experiences as the Inquiry unfolds. Having to cope with the dual personality issues, etc. N/A

Employment Information

Sick Days (past year)	Exposure to traumatic material	Intentions to leave role	Health Beliefs	Workability	Experience of Job Stress	Manager Support	OH Support (past year)
0	High	Medium	Poor	Poor	Medium	Good	N/A

only work a few days a month sets out role

Psychometric Testing

Stress

Anxiety	Depression
8	8

155 is experiencing high levels of anxiety and high levels of depression.

Quality of Life

Compassion Satisfaction	Burnout	Compassion Fatigue
18	25	46

155 is not getting a lot of satisfaction from his role and needs to be aware of the possibility of burnout. There is evidence of secondary trauma and compassion fatigue.

Trauma

Avoidance	Arousal	Re-experience
19	25	27

155 tries to get on with normal life and avoids thinking about what he experienced. There are signs of high levels of hyperarousal and evidence of traumatic re-experience.

Lifestyle

	Rating		Rating
Eating	B	Exercise	C
Caffeine	C	Sleep	C
Alcohol	C	Interests	B
Cigarettes	A	Socialise	C

Rating Guide	
Good	A
Ok	B
Could be improved	C

155's lifestyle could be improved. 155 should consider, drinking fewer caffeine drinks, drinking less alcohol, taking more exercise, building a better life/work balance, getting more sleep.

Sense of Coherence

Meaningfulness	Comprehensibility	Manageability
11	11	8

155 is not finding work particularly meaningful or important and is finding it hard to know what is expected of him. There is evidence that it is becoming difficult to deal with the demands of the role.

Coping Skills

Time Planning	Physical Fitness	Mental Fitness	Assertiveness	Social Support	Involvement	Problem Solving	Relaxation
13	6	3	13	4	6	7	9

155 should take action improving his coping skills. The skills that need particular attention are, mental fitness, social support.

Eysenck Personality Questionnaire

Extroversion	Sensitivity	Tough minded	Social Desirability	Impulsiveness
0	12	2	2	3

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155 is strongly introverted and needs reflective time to make sense of the world. There is evidence of a high level of emotional sensitivity. The results show an awareness of the needs of others. 155 tends to be open and honest and there is no evidence of taking unreasonable risks.

Team Type

Shaper	Monitor Evaluator	Completer Finisher	Resource Investigator
■	■	■	■
Implementer	Plant	Co-ordinator	Team Worker
■	■	■	■

The roles that 155 finds easiest are Shaper and Monitor Evaluator. In a team environment, 155 is dynamic, outgoing and energetic and is comfortable in challenging and finding ways round obstacles. 155 is also strategic and discerning and likes to consider all options to make accurate judgements. The roles that 155 finds more difficult are Co-ordinator and Resource Investigator. In a group, 155 may not always seek help from others. 155 may also find it difficult to network or sell ideas.

Personal Belief

In Control	Caring	Perfect	Strong	Successful
14	10	11	11	10

155 has an exceptional need to be in control, a high wish to be caring, a high aspiration to be perfect, a high requirement to be strong, and a high desire to be successful.

Personal Control

Leadership Style	Planning	Working With Others	Dealing With Change
1	1	5	0

155 likes to know what is expected and to have clear targets. He is quick to respond to problems or demands at work. 155 also likes to have time to think things through before coming to a decision and likes some stability or continuity at work.

Behavioural Style

When things are going well				
Control	Support	Logical	Imaginative	Conforming
■	■	■	■	■
When things are going badly				
Control	Support	Logical	Imaginative	Conforming
■	■	■	■	■

When things are going well, 155 is able to analyse situations and identify rational solutions and can negotiate and persuade others. 155 may find it difficult to identify unusual or novel ideas and is unlikely to want to be authoritarian in his approach. When things are going badly, 155 could find that his mind is full of ideas that keep going around and around in his head and may become very forceful and insist on doing things his way. He may upset his colleagues or manager by challenging existing ways of doing things and can find it hard to identify which solution is best.

Illness Behaviour

Somatisation	Disease Belief	Responsibility	Emotional Inhibition	Emotional Distress	Denial	Irritability	Total
■	■	■	■	■	■	■	30

There is a high level of concern regarding health and wellbeing

[REDACTED]

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RE_dx	AV_dx	TH_dx	PTSDFI	AD_dx	NSC_dx	DR_dx	DSOFI
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]