



## Psychological assessment and its practical importance in the military corporation

*Psychological evaluation and its practical importance in military corporation*

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### SUMMARY

This study with a qualitative focus, carried out through a bibliographical review analysis, addresses the aggravating factors that police officers face during their careers and the importance of psychological assessment in such a context. The research was based on data collected on the Scielo, Pepsic and Google Scholar platforms. The articles analyzed here bring discussions that are linked to the quality of life of military police officers, as well as the defined criteria evaluated in the study, regarding the lived context, the socioeconomic characteristics of corporations, work overload and role responsibilities, that begins in the selection process. Given the situation of social inequalities that the country currently faces, there is a high rate of extreme violence, however, public security agents, such as military and civil police officers, are part of the death statistics in the country. It is intended that this research can highlight this context, and sensitize readers to question and demand revisions to public security and crime fighting policies, as well as to contribute to the important role that psychological assessment brings to the context of corporations, recognizing it as an indispensable instrument, which should not only be applied in the corporation's selection processes, but also as a preventive instrument regarding the mental health of police officers, a requirement of law and obligation for the public security body.

**Key words:** Psychological Assessment. Mental health. Behavior. Violence.

### ABSTRACT

This qualitative study, carried out through a bibliographic review analysis, addresses the aggravating factors that the police face in the career path and the importance of psychological evaluation in this context. The surveys were built on data collected on the Scielo, Pepsic and Google academic platforms. The articles analyzed here bring discussions that are related to the quality of life of military police officers, as well as the criteria defined evaluated in the study, it concerns the context lived, the socioeconomic characteristics of the corporations, the work overload and the attributions of the function, which begins in the selection process. Given the situation of social inequalities that the country faces today, there is a high rate of extreme violence, however, public security agents, such as military and civilian police, are part of the statistics of deaths in the country. It is intended that this research can evidence this context, and sensitize readers to question and demand reviews of public security policies, combating crime, as well as, aims to contribute to the important role that psychological evaluation brings to the context of corporations, recognizing it as an indispensable instrument, which should not only be applied in the selection processes of the corporation, but likewise, as a preventive instrument with regard to the mental health of police officers, a requirement of law and obligation to the public safety body. **Keywords:** Psychological Assessment. Mental health. Behavior. Violence.

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## 1. INTRODUCTION

The carrying out of this study arose from the need to know, through literature, how the psychological state of the police officer is presented when facing urban violence, a situation in which, it is understood, he is subjected to investigations into his conduct since the selection process, The possible consequences can cause some psychological damage. Likewise, perceiving the same within a social context of extreme situations is of great relevance.

This study has a qualitative character, based on a literary review of articles, with emphasis on the context that police officers experience, and their responsibilities in carrying out their profession. Within the perspective of bibliographic study, Gil (2002) states that it is characterized as research that aims to discuss, based on material already produced, a certain theme, highlighting the most relevant points and pointing out situations of communion and divergence between authors about the subject discussed.

To survey the research, five articles were reviewed that address the subject and other relevant points whose understanding serves to better understand the topic, such as: Importance of the psychological assessment process, highlighting it in the history of science and profession, stress of the military police, behavioral conduct, configured in aggressions, violent acts and deviation from the norms established in the corporation, but two studies were chosen, in which it discusses the factors that influence to increase the risks in the quality of life of police officers.

The issues raised here discuss situations faced in everyday life, as well as studies that point out the importance of psychological assessment instruments, used to detect psychological damage in military police officers, which can often trigger pathological diseases, such as diabetes, ulcers and compromised health. emotional state. The discussions raised are the result of studies by other authors, which aim, above all, to provide subsidies to prevent future harm to this public and their families.

According to Calanzas (2010), when discussing the entry of police professionals into the corporation, it is highlighted that many enter attracted in part by the status it brings to the professional, or even by the possibility of growing within the profession or the stability characteristic of competitions. public. However, as it turns out, throughout their careers, these police officers encounter multiple difficulties, such as lack of recognition, deaths of co-workers, low pay and other problems that lead to mental suffering and psychological health problems. What can be seen is that psychological assessment, in its importance, is perceived as a necessary instrument in identifying factors that, upon joining the corporation, face frustration due to lack of recognition and the risks experienced in the course of the profession end up becoming carriers of suffering. psychics. In this sense, it produces fundamental subsidies for related studies.

Primi (2003), argues that there is a great need to understand that psychological assessment goes beyond the production of instruments and sources for the psychologist, reaching the point of being an area of the psychology profession that allows psychological theories to be put into practice in locus. Achieving this new reality will make it possible for the theories known to the psychologist to be tested, gradually being improved, which will make a great contribution so that psychology can develop even further.

Based on the text presented, the importance of psychological assessment was verified, as an efficient instrument in the veracity of psychological events, in the behavioral aspect. Given this perspective, it is understood that it makes it viable and necessary for military professionals to undergo psychological assessment, as support for the psychic area, ensuring the well-being of mental health. The information collected makes it possible to validate, through its techniques and methods, bases for in-depth studies capable of identifying the behavioral conduct of individuals, thus contributing to theoretical foundations.

The present study addresses a brief demonstration of two studies, the first of which was authored by Minayo, Souza and Constantino (2007), which discuss police officers from two civil police corporations and military police. The purpose of which is to detect mental health, during the course of the profession. The criteria defined in the aforementioned study are the characteristics that involve social and economic aspects, recurrently the quality of life of the sample participants, their daily working conditions and the health aspects of the military and civilian police officers who participated in the research, all of the State of Rio de Janeiro.

Another carried out by Calanzas (2010), which discusses the work of police officers, which already begins in the selection process, for public examinations, who, when entering due to status attractions and professional advancement, face situations embarrassing situations involving risks to your life and even your co-workers. This is often the cause of great frustration, due to not meeting the expectations created by their choices, and even influenced by family members.

The emphasis of this study is two aspects that drive psychological suffering, consequently compromising the quality of life, and the expectations created throughout their trajectory, which do not correspond to the status of their imagination. Based on the premises raised in the research, in which the definition adopted in the profile, to meet the requirements of the corporation, regarding the two criteria that govern the behavioral conduct of the military police officer, there is a tendency for internal and external pressures, considering the aspects required in the selection process, it is clear that there is strong pressure

psychological, however there is a great need for the military police officer to undergo a psychological evaluation, given the criteria evaluated in the process.

In view of these discussions, it is understood that the psychological assessment process is of great importance, since a situation of this nature can influence the emergence of psychological suffering, especially police officers in the operational sector, considering a group with greater exposure to risks and conflicts. As authors Minayo, Souza and Constantino (2007) state in their studies, what is observed is the lack of a more global look at the work of those who carry out corporations, which, in turn, leads to physical and mental suffering. and contribute to illness in police officers. Considering the context under discussion, what the media vehicles reveal is a reality of the lack of security that many experience. The statistics of violence in large urban centers involving police officers are worrying. Constantly cruel actions committed by third parties against police officers, such as acts carried out by police officers in the name of their self-defense.

In this context, it is necessary to understand what authors like Lipp, Pereira and Sadir (2005) say, when they highlight that stress is an imbalance between work obligations and the ability to fulfill them, as well as what Minayo and Souza (2003), when they highlight that the danger involved in everyday police actions, hierarchy, fear, long working hours, among other aspects, contribute to greater police stress and require more care and attention.

Sharing with them Romano (1996), it is emphatic to say that, when evaluating their psychology as part of a corporation, it is also necessary to consider their personal aspects, such as their family, the places they live in, personal difficulties, personal training and social, among other aspects, to better understand them and provide better psychological care that effectively meets their demands.

Social inequalities in Brazil bring a considerable wave of violence and insecurity to society, in this case the population is left in a situation of vulnerability and indignation in relation to public security. From this perspective, the population demands support from the corporation for its protection, whose duties are necessary and must be honored by the exercise of the profession. Therefore, society's demand for public safety requires greater commitment from the police officer, which most of the time, the police officer is not prepared emotionally, nor with specific strategies, that also protect them. It is understood that the demands on the corporation, whether military or civilian, from society, are necessary, but the support for better qualifications is flawed and insufficient.

It is intended that this research can highlight this context, and sensitize readers to question and demand revisions to public security and crime fighting policies, as well as to contribute to the important role that psychological assessment brings to the context of corporations, offering technological and psychological support to combat violence on the streets. For Freitas (2008), the entire context of problems in the psychological health of police officers causes problems, including in the image of the institution in the social environment and public opinion.

## 2. PSYCHIC SUFFERING: ASPECTS OF MILITARY POLICE OFFICERS' WORK

This bibliographical research demonstrates the issues that professionals face in their daily lives, characterized as considerable psychological distress. In a way, it necessarily requires undergoing a psychological assessment, to measure the level of mental health problems, since the studies collected in the articles mention workloads, causing emotional exhaustion.

For Oliveira and Santos (2010), the military profession, among other aspects, is characterized by the demand for sacrifices, physical, mental and even one's own life, prioritizing the safety and life of others. In this way, what can be seen is that death is something recurrent and present in the life of the soldier, whether fighting to preserve his life and the lives of his fellow soldiers or defending himself from the risks inherent to the profession.

According to the thoughts of the aforementioned author and other authors who study the subject, the military police officer is faced with embarrassing situations, which are often painful, to save lives, and faces a reality, which consequently, death is seen as something common, and becomes part of the profession, which many would not like to happen, but there are irreversible situations. In this sense, it is believed that the context of violence can contribute to physical and psychological exhaustion, situations arising from their profession.

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An aggravating factor today, the possibility of contracting the Corona Virus, in a context of mandatory exercise of the profession as essential, adds to a sum of questions, raised in this study. What can be seen is that in facing the COVID-19 pandemic, the work carried out by military police officers finds themselves performing their functions through the imposition of the hierarchical organization of their superiors, facing what appears to be one of the greatest barriers imposed on humanity as one all.

With the spread of the virus, which has practically infected the entire world, the population lives in a constant situation of

vulnerability, especially those on the front lines, such as police officers. For Nicolau (1993), his duties are very diverse, he has worked to comply with the rules governing the functioning of economic activities, organizing spaces to maintain social distancing, as well as investigating crimes involving theft and theft of personal protective equipment, used to prevent contact and contagion with the virus, or even tests for the disease, and, more significantly, even with the conduct of people who disrespect protective measures, in crowded environments.

According to the thinking of Matarazzo, Fernandes and Alcadipani (2020), within the pandemic period, given its context of essential service for the security of society, the military police gain prominence within scientific research, as noted in an unprecedented research by Fundação Getúlio Vargas, carried out in conjunction with the Brazilian Public Security Forum, which showed, in results published in May 2020, that in the state of São Paulo alone, 59.7% of members of the civil and military police felt fear of contracting or that a family member contracted the corona virus. The survey also made it clear that only a third of Brazilian police officers indicated that they had received personal protective equipment and proper training so that they could deal with the pandemic in their daily work.

Discussions take place in practically all Brazilian states, and what can be seen in this scenario, through media information, in fact, military police officers are not being considered priority groups, and we wonder why police officers have not yet received the vaccine, There has not yet been any consensus in favor of prioritizing vaccination for this public. It is known that there is a priority group, but there are reasons why the immunological vaccine did not meet this demand, since these are considered "Front Line" and constantly live on the streets.

For Matarazzo, Fernandes and Alcadipani (2020), the current situation, in which the COVID-19 pandemic is still ongoing, requires a change of perspective regarding police action. The authors highlight that the current operating model that preaches the fight against crime needs to be overcome and readjusted to the new reality. Organizational changes therefore need to be redefined and, as a result, the posture and social function of the police need to be rethought in their practice.

Due to the context of the COVID-19 Pandemic, in which society was forced into a new reality, the police were no different either, as they are agents responsible for public order and safety, and must undergo a reorganization of their practices. , with the purpose of maintaining order and control in places where crowds of people may occur. From this perspective, the possibilities of confronting deviant conduct become more favorable, as many visitors to entertainment venues possibly experience some emotional exhaustion, which in a certain way, could contradict the work of the military police officer. There are possibilities for these behaviors to become conflicting, and changes are necessarily essential.

It is a practice evident in the security context, in which a significant number of military police officers carry out work outside the corporation in their free time as a way of supplementing their income. According to Oliveira and Santos (2010), work as a private security guard, widely practiced by police officers, leads to greater physical and mental exhaustion for the police officer, which impacts their career and the corporation as a whole. According to the arguments of the aforementioned authors, the daily reality of military police officers, with a high workload, requires them to undergo extra services, to supplement family budgets, and this can possibly contribute to their mental health. According to Porto (2004), all police officers, military and civilian, directly experience the negative factors of the environment and profession in which they work, which, in turn, generates extreme stress. These situations of physical fatigue and even a lack of emotional balance end up leading police officers to make decisions that are inconsistent with the corporation's philosophy, or even to take irrational, extreme or violent attitudes during crises and complex situations in their work, which leads to a lack of efficiency in professional performance, which in turn leaves police officers and the public exposed to various dangers.

It considers, according to the author's position, that military police officers often behave with deviant attitudes, as a result of exhausting factors in the exercise of their profession. Therefore, such behaviors do not define personality characteristics, since they are affected by adverse situations.

For the authors Oliveira and Santos (2010), what can be highlighted is that human suffering can be directly associated with the performance of activities at work, which leads psychologists to focus on understanding this situation and seek to modify this situation, reorganizing the situation and bringing it into a more favorable perspective. As a rule, with stress finding justification in factors internal and external to work, the psychology professional needs to always act with a broad view of the police officer, helping him to achieve better results and the ability to face the situation experienced.

According to Porto (2004), human stress is associated with work, it is important that the contingencies of the context are analyzed, and the external and internal factors that are possibly influencing the suffering of the military police officer are identified. It is necessary for interventions to be evaluated and preventive measures taken. It is believed that many factors may be influencing, since the military police officer is a vulnerable agent in risky situations, as facing violence brings insecurity to his life and that of his family.

According to the authors Oliveira and Santos (2010), the state of stress is characterized by an imbalance in the body,

considered a state of tension, which is influenced by various organs of the body, and the organism itself has the ability to seek balance. This process is linked to the sympathetic nervous system, it occurs when the body is driven by the fear factor, which serves as a warning to some danger. In the short term, there are also internal hormonal situations, which influence the persistence of stress. These external and internal factors are responsible for the homeostasis process.

Regarding the state of stress, according to the study surveyed, it shows stressful situations experienced in everyday life, which are consequently triggered in the context of social relationships, generally considered in the work environment. And to illustrate the systematized knowledge, he pointed out some aspects in the data collected, such as: institutional wear and tear in power relations, with injustices, work overload, unpreparedness of professionals, lack of recognition in decision-making (PATROCINIO, 1997).

What is analyzed in terms of occupational stress is a complex and institutional situation, because as the individual interacts in life-threatening situations, the greater the possibility of developing damage to their health. In this analytical scenario, occupational stress can be considered an individualized relationship between the individual, their work environment and other daily situations to which they are subjected, which needs, with the help of psychology, to be evaluated as a situation that represents a threat. or a situation that requires too much effort and use of skills to face and overcome the situation.

In the field of the military corporation, considered an organization governed by norms, it is common for stressful behaviors to be part of the context, since the environment is made up of common interests among peers, and there are great possibilities for behavioral changes.

## FINAL CONSIDERATIONS

Considering the study raised on the importance of psychological assessment in the military corporation, it recognizes that it is of paramount importance for military and civil police, as they face psychological suffering, in their work, exercise a profession, often influenced by social inequalities, which possibly trigger psychological, even physical, violence.

Another considerable aspect is in relation to the selection process in the corporation, at first it already develops emotional tension, psychological suffering, acquired during the professional career. The criterion observed in the research was to analyze the context in which the military police operate and the aspects defined by the corporation for their professional entry. They face unexpected situations that do not meet their expectations and are often forced to carry out extra work to supplement the family budget. , and causes work overload. Therefore, it is understood that the military police officer needs to undergo psychological evaluation, recognizing it as a right, and as a tool used to monitor possible psychological damage caused to mental health. In this sense, identify the deviant behavior of the military police officer, as a way to prevent their mental health, quality of life and that of their families.

The methodology used, selected scientific articles, from their daily experiences in facing dangers exposed to threats suffered in the course of the profession. The text discusses a series of situations, with questions that police officers face in their daily lives, and addresses facts about their actions in a social context.

It is believed that choosing your profession are spontaneous decisions to recognize bravery and admiration from some family members who practice or have previously practiced the profession. Although it is an arduous and dangerous profession, it is nevertheless rewarding for its honor and the exercise of the profession and citizenship.

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