

Intelligence Officers Personality, Jobs and Psychology

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Abstract

Intelligence is a complex field yet people are interested to know about many things like, what intelligence and an intelligence officer is, what duties intelligence officers perform, where these officers work, what are an intelligence officer personality features and how these features support intelligence work in different situations? Present paper answered all these questions. Some psychological explanations about intelligence agents have also been presented. Since intelligence jobs are related with analysis, so a few suitable habits for analyzers are also there. A few relevant psychological topics have also been referred for readers those are interested to know about psychology and its use in the field intelligence. The article will fulfill the need of readers to read about basic facts about psychology and intelligence in one paper. The paper is equally useful for beginners and advance readers and would promote the sciences of intelligence and psychology. It would also facilitate the curiosity of general readers about the mysterious field of intelligence and in a few cases psychology.

Introduction

Intelligence in 21st century has re-emerged as an important field (Scott & Jackson, 2004). People now are interested to know about intelligence and intelligence officers due to new open world. Secrecy remained the prime feature of the intelligence (Aldrich, 2004) therefore, so far intelligence is a kind of mysterious field (Davidson & Downing, 2000: LeDoux, 1998). However, now ours are in a changing situation (Phythian, 2009) because, connected world is different.

Many researchers have defined intelligence. According to a known definition intelligence is “information about things foreign people, places, things and events needed by the Government for the conduct of its functions.” (Warner, 2002). Another definition defines intelligence as it “is a function embedded in the organizational structures of government agencies and departments at the federal, state and local level. (Corkill, Cunow, Ashton & East, 2015). Bruce & George, (2015) defined the construct as; “Intelligence is a corporate capability to forecast change in time to do something about it. The capability involves foresight and insight, and is intended to identify impending change which may be positive, representing opportunity or negative, representing threat”. Wheaton & Beerbower, (2006) defined intelligence in two parts; to them “the term “intelligence” includes foreign intelligence and counterintelligence. (2) The term “foreign intelligence” means information relating to the capabilities, intentions, or activities of foreign governments or elements thereof, foreign organizations, or foreign persons. (3) The term “counterintelligence” means information gathered and activities conducted to protect against espionage, other intelligence activities, sabotage, or assassinations conducted by or on behalf of foreign governments or elements thereof, foreign organizations, or foreign persons.” American Central Intelligence Agency (CIA) defined intelligence as, “Intelligence is the official, secret collection and processing of information on foreign countries to aid in formulating and implementing foreign policy, and the conduct of covert activities abroad to facilitate the implementation of foreign policy” (Random, 1958).

Intelligence officers are the officers those perform intelligence related duties. Various authors presented the description of these duties (Hennessy, 2002: Wilensky, 2015: Herman, 1996: Geer, 2014). Usually intelli-

gence officers collect, compile, analyze information (intelligence) as assigned and required by the employing organization. To perform duties these officers collect, communication intelligence, financial intelligence, human intelligence (PANAJOTU, KOSZTASZ, 2010) and other kind of intelligence like imagery intelligence, measurement and signature intelligence, open source intelligence and technical intelligence.

There are various governmental as well as private organizations those collect intelligence. A few somewhat more known governmental intelligence agencies are, Central Intelligence Agency (CIA), Secret Intelligence Service (MI6), Australian Secret Intelligence Service (ASIS), Federal Bureau of Investigation (FBI), Security Service (MI5), Australian Security Intelligence Organization (ASIO), Inter Services Intelligence (ISI), Research and Analysis Wing (RAW), Institute for Intelligence and Special Operations (MOSAD) and Committee for State Security (KGB).

Intelligence officers perform various kinds of duties in their organizations some of the known duties are field officer (Kalitka, 1997), case officers, collectors, operations officers, analysts, counterintelligence officers, intelligence agents (Jones, 2010), the intelligence agents could be source agent, access agent, agent provocateur, rogue agent and double agent.

Intelligence duties, due to the nature of job demands, demand some additional personality characteristics, skills and features from intelligence officers deployed in various positions (Corkill, Cunow, Ashton & East, 2015). Intelligence officers are not exceptional human beings and maintain healthy personalities as described generally for a healthy personality in the light of known personality theorists “Gordon Allport, Carl Rogers, Erich Fromm, Abraham Maslow, Carl Jung, Viktor Frankl, and Fritz Perls” (Kumthekar, 2017). However, due to the nature of the job intelligence officers Corkill, Cunow, Ashton & East, (2015) have highlighted some additional features those facilitate intelligence officers in their job situations and environments. These features one by one and the relevant sources where additional research is available about these features is as follows: first feature is, integrity (Beebe, 2005: Dobson & Singer, 2005: Lee, Ashton & de Vries, 2005: Ones & Viswesvaran, 1998), drive (Porath & Bateman, 2006: DeGeest & Brown, 2011), initiative (Erik Erikson, 1959), commitment (Porter, Steers, Mowday & Boulian, 1974: Gardner & Moore, 2007), respect (Dillon, 2003: Darwall, 1977: Evans & Davis, 2005), adaptability (Guan, Deng, Sun, Wang, Cai, Ye, & Li, 2013: Guan, Guo, Bond, Cai, Zhou, Xu, . . . & Wang, 2014a), fairness (Bjørnskov, Dreher, Fischer & Schnellenbach, 2009: Frey & Osterloh, 2001), confidence (Hays, Thomas, Maynard & Bawden, 2009: Yi & La, 2003: Weber & Brewer, 2008: Compte & Postlewaite, 2004: Norman & Hyland, 2003), self-discipline (Dalton & Crosby, 2011: Duckworth, Grant, Loew, Oettingen & Gollwitzer, 2011: De Klerk & Rens, 2003), innovation (Leonard-Barton, 1991: Rodima-Taylor, Olwig & Chhetri, 2012: Barbier & Homer-Dixon, 1996), flexibility (Zaccaro, Gilbert, Thor & Mumford, 1991), procedures following (Blader & Tyler, 2003), productiveness (Fromm, 2003: Humm, 1942), honesty (Ashton, Lee & Son, 2000: Chirumbolo, 2015), professional standards (Ingvarson, 1998: Schmidt & Wolfe, 1980), creativity (Kaufman & Plucker, 2011: Heunks, 1998), attention to detail (Tepeci, 2005: Hansen, 2016), willingness and resilience (MacIntyre, Babin & Clément, 1999: Yu, Li & Gou, 2011: Shi, Liu, Wang & Wang, 2015: Di Fabio & Palazzeschi, 2015).

Many researchers those include Clauser, (2008), Clauser & Weir (1976), Wolfberg, (2003), Katter et al., (1979), Bullard, Griss, Greene & Gekker, (2013), Wing (2000), Schneider, (1995), Evans & Keibell (2011), Corkill, (UnPub), Schneider, (1995), Allen (2008), and Fischl & Gilbert, (1983), Quarmby & Young (2010) in (Corkill, Cunow, Ashton & East, 2015) have reflected many situations and environments in which the intelligence officers perform their duties. These situations in most of the cases are national security situations, the military related situations, in law enforcement, in defense situations and in governance and compliance environments. A few other researchers have presented these situation and intelligence officer characteristics with another angle (Podbregar, Iztok Hribar, Gašper and Ivanuša, 2015).

Wilder (2017) in his recommendations about the qualities necessary for espionage has suggested a few personality aspects those the authors feels support espionage. These to him include, dysfunctions in the personality of the person who is to be recruited as an agent, a state of crisis and an ease of opportunity for recruited for spying. He suggested that following personality features suits more for espionage, psychopathic, immature and a narcissist personality types to him prove to be a better choice for espionage. Some other

authors like Winkler (2009) has pointed out that the role of information and understanding of economic, political, intelligence and military dimensions essential for better handling of agents. Steen (2015) highlighted the role of propaganda that influences various war situations to get desired out-put from agents and Fitness (2001) highlighting the importance of betrayal in intelligence relationships and other relationships.

Analysis expertise demand in jobs is now increasing in the world and it is related with intelligence jobs (Gajić, Jeremić & Stefanović, 2017; Vandeppeer, 2016). There are many types of analysis are available like statistical analysis, structured analysis, quantitative empirical analysis and quasi-quantitative analysis (Pherson, 2013). To him following five habits could help everybody who is interested in analysis to improve analysis.

If you are good thinker and you have develop the insight that when is the time to challenge your, key assumptions', you have acquired an important habit for better analysis.

Always consider, 'alternative hypothesis' in the light of 'alternative explanations' for every event, even about null hypothesis. Always consider 'deception' hypothesis where you feel that is applicable.

Search 'inconsistencies in the data, and find out sufficient justification to quickly discard, candidate hypothesis in that context.

Remained focused on 'key drivers' while explaining that what occurred and what is likely to happen?

Fully grasp the overarching context within which the analysis is done but also anticipate what the customer needs are?

The discipline of psychology is helping the new emerging needs of the day by day growing and spreading the complex spectrum of training including spy training; because now everything is available on various search engines like maps , personal data and exact location, installations, own strengths and weakness, literature and history, even attitudes and culture, personal general reactions of all known or less known people and above all new world is now a globally connected world where everything now is an open secret but still spying, espionage, sabotage, surveillance and all activities of old times are being practiced in present day modernity? With the appropriate use of psychology not only one can address all intelligence related challenges at micro level but also can perform all assigned jobs with more capabilities. In the modern psychology numerous context studies are available. Some to refer are experiments related with facial expressions (Sugden, Mohamed-Ali & Moulson, 2014), studies about complex motor actions (Moreau, Morrison & Conway, 2015), minimizing accidental behavior (Gantt & Gantt, 2012), body posture clues (McAuliff & Duckworth, 2010), non-verbal clues (Sebanz & Shiffrar, 2009).

Usually the people related with intelligence those include officers, trainers and people related with top command level put more efforts to understand the field of intelligence, whereas psychology is a science that in direct manner helps the people working in all fields of life to understand the life of life, the author therefore has suggested a few sources with their purpose of use for beginners and advance readers those are eager to know about the knowledge of psychology related with their fields including intelligence. What is psychology (Passer & Smith, 2004: Carlson, Heth, Miller, Donahoe & Martin, 2009: Kantor, 1924) What is memory (Ekman, 1959) What is perception (Dember, 1960) What is learning (Hilgard & Bower, 1966: Mowrer, 1960) What is motive and motivation (Atkinson, 1964) What is an attitudes (Allport, 1933: Eagly & Chaiken, 1993) What are the neural basis of behavior (Heiligenberg, 1991) Who was Sigmund Freud (Freud, 1971) What is personality (Murray & Kluckhohn, 1948) Psychodynamic models of personality (Bornstein, Denckla & Chung, 2012) The role of meanings in life and personality (Steger, Kashdan, Sullivan & Lorentz, 2008) Human strengths (Aspinwall & Staudinger, 2003: Savickas, 2003) Human strengths, weaknesses (McGrath, Howard & Baker, 2015) What is industrial psychology (Viteles & Brief, 1932) Human strengths, management (Glaser, 2006) What is crime and psychology of crime (Abrahamsen, 1960: Hollin, 2013) What is investigative psychology (Canter & Youngs, 2009: Canter, 2010a)? What is juvenile delinquency (Shaw & McKay, 1942: Agnew & Brezina, 2012) radicalization and de-radicalization (Horgan, 2008: Doosje et al 2016) What is cognitive interviewing (Geiselman & Padilla, 1988: Beatty & Willis, 2007) and how it works, how to investigate high suspects (Moore, 2014: Roman, 2008: Mann, Vrij & Bull, 2002), how to detect lying during investigative

interviews (Granhag&Hartwig, 2008) What to do with false confession (Davis & Leo, 2014: Vrij, Meissner&Kassin, 2015: Lassiter &Meissner, 2010) What is detention how detention affects an individual (Power &Beveridge, 1990: Tyson, 1983: Levin, 1988) What is criminal and offender rehabilitation (Rotman, 1990: National Research Council,1981: McGuire, 2003) What is military (Driskell& Olmstead, 1989: Gal &Mangelsdorff, 1991)naval (Darley, 1957: Cram, 2012) and aviation psychology (Tsang &Vidulich, 2002: Johnston & McDonald, 2017) What is fatigue (MacIntosh&Rassier, 2002: Muscio, 1921: Krupp & Christodoulou, 2001)stress (Janis, 1958:Selye, 1956), threshold (Silverman, 2013) What is Yerkes Dodosson Law (Broadhurst, 1957: Cohen, 2011) What is effect (Zeigarnik, 1927: Zeigarnik, 1938a: Schiffman&Greist-Bousquet, 1992) What is attribution& theory (Kelley, 1967), What is cognitive dissonance (Festinger, 1962: Festinger, 1962a).

Conclusion and Recommendations

The paper would play a role and serve as a ready reference for those who are interested to read about intelligence, intelligence officers' personality, jobs and the role of psychology in the field of intelligence. There is a possibility that the author might miss a few relevant important context sources those were required to report but as an ocean cannot be placed in a river, it is humanly difficult to arrange all important areas and works of psychology and intelligence in one piece, however, all efforts have been made to satisfy the needs of the readers those are interested in such topics.

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